

**James A. Breough, Ph.D.**  
**Vice President of Litigation Support Services**  
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**EDUCATION**

<b>Ph.D.</b>	I/O Psychology – Ohio State University, 1977
<b>M.A.</b>	I/O Psychology – Ohio State University, 1975
<b>B.A.</b>	Psychology – Boston College, 1972

**PROFESSIONAL EXPERIENCE**

**EASI•CONSULT, LLC, St, Louis, MO (October 2007-Present)**

**Vice President of Litigation Support Services**

- Provide expert testimony and statistical analyses related to fair employment practices.

**SELECTED CONSULTING EXPERIENCE**

- **Comprehensive Care Corporation** - Provided expertise on (a) updating the existing wage and salary policy and (b) developing an individual incentive system.
- **Equal Employment Opportunity Commission** - Served as an outside consultant in 2 employment discrimination cases.
- **Farm Credit Banks** - Developed a new performance appraisal system.
- **Visiting Nurses Association** - Developed a new performance appraisal system.
- **Busch Entertainment Corporation** – Job analysis and selection instrument development.
- **Anheuser-Busch Companies** – Provided statistical expertise on an arbitration case concerning job transfers.

**ACADEMIC EXPERIENCE**

- Assistant Professor of Management, University of Missouri - St. Louis, (1977 - 1983).
- Joint Appointment, Psychology Department, University of Missouri - St. Louis, (1979 - Present).
- Associate Professor of Management and of Psychology, University of Missouri - St. Louis, (1983 - 1993).
- Management Area Coordinator, University of Missouri - St. Louis, (1983 - Present).
- Professor of Management and of Psychology, University of Missouri - St. Louis, (1993 - Present).

**HONORS AND AWARDS**

- Elected a Fellow of the Society for Industrial and Organizational Psychology (1996).
- Elected a Fellow of the American Psychological Association (1997).
- Elected a Fellow of the Association for Psychological Science (1998).
- Associate Editor, *Journal of Applied Psychology* (1996 - 2002).
- Editorial Board Member, *Personnel Psychology* (1985 - 1996).
- Editorial Board Member, *Journal of Applied Psychology* (1992 - 1996).
- Editorial Board Member, *Academy of Management Review* (1991 - 1996).
- Program Chair, Industrial & Organizational Psychology Division.
- Program Chair, American Psychological Association Convention (New York City, 1987).
- Program Chair, Society for Industrial and Organizational Psychology Conference (Dallas, 1988).
- Program Chair, Human Resources Division, Academy of Management Conference (Vancouver, 1995).
- Division Chair, Human Resources Division, Academy of Management, (1996 - 1997).
- Outside Reviewer, 23 tenure cases.

## INTERVIEWED BY:

- *St. Louis Magazine* (Performance Appraisal).
- *St. Louis Business Journal* (Performance Appraisal).
- *National Business Employment Weekly* (Recruiting).
- KMOX Radio (Drug Testing, Job Hunting), KMOX Television (Selection Testing).
- *St. Louis Post Dispatch* (Executive Decision making, Job Loss, Handwriting Analysis, Employee Recruitment, Family Leaves, Sexual Harassment).

## PROFESSIONAL AFFILIATIONS

- SIOP (Fellow), Association for Psychological Sciences (Fellow).
- Academy of Management.
- American Psychological Association (Fellow).

## SELECTED PUBLICATIONS

### ARTICLES

- Breaugh, J. A., DiMarco, N., and Houser, H. (1980). Sex Differences in the Work Attitudes of Professional Engineers. *ISA Transactions*, 19, pp. 43-47.
- DiMarco, N., Breaugh, J. A., and Houser, H. (1980). Worker Motivation: Age Differences in Engineers. *ISA Transactions*, 19, pp. 37-42.
- Breaugh, J. A. (1981). Relationships between Recruiting Sources and Employee Performance, Absenteeism, and Work Attitudes. *Academy of Management Journal*, 24, pp. 142-147.
- Breaugh, J. A. and Mann, R. B. (1981). The Utility of Discriminant Analysis for Predicting Graduation from a Master of Business Administration Program. *Educational and Psychological Measurement*, 41, pp. 495-501.
- Breaugh, J. A. and Klimoski, R. J. (1981). Social Forces in Negotiation Simulations. *Personality and Social Psychology Bulletin*, 7, pp. 290-295.
- Breaugh, J. A. (1981). Predicting Absenteeism from Past Absenteeism and Work Attitudes. *Journal of Applied Psychology*, 66, pp. 555-560.
- Breaugh, J. A. (1983). The 12-Hour Work Day: Differing Employee Reactions. *Personnel Psychology*, 36, pp. 277-288.
- Breaugh, J. A. (1983). Realistic Job Previews: A Critical Appraisal and Future Research Directions. *Academy of Management Review*, 8, pp. 612-619.
- Breaugh, J. A. & Colihan, J. (1994). Measuring Job Ambiguity Facets: Construct Validity Evidence. *Journal of Applied Psychology*, 79, pp. 191-202.
- Breaugh, J. A. & Starke, M. (2000). Research on Employee Recruitment: So Many Studies, So Many Remaining Questions. *Journal of Management*, 26, pp. 405-434.
- Breaugh, J. A., Greising, L. A., Taggart, J. W., & Chen, H. (2003). The Relationship of Recruiting Sources and Pre-hire Outcomes: An Examination of Yield Ratios and Applicant Quality. *Journal of Applied Social Psychology*, 33, pp. 2267-2287,

Breaugh, J.A. (2004). Recruitment. *Encyclopedia of Applied Psychology*. Elsevier Inc. pp. 243-247.

Breaugh, J. A. & Frye, K. (in press). Work-Family Conflict: The Importance of Family-Friendly Employment Practices and Family-Supportive Supervisors. *Journal of Business and Psychology*.

## **BOOKS**

Breaugh, J. A. (1992). *Employee Recruitment: Theory and Practice*. Boston: PWS-Kent Publishing. 384 pages.