

James A. Breough, Ph.D.
Vice President of Litigation Support Services
314.209.9495, ext 733 - jbreough@easiconsult.com

EDUCATION

Ph.D.	I/O Psychology – Ohio State University, 1977
M.A.	I/O Psychology – Ohio State University, 1975
B.A.	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
- In addition to the 2 EEOC cases, I have been involved (expert testimony; statistical analyses, etc.) in 9 other fair employment practice cases. I have worked for both defendants and plaintiffs. I have served as an expert witness in a labor arbitration.

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.

OTHER PROFESSIONAL ACTIVITIES

- Research on recruiting employees reviewed in *Psychology Today*, December, 1981.
- Served as an expert witness in a racial discrimination case, *Easily v. Anheuser-Busch*, U.S. District Court, Eastern Missouri, 1983. Published in *Fair Employment Practices*, 34, *FEP*, 82-1316C (3) 8-30-83.
- Elected President of Industrial/Organizational Psychology Division of the Missouri Psychological Association, 1984.
- Served as expert witness for Equal Employment Opportunity Commission, 1983.
- Invited Co-presenter of a pre-convention workshop on Equal Employment Opportunity, American Psychological Association Convention, Los Angeles, CA, 1985.

- Published Invited Column on employee recruitment for *St. Louis County Star-Journal* (November, 16, 1988). Reprinted in *St. Louis North & Northwest Journal* (November 30, 1988)
- Member of Academy of Management Task Force to Evaluate Journal Operations, 1992.
- Chair of the Awards Committee of the Human Resources Division of the Academy of Management 1993-1994.

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.