

# Paige P. Wolf

## Senior Consultant

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### EDUCATION

- Ph.D. Industrial/Organizational Psychology – Virginia Tech, Blacksburg, VA (August 1996)  
M.S. Industrial/Organizational Psychology – Virginia Tech, Blacksburg, VA (May 1994)  
B.A. Psychology Education – University of Delaware, Newark, DE (May 1992)

### PROFESSIONAL EXPERIENCE

#### **EASI CONSULT, LLC, St. Louis, MO (May 2010-Present)**

##### **Senior Consultant**

#### **PERFORMANCE MATTERS, LLC. (April 2002-Present)**

##### **President**

- Provide strategic human resource consulting services to public and private sector clients. Projects include leadership development program development and implementation, individual assessment, competency modeling, team facilitation, interview development and validation, training module development and delivery, and qualitative research projects.

#### **GEORGE MASON UNIVERSITY (January 2002-Present)**

##### **Associate Professor of Management, School of Management**

- Teach graduate MBA-level course in strategic human resource management and undergraduate courses in human resources, teams & leadership, and organizational behavior.
- Co-chair of university's Distance Education Council.
- Serve on faculty committees.

#### **AON CONSULTING (December 1997-December 2001)**

##### **Senior Manager, Management Consulting Group**

- Led consulting projects involving a variety of human resource programs across a number of industries.
- Project work required skills and knowledge related to job analysis, employee selection, performance management, leadership development, competency modeling, change management, and training.
- Tasks included determining solutions to clients' business challenges related to their human capital, facilitating client and job expert meetings, reviewing statistical analyses, and managing client relationships.

#### **AMERICAN INSTITUTES FOR RESEARCH (June 1996-December 1997)**

##### **Associate Research Scientist**

- Developed training programs to support human resource interventions
- Designed job analysis software tools and facilitated and coordinated over thirty job analysis data collection focus groups,
- Analyzed and interpreted data for job classification, assisted in proposal development, authored professional articles, and wrote reports of work performed.
- Clients included government agencies in the Department of Defense.

#### **GTE TELEPHONE OPERATIONS, WORLD HEADQUARTERS (May 1995-December 1995)**

##### **Employee Selection Intern**

##### **Associate Research Scientist**

- Developed structured interviews and conducted structured interview training course and designed supplemental written materials for a video-based structured interview training course.
- Performed job analysis and data analysis, conducted phone interviews and observations
- Organized and facilitated meetings with subject matter experts to develop questions

- Wrote technical reports. Developed and validated job knowledge selection test.

## **PROFESSIONAL AFFILIATIONS**

- Senior Professional of Human Resources Certification (SPHR) (June 2004-Present)
- American Psychological Association (1994-Present)
- Academy of Management (2003-Present)
- Society for Human Resource Management (2004-Present)
- Society for Industrial-Organizational Psychology (1993-Present)
- Personnel Testing Council of Metropolitan Washington (1996-Present)
- Phi Beta Kappa Honor Society (1992)

## **PUBLICATIONS**

Fisher, S., Wasserman, M., Wolf, P.P. & Wears, K. (2008). Human resource issues in outsourcing: Integrating research and practice. *Human Resource Management*, 47 (3), 501-523.

Wolf, P.P. (2008). Building Effective Partnerships in Professional Services, Initiative for Collaborative Government, CGI-George Mason University, April 2008.

Wolf, P. P. (2008). Students Benefit from Strong Partnerships with the Business Community. SOM Times Winter 2008 Published by George Mason University's School of Management.

Fortino, A. & Wolf, P. (2007). Going the Distance, BizEd, January/February, 30-35.

Fisher, S., Wasserman, M. & Wolf, P.P. (2006). Effectively Managing Professional Services Contracts: 12 Best Practices. Competition and Choice Series. IBM Center of The Business of Government, March 2006.

Dwight, S. A., Wolf, P. P., & Golden, J. H., III. (2002). Metatraits: Enhancing criterion-related validity through the assessment of traitedness. *Journal of Applied Social Psychology*, 32 (10), 2202-2212.

Mumford, M. & Porter, P. P. (1998). Analogies. *Encyclopedia of Creativity*. San Diego: Academic Press.

Trafimow, D. & Porter, P. P. (1997). A comparison of updating and explanation as causes of the incongruity effect on person memory. *Journal of Social Psychology*, 137 (4), 412-420.

## **CONFERENCE PRESENTATIONS**

Nelson, J., Poms, L. W., & Wolf, P.P. (2010). Developing Efficacy Beliefs for Ethics and Diversity Management. Paper presented at the 25th Annual Society for Industrial and Organizational Psychology Conference, April 2010, Atlanta, Georgia.

Joshi, M.P., Wolf, P.P., Mainkar, A. (2010). Recruiting Executives for International Assignments: Differences between Manufacturing and Service Companies. Paper presented at the 47th Annual Eastern Academy of Management Conference, May 2010, Portland, Maine.

Wolf, P.P. (2009). Teaching Workplace Security: A Case-Based Approach. In C. Parker (Chair), Beyond Regurgitation: Ideas to Enhance Critical Thinking in I/O/HR Courses. Paper presented at the 24th Annual Society for Industrial and Organizational Psychology Conference, April 2009, New Orleans, LA.

Mclauchlin, A., Wolf, P. P., McKinney, P. (2008). Multisourcing: A New Governance Paradigm for Making Shared Services Really Work. Presented at the 18th Annual Executive Leadership Conference, Williamsburg, VA. Conference attendees include senior executives in Federal Government, members of the American Council for Technology and the Industry Advisory Council.

- Wolf, P. & Adams, B. (2008). Teaching Strategies in a "Net Generation": Blackboard Campus Edition 6. Faculty Showcase sponsored by Center for Teaching Excellence, George Mason University.
- Marks, M., Wolf, P., Hallows, K. (2008). Short Term Study Abroad Programs for Graduate Business Students. In Bringing the World into Our Classrooms: Approaches to Cross-Cultural Education, Annual Meeting of the Academy of Management, August 2008, Anaheim, California.
- Fisher, S., Wasserman, M., & Wolf, P. P. (2006). The boundary spanning role of on-site consultants: Effects on individual and organizational performance. In S. Fisher (Chair), Consultants as Contingent Workers: Redefining Boundaries Between Clients and Service-Providers. Annual Meeting of the Academy of Management, August 2006, Atlanta, GA.
- Wolf, P.P. & Fortino, A. (2006). Management Education in a Virtual World: Embrace the Challenge for a Successful Transition. Paper presented at the 43rd Annual Meeting of the Eastern Academy of Management, May 2006, Saratoga Spring, NY.
- Joshi, M. P. & Wolf, P.P. (2005). International Recruiting: The KSAs Required for Senior Managers. Paper presented at the 25th Annual International Conference of the Strategic Management Society, October 2005, Orlando, FL.
- Wolf, P. P., O'Brien, A., Horn, Z., Poms, L., Bludau, T., & Camburn, M. (2005). The Economics and Challenges of Quality Undergraduate Organizational Behavior Education. Paper presented at the 2005 Annual Meeting of the Academy of Management, August 2005, Honolulu, HI.
- McFarland, L.A., Wolf, P.P., & Nguyen, J. (2005). Weighting Criteria: The Impact on Validity and Sub-Group Differences, Poster to be presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, April 2005, Los Angeles, CA.
- Wolf, P.P. (Chair) (2005). Web-Based Instruction: Practical Guidance from the Field. Symposium to be presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, April 2005, Los Angeles, CA.
- Fisher, S., Wasserman, M., & Wolf, P. P., (2005). Managing Contractors in the Federal Workplace: Effective Utilization and Integration. Research funded by the IBM Center for The Business of Government; Washington, DC.
- Fortino, A., Wolf, P. P., & Marks, M. (2004). Effective Strategies for Delivering a Distance MBA Program. Professional Development Workshop conducted at the 2004 Academy of Management Annual Conference, New Orleans, LA.
- Fortino, A., Wolf, P. P., Marks, M., & Nutter, S. (2004). Using WebCT in Distance Education: The School of Management's ClassroomPlus Program for Graduate Studies. Presentation sponsored by George Mason University's Center for Teaching Excellence. Fairfax, VA.
- Fortino, A. & Wolf, P. P. E-Learning Initiatives for Management: Making the Business Case. (2004). Presented at the AACSB International 2004 Distance Learning Conference, Houston, Texas.
- Schmidt, D. B. & Wolf, P. P. Examining Situational Judgment Tests Across Applicant and Incumbent Settings. (2003). In F. L. Oswald (Chair), What Should You Do To Research Situational Judgment Tests? Symposium presented at the 18th Annual Conference of the Society for Industrial Organizational Psychology, Orlando, Florida.
- Russell, D. P., Oravec, J. T., & Wolf, P. P. (2000). Big Five Versus Subscale Measurement of Personality for Selection. In P. P. Wolf (Chair), Personality Tests: Using Theory to Maximize Predictive Power. Symposium conducted at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Dwight, S. A., Wolf, P. P., & Golden J. H. (1999). Metatraits: Enhancing criterion-related validity through the assessment of traitedness. Paper presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Wolf, P. P. (1999). Panelist in the roundtable Making the Leap: Transitioning from Graduate School to Consulting Careers. Conducted at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Dallam, T. L., Ludwick, M. H., Wolf, P. P., & Redmond, M. R. (1999). Subject Matter Experts vs. I-O Psychologists: A comparison of competency profiles. In J. A. Ryer (Chair), *The Validity of Job Analysis Judgments*. Symposium conducted at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Porter, P. P. & Foti, R. J. (1997). Individual Differences in Processing Feedback: Repressors vs. Non-repressors. Poster presented at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
- Porter, P. P. & Foti, R. J. (1995) Effect of discrepant information and sex of manager on attributions and ratings of manager's performance. In P. E. Levy (Chair), *Feedback from Multiple Sources: Evidence from the Laboratory and Field*. Symposium conducted at the 10th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida. Third place winner of 1995 Graduate Research Symposium, Virginia Tech, Blacksburg, Virginia.