

Alan L. Colquitt, Ph.D.

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Fishers, Indiana 46037

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Web Site: <https://www.alancolquitt.com>

EDUCATION AND TRAINING

Doctor of Philosophy, 1987

Wayne State University
Detroit, Michigan
Industrial/Organizational Psychology

Licensed Psychologist (1994 to present)

State of Indiana. License #20040761

Bachelor of Arts (with honors), 1982

Indiana University
Bloomington, Indiana
Psychology

Advanced Organizational

Development/Human Resources

Development (OD/HRD) program, 1995.

Columbia University, New York

PROFESSIONAL EXPERIENCE

Alan L. Colquitt, LLC (Consulting and Professional Services Firm)

Managing Partner (January 2018 to present).

Key areas of responsibility

- Manage consulting engagements and advisory relationships with clients in pharmaceutical, professional services, media and entertainment, and technology industries. Projects included performance management redesign, software development, leadership assessment and development, people analytics, organization diagnosis and design.
- Develop partnerships and alliances with other technology and professional services firms
- Writing, speaking, and blogging to promote new book, products and services, develop reputation

Center for Effective Organizations, University of Southern California

Affiliate Research Scientist (January 2018 to present)

Key areas of responsibility

- Recruit sponsor companies
- Develop and co-lead new Enterprise Effectiveness Network in the US, recruit member companies
- Consult with, advise member companies

Eli Lilly and Company

Global Assessment, Organization Effectiveness, Workforce Research

Director (2010 to 2017)

Key areas of responsibility:

- Manage all corporate survey programs (recruiting, onboarding, engagement, exit, alliances, teams)
- Develop, implement and monitor testing and assessment programs for hiring, promotion, leadership identification and development
- Manage company's performance management process (recently transitioned this responsibility to another group)
- Center of excellence for analytics and workforce research in areas of engagement, retention, performance, diversity, culture, innovation, service
- Consult with senior leaders in in above areas, conduct strategic research projects to support decisions in key areas of interest to the company
- Managed a staff ranging from 3 to 6 individuals

Eli Lilly and Company

Workforce Research

Manager (1997 to 2010)

Key Areas of responsibility:

- Develop, implement a variety of survey processes focused on key stakeholders (employees, collaborators)
- Develop, implement, and monitor testing and assessment systems
- Conduct special research on issues of current interest (e.g. culture, diversity issues, retention, impact of key interventions, diagnose specific issues)
- Develop, implement, and report key workforce and people-related metrics
- Leverage results and learnings from all research, monitor trends affecting workforce
- Consult with line, HR management in the above subject areas
- Manage small staff (1 person) of technical experts

Eli Lilly and Company

Organization Effectiveness

Manager (1994 to 1997)

Key areas of responsibility:

- Organizational consulting (Design, change management, strategy)
- Team development
- Workforce research, strategic studies
- Survey development and design
- Performance management system design
- Testing and assessment program development
- Manage a staff of 6 OE professionals

Eli Lilly and Company

Career Development and Psychological Services

Staff Psychologist (1990 to 1994)

Key areas of responsibility:

- Assessment and psychometrics
- Design and administer career assessment and development programs
- Testing and assessment program development
- Workforce research, strategic studies

The Procter & Gamble Company

Personnel Research

Manager (1985 to 1990)

Key areas of responsibility:

- Testing and assessment program development
- Test development and validation
- Training evaluation
- Strategic studies and research

BOARD MEMBERSHIPS

- Betterworks. Technology company providing continuous performance management software. March 2020 to present
- Perflo. Technology company developing software applications for enabling high-performance teams. March 2020 to present.

ACADEMIC AND TEACHING EXPERIENCE

- Adjunct faculty – Indiana University, Purdue University at Indianapolis (IUPUI) Kelley School of Business. 2018 to present. Partner teaching professional development classes (X522, X511). Assessed and coached evening MBA students, helping prepare them to define and achieve their future career goals
- Adjunct faculty – Butler University, College of Business. 2014 to 2016. Taught Organizational Behavior
- Adjunct faculty – Indiana University, Purdue University at Indianapolis (IUPUI), Industrial and Organizational Psychology dept. 2009 to present
- Adjunct faculty, University of Cincinnati School of Business, 1988-1989. Taught Principles of Leadership
- Adjunct faculty, University of Detroit School of Business (Detroit Mercy), 1984-1985. Taught Principles of Leadership
- Wayne State University, 1982-1987. Taught Introductory Psychology, Statistics, I/O Psychology.

AREAS OF TECHNICAL COMPETENCE/EXPERTISE

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|--|---|
| <ul style="list-style-type: none">• Assessment and selection• Survey design, development• Program evaluation | <ul style="list-style-type: none">• Career and employee development• Performance measurement, metrics• Organizational capability assessment and development |
| <ul style="list-style-type: none">• Performance management• Job analysis, needs analysis• Metrics, balanced scorecard• Research design• Statistical analysis | <ul style="list-style-type: none">• Organization diagnosis• Organization change management• Organization design• Culture change• Strategy development |

AREAS OF RESEARCH, INTERESTS

- 360-Degree Feedback
- Attraction
- Diversity, inclusion, psychological safety
- Employee engagement
- Employee value proposition
- Innovation
- Agile organization design
- Organizational capabilities
- Onboarding
- Performance management, pay-for-performance, compensation
- Retention
- Employee engagement
- Leadership potential and effectiveness
- Metrics, Measurement, Balanced Scorecard

BOOKS AND CHAPTERS

- Colquitt, A. L. (2017). Next-generation performance management: The triumph of science over myth and superstition. Charlotte, NC: IAP Information Age Publishing.
- Colquitt, A. L. (2016). Performance management: Common practice, unique practice, and effective practice. In D. Blackman, M. O'Donnell, & S. Teo (Eds.) *Human capital management research: Influencing practice and process*. Charlotte, NC: IAP Information Age Publishing.

ARTICLES

- (R) Rotolo, C. T., Church, A. H., Adler, S., Smither, J. W., Colquitt, A. L., Shull, A. C., Paul, K. B., & Foster, G. (2018). Putting an end to bad talent management: A call to action for the field of I-O Psychology. *Industrial-Organizational Psychology: Perspectives on Science and Practice*, 11, 1.
- Thompson, D. A., Butkus, G., Colquitt, A. L., & Boudreau, J. (2016). The right kind of conflict leads to better products. *Harvard Business Review*, December 23.
- (R) Adler, S., Campion, M., Colquitt, A., Grubb, A., Murphy, K., Ollander-Krane, R., & Pulakos, E. (2016). Getting rid of performance ratings: Genius or folly—a debate. *Industrial-Organizational Psychology: Perspectives on Science and Practice*, 9, 219-252.
- Colquitt, A. L. (2016). Next-generation performance management: The triumph of science over propaganda. HR People + Strategy White Paper, Issue 4.
- Colquitt A. L. (2013). Reflections on the state of I/O research and practice: Lessons learned from performance management. *The Industrial Organizational Psychologist*, 51, 2, 37-44.
- (R) Becker, T & Colquitt A. L. (1992). Potential vs. actual faking of a biodata form: An analysis along several dimensions of item types. *Personnel Psychology*, 45, 389-406.
- (R) Lubin, B, Hanson, P. G. & Colquitt, A. L. (1992). Instruments to measure mood and affect in organizations. *Organization Development Journal*, 10, 4, 33-36.
- (R) Referee journal publications

ONLINE ARTICLES, BLOG POSTS

- Colquitt, A. L. (2020). [Feedback on feedback: Focus on progress instead](#). Medium, April 27, 2020
- Colquitt, A. L. (2020). [Managing employee performance and rewards in a COVID-19 world](#). LinkedIn article, April, 2020

- Colquitt, A. L. (2020). Calibration: [What is it good for?](#) LinkedIn article, February, 2020
- Colihan, J., Schulzetenberg, A., Colquitt, A., & Colby J. (2018). Is your appraisal system putting the brakes on organizational citizenship behaviors? Blog post, Colihan Consulting, October 1.
- Colquitt, A. L. (2019). [CEO Pay, Employee Pay, and Pay Inequality in Organizations. Meritocracy or Monkey Business](#), November 20.
- Colquitt, A. L. (2018). [It's rating season: Time to play "the game."](#) LinkedIn article, November 20.
- Colquitt, A. L. (2018). [Remove the shackles from performance management so it can serve your business](#). LinkedIn article, July 16.
- Colquitt, A. L. (2018). [Carrots, sticks, and fines in the NFL](#). LinkedIn article, May 24.
- Colquitt, A. L. (2018). [The world's worst disease. Is your company infected with it?](#) LinkedIn article, blog post. April 18.
- Colquitt, A. L. (2018). [Size doesn't matter. Some comments on the United Airlines Bonus Lottery](#). LinkedIn article, blog post. March 5.
- Colquitt, A. L. (2018). [Will this be on the test? What are we doing to our students and employees?](#) LinkedIn Article, blog post. February 8.
- Colquitt, A. L. (2018). [It's differentiation season](#). LinkedIn article, blog post. January 19.
- Colquitt, A. L. (2017). [Lessons from a chef and the scourge of agency theory](#). LinkedIn article, November 21, 2017.
- Colquitt, A. L. (2016). [Performance management's problems run deeper than ratings](#). LinkedIn article, blog Post, May 23, 2016.
- Boudreau, J., & Colquitt, A. (2015). [Should we rethink the idea that differentiating performance and rewards is always good?](#) Visier blog post, November 3.
- Colquitt, A. L. (2015). [A pleasant death of performance-based pay](#). HR People + Strategy, August 31.

VIDEOS

- Colquitt, A. L. (2020). [Big ideas in Performance Management 2.0? Performance Management for a VUCA world](#). Sponsored by the Society for Industrial and Organizational Psychology.
- Colquitt, A. L. (2019). [Performance management 1.0 is a game and we should stop playing it](#). YouTube Video.
- Colquitt, A. L. (2018). [Why your ratings and compensation strategy is holding you back](#). Video in partnership with 15Five.

PODCAST APPEARANCES

- Churchouse, B. (2020). HR Congress Podcast. Featured guest.
- Butina, B. (2019). Department 12 Podcast. Featured guest.
- Bigony, C. (2018). Talk nerdy to me. Featured guest on 15Five Interview/Blog series.
<https://www.youtube.com/watch?v=86xZ0NjoUDo>.
- Kuman, V. (2018). Jobs of the future podcast. Featured guest.
<https://www.youtube.com/watch?v=i7CobGkldzA>.
- The HR Congress (2018). An interview with Alan Colquitt: Next Generation Performance Management. January 30th.
- Rainey, C. (2017). HR Leaders Podcast #9. Interview with Alan Colquitt.

OTHER PRESS

- Brown, E. (2018). Is it time to bring data to managing? Knowable Magazine. July 26. Featured interview. <https://www.knowablemagazine.org/article/society/2018/it-time-bring-data-managing>.
- Wysocky, K. (2018). Evaluation stagnation. Municipal Sewer and Water, June. Featured interview.
- Galli, L. (2017). Next Generation Performance Management: Science for Work, interview with Alan Colquitt.

INVITED ADDRESSES, PRESENTATIONS, WEBINARS, WORKSHOPS

- Colquitt, A. L. (2020). Managing performance and rewards in a COVID-19 World. Webinar conducted in partnership with Silicon Halton, May 2020
- Colquitt, A. L. (2020). Performance management 2.0: The Triumph of Science over Myth/Superstition. Invited presentation to University of Texas, Dallas. February, 2020
- Colquitt, A. L. (2019). Taking a strategic look at performance management issues. Western Canada Council of HR Executives, The Conference Board of Canada. Edmonton, Alberta, November, 2019.
- Colquitt, A. L. (2019). Manager or machine? Performance management and the impact of digital, AI and technology. The Future of HR Conference, Center for Effective Organizations, Los Angeles, CA, October 2019.
- Colquitt, A. L. (2019). Reinventing Performance Management and rewards. Workshop sponsored by The Center for Effective Organizations, October, 2019, Los Angeles.
- Colquitt, A. L. (2019). What are the big ideas in Performance Management 2.0? Performance Management for a VUCA world. SIOP Webinar.
- Colquitt, A. L. (2019). Are our reward practices sabotaging your PM transformation efforts? Keynote address: Talent Management Alliance Reward and Performance Management Summit, Atlanta, GA, September.
- Colquitt, A. L. (2019). Pay and performance management: Are they two sides of the same dysfunctional coin? Human Capital Growth Webinar Series. September.
- Colquitt, A. L. (2019). Happiness at work. Webinar for the Enterprise Effectiveness Network, Center for Effective Organizations, September.
- Colquitt, A. L. (2019). Designing organizations for happiness: Happiness and engagement strategies. Workshop for SK group, Los Angeles, CA. Center for Effective Organizations, August.
- Colquitt, A. L. & Levenson, A. (2019). Using the tools of organization diagnosis, design and systems thinking to enhance the success of I/O projects. Workshop conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Washington DC, April.
- Colquitt, A. L. (2019). Rethinking performance management to create great cultures. Invited address, The Conference Board of Canada conference on corporate culture. January 29.
- Colquitt, A. L. (2018). Performance management. Invited address at Minnesota Professional Psychology Applied to Work (MPPAW) meeting, September.
- Colquitt, A. L. (2018). Addressing performance ratings and compensation. Webinar sponsored by 15Five, August 22.
- Colquitt, A. L. (2018). A failure to see. Invited presentation at the inaugural meeting of the Indiana Industrial/Organizational Psychology group, May 3.
- Colquitt, A. L. (2018). Performance management: Current state and future trends. Invited address at Reflektive, Inc.'s Taste of Success series, Dallas, TX, April 26.

- Colquitt, A. L. (2018). Rewards: The fly in the ointment of performance management transformation. Webinar for Executive Networks Performance Enablement and Total Rewards networks. March 29.
- Colquitt, A. L. (2018). Performance management: Current state and future trends. Invited address at Reflektive, Inc.'s Taste of Success series, Cincinnati, OH, March 22.
- Colquitt, A. L. (2018). Do happy cows give more milk? Lessons learned from 15 years of studying R&D partnerships. R&D Innovation summit, Chicago, March 22.
- Colquitt, A. L. (2018). Fact-checking the latest performance management trends. Webinar sponsored by the Human Capital Institute, February 20.
- Colquitt, A. L., Killen, T., Ramesh, A. (2017). Redesigning performance management: Assumptions, choices and roadblocks. Workshop conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Orlando, FL.
- Colquitt, A. L. (2017). What is really wrong with performance management and how can we reimagine it? Next generation performance management. Presentation at Northern Ohio Human Resources Conference, Society for Human Resources Management. March 2017.
- Colquitt, A. L. (2016). Performance management: Hard facts, dangerous half-truths, and total nonsense. Keynote address at University of Akron Leadership & Human Resource Management Advisory Board conference: Do Performance Reviews have a Future? October 6.
- Colquitt, A. L. (2016). Identifying leadership talent the old-fashioned way: Using good data to supplement management judgment. Invited presentation at 5th Annual Assessing & Developing High Potential conference, Talent Management Alliance, April 21st, Atlanta, GA.
- Colquitt, A. L. (2016). Overcoming a failure to see, a failure to move and a failure to finish: Performance management transformation at Eli Lilly and Company and beyond. Invited presentation at Executive Networks meeting, March 16th, Tampa, FL.
- Colquitt, A. L. (2015). A "failure to see:" Why performance management practices don't work and why more change won't make things better. Invited address, Science for a Smarter Workplace, Northeastern University.
- Colquitt, A. L. (2015). Linking performance management to strategy. Presentation at the SIOP Leading Edge Consortium, Boston, MA.
- Colquitt, A. L. (2015). Human capital myth busting at Eli Lilly and Company. Human Capital Analytics conference, The Conference Board, October 27.
- Pulakos, E. D., Arad, S., & Colquitt, A. L. (2015). Embedding high-performance culture through new approaches to performance management and behavior change. Workshop conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Philadelphia, CA.
- Colquitt, A. L. (2014). Performance management: Lessons from the tower, lessons from the trenches. Invited presentation at the GE global HR meeting, November 6.
- Colquitt, A. L. & Macey W. H. (2005). *Surveys throughout the employment lifecycle: What matters, when*. Workshop conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Los Angeles, CA.

PRESENTATIONS

- Colquitt, A. L. (2020). Managing performance and rewards in a COVID-19 World. Presentation at the Spring meeting of the Enterprise Effectiveness Network, Center for Effective Organizations, May, 2020.
- Colquitt, A. L. (2020). The present and the future of Performance Management. Presentation at the Fall meeting of the Enterprise Effectiveness Network, Center for Effective Organizations, Facebook headquarters, Menlo Park, CA. December 2019.

- Colquitt, A. L. & Levenson, A. (2019). Agility: New Fad or something really transformative. Presentation at the Spring meeting of the Enterprise Effectiveness Network, UPS Headquarters, May, Atlanta, GA.
- Levenson, A., & Colquitt, A. L. (2019). From strategic workforce planning to organizational capability. Presentation at the Spring meeting of the Enterprise Effectiveness Network, May, Atlanta, GA.
- Colquitt, A. L. (2019). Performance management 1.0 is a game and we should stop playing it. Presentation at the annual meeting of the Society of Industrial and Organizational Psychologists, Washington DC, April.
- Chambers, R., Colquitt, A. L., Kan, S., Rotolo, C., Schuepbach, A, & Wigert, B. (2018). The new world of performance management. Panel discussion at the annual meeting of the Society of Industrial and Organizational Psychologists, Chicago, April 19.
- Colquitt, A. L. (2018). Pay for performance without ratings. Speed consulting session at the annual meeting of the Society of Industrial and Organizational Psychologists, Chicago, April 19.
- Colquitt, A. L. (2017). Next generation performance management: The triumph of science over benchmarking. Presentation to WorkHuman conference, Phoenix, June, 2017
- Colquitt, A. L. (2017). Purpose, paradigms, and propaganda: Transforming performance management goes beyond practices. Keynote address Performance Management Innovation conference, Human Capital Institute, Chicago, May 2017.
- Adler, S., Chamorro-Premuzic, T., Colquitt, A. L., Efron, M., & Sacket, P. (2017). Giving top performers the star treatment: Is meritocracy overrated? Debate at the annual meeting of the Society of Industrial and Organizational Psychologists, Orlando, FL.
- Adler, S., Alexander, A., Colquitt, A. L., Doverspike, D., Jennifer J. Deal, J. J., Kantrowitz, T., King, E. B., Putka, D. J, Taylor, S. A., & Zuec, L. (2017). As the pendulum swings: Debating what's really new in I-O. Theme Track Session presentation at the annual meeting of the Society of Industrial and Organizational Psychologists, Orlando, FL.
- Thompson, D, Colquitt, A. L., & Butkus, G. (2017). Voice of the Alliance survey results. Presentation at the American Society for Alliance Professionals, San Diego, March 2017.
- Caputo, P. M., Colquitt, A. L., Kuang, J. C., Noonan, P. & Roberts, D. R. (2017). Talent analytics that work: Making a real organizational impact. Panel discussion at the annual meeting of the Society of Industrial and Organizational Psychologists, Orlando, FL.
- Thompson, D., & Colquitt, A. L. (2016). Building the perfect partnership at Eli Lilly and Company. Presentation shared at the Summer meeting of The Conference Board's Human Capital Analytics Council, Chicago, Illinois
- Colquitt, A. L. (2016). Networks and gender: Taking a deep dive into diversity. The Conference Board's 11th annual Human Capital Analytics conference, October 20, New York, NY.
- Colquitt, A. L. (2016). The impact of high-potential identification and development programs on attitudes and retention at Eli Lilly and Company. Presentation at the annual meeting of the Society of Industrial and Organizational Psychologists, Orlando, FL.
- Adler, S., Colquitt, A. L., Kamin, A. M., Huth, M. L., Walzer, A. S., & Merges, J. (2016). Performance management is broken, so how do we fix it? Panel discussion at the annual meeting of the Society of Industrial and Organizational Psychologists, Anaheim, CA.
- Colquitt, A. L.; Handler, C., Heaton, L., Prager, R., & Silzer, R. F. (2016). Identifying high potential: From bad HR to good behavioral science. Panel discussion at the annual meeting of the Society of Industrial and Organizational Psychologists, Anaheim, CA.
- Colquitt, A. L. (2015). Using human capital analytics to understand turnover. Presentation at the Summer meeting of The Conference Board Human Capital Analytics Council, Columbus, OH.

- Colquitt, A. L. (2015). Using analytics to study attraction and retention. Presentation at the Fall meeting of the Attrition and Retention Consortium, Saint Louis, MO.
- Adler, S., Campion, M., Colquitt, A., Grubb, A., Murphy, K., Ollander-Krane, R., & Pulakos, E. (2015). Getting rid of performance ratings: Genius or folly. Presentation at the annual meeting of the Society of Industrial and Organizational Psychologists, Philadelphia, PA.
- Church, A. H., Arad, S., Colquitt, A. L., De Vries, D., Fuller, J. A., Kamin, A. M., & Saltz, J. L. (2014). Anti-Talent management: Radical solutions for changing times. Presentation at the annual meeting of the Society of Industrial and Organizational Psychologists, Philadelphia, PA.
- Colquitt, A. L. (2014). Assessing senior-level talent and potential at Eli Lilly and Company: Traditional and non-traditional predictors of long-term success. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychologists, Honolulu, HI.
- Benson, M. J., Brown, J., Colquitt, A. L., Hays, J. M., & Sanger, M. (2014). Lost in translation: Identifying and managing high potentials around the world. Panel conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Honolulu, HI.
- Colquitt, A. L. (2013). Leveraging employee value proposition research at Eli Lilly and Company. Panel conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Houston, TX.
- Cavanaugh C., Levy, P., Schleicher, D., Colquitt, A. L., Anseel, F., & Hunt, S. (2013). Performance management researchers and practitioners...you need to hear this, round 2. Panel conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Houston, TX.
- Hazucha, J., Colquitt, A. L., Futrell, D., Goff, M. & Davies, S. (2012). High potential leaders: Getting results, getting ahead, staying engaged. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychologists. San Diego, CA.
- Colquitt, A. L. (2008). Workforce segmentation based on total reward preferences. Invited presentation at Valtera, Inc. users conference, Chicago, IL.
- Colquitt, A. L. (2008). Total rewards at Eli Lilly and Company: Applying total rewards optimization. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, San Francisco.
- Colquitt, A. L., Fink A., Futrell D.A., and Johnson S. (2008). More survey ponderables...questions and answers on effective employee surveys. Panel conducted at annual meeting of the Society of Industrial and Organizational Psychologists, San Francisco, CA.
- Colquitt, A. L., & Futrell D. A. (2007). Questions and answers about survey research: Lessons learned from survey programs at Eli Lilly and Company. Paper presented at annual meeting of the IO/OB conference, Indianapolis, IN.
- Dalal, R. S. (Chair), Brummel, B. J. (Co-chair), Colquitt, A. L., Hayes, B. C., Macey, W. H., & Sonnetag, S. (2006). Understanding employee engagement: A discussion of the construct. Panel Discussion at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Colquitt, A. L., Mastrangelo, P., and Weiner, S. (2006). Staying on your high horse: Ethical challenges in employee surveys. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychologists, Dallas, TX.
- Colquitt, A. L. & Futrell, D.F. (2004). Use of a biodata selection instrument to improve retention. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Chicago, IL.
- Colquitt, A. L. & Lange C. (2004). Gender diversity at Eli Lilly and Company: Follow-up on the "Leaders in a Global Economy" study. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Chicago, IL.

- Colquitt, A. L. (2003). Working inside on the balanced scorecard: Lessons learned about strategy, tactics, and culture. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Orlando, FL.
- Colquitt, A. L. (2002). Getting systematic about retention in one company: Strategy, tactics, and learnings. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, Toronto, Canada.
- Colquitt, A. L. (2001). After the rating stops: Effecting change with multi-source feedback. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, San Diego, CA.
- Colquitt, A. L. (2000). Predictors of turnover for sales representatives: The “fruits” of an exit survey process. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, New Orleans, LA.
- Colquitt, A. L. & Futrell D.A. (2000). Automated technologies for biodata prediction Systems. Symposium conducted at the annual meeting of the Society of Industrial and Organizational Psychologists, New Orleans, LA.
- Colquitt, A. L. (1998). Best practices in survey feedback and action planning. Panel conducted at annual meeting of the Society of Industrial and Organizational Psychologists, Dallas, TX.
- Colquitt, A. L. & Tetrick, L. E. (1985). Organizational information processing and task uncertainty: A cognitive process view. Paper presented at the annual meeting of the American Psychological Association, Los Angeles, CA.
- Colquitt, A. L. & Bass, A. R. (1985). Analysis of the structure of the General Aptitude Test Battery (GATB). Commissioned report for Michigan Department of Labor.
- Kaufman, N. R. & Colquitt, A. L. (1985). Diagnosing developmental verbal dyspraxia: Test design, theory and psychometric evaluation. Paper presented at the annual meeting of the American Speech-Language-Hearing Association, Washington, D.C.
- Colquitt, A. L., Solley, C. M., & Stagner, R. (1984). A factor analytic and regression approach to functional age: Potential effects of race. Paper presented at the annual meeting of the Gerontological Society of America, San Antonio, TX.

CERTIFICATIONS:

- Hogan Leadership Series
- Lominger/Korn Ferry

OTHER ACADEMIC AND PROFESSIONAL SERVICE

- Member, Society of Human Resources Management (SHRM) Foundation Executive Roundtable, 2016
- Member, Board of Advisors, Northeastern University Center for Workforce Analytics.
- SIOP Awards Committee member Wiley Award for Excellence in Survey Research, 2012, 2013. Chair: Allen Kraut
- SIOP Committee investigating new practitioner journal/publication, 2013. Chair: Allan Church
- Organization Development Advisory Council, VF Corporation, 2012 to 2014
- Human Capital Institute, Employee Engagement Advisory Panel 2006
- The Mayflower Group board of Governors, 1997-2000. Chair in 2000.
- Leader of the PM Exchange subgroup of The Mayflower group from 2012 to 2014.

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology, Fellow	American Psychological Association
The Mayflower Group (survey consortium--past)	Academy of Management
Attrition/Retention Consortium (past)	Human Resource Planning Society
	Society for Human Resource Management
	The Conference Board's Human Capital Analytics Council (past)

HONORS AND DISTINCTIONS

1982	Phi Beta Kappa	1978	Hoosier Scholar
2017	Top 100 HR Influencers of 2017, selected by Engagedly	1978	National Merit Scholar

REFERENCES

Available upon request