**Traci Sitzmann**

*Professor of Management & Workforce Development Scholar, University of Colorado Denver*

**ACADEMIC POSITIONS**

## Professor of Management, University of Colorado Denver Business School (2021-present)

## Associate Professor of Management, University of Colorado Denver (2015-2021)

## Assistant Professor of Management, University of Colorado Denver (2010-2015)

**HONORS, AWARDS, and PROFESSIONAL ACHIEVEMENTS**

* *Financial Times Award* for research that has real-world impact, 2023
* *William A. Owens Scholarly Achievement Award*, 2023
* *Grand Challenges,* University of Colorado Denver, $100,000, 2023
* Research fellow, *Center for Education Policy Analysis*, 2023
* *Academy of Management Journal* paper of the year award, 2022
* *Parasuraman Award* for best journal article in the field of gender and diversity, 2022
* *Laube Community Impact Award*, 2022
* *Grand Challenges,* University of Colorado Denver, $40,000, 2022
* *Responsible Research in Management* *Award*, 2021
* *Most Important Industrial-Organizational Psychology Article* in the last 5 years, 2021
* *Talent Science Advisory Group,* United StatesSpace Force, 2021-present
* *Academy of Management Responsible* *Research* in Management Award, 2021
* *CU Denver One Year MBA Research Fellow,* 2021
* *Academy of Management Learning & Education Decade Award,* given to the most highly cited paper published in the last 10 years, 2020
* Ethics Fellowship*, Daniels Fund Ethics Initiative*, 2018
* Fellow of the *Society for Industrial and Organizational Psychology,* 2018
* Researcher of the Year, University of Colorado Denver Business School, 2017, 2012
* *Personnel Psychology* Best Reviewer Award, 2017
* Finalist for the *Personnel Psychology* Best Article Award, 2015
* Finalist for the *Academy of Management Human Resource Division’s* Scholarly Achievement Award, 2014
* *Academy of Management Learning and Education* Best Article Award, 2010
* Scientist-Practitioner Award, University of Tulsa, 2005
* Consortium of Universities Research Fellowship, 2003-2005
* Student Scholars and Leaders Award: Granted to top 2% of academic class, Iowa State University, 1999
* Psi Chi: The National Honor Society in Psychology, inducted 1999

**PUBLICATIONS: REFEREED JOURNALS**

Sitzmann, T., Vancini, A., Schwartz, S., Ratcliff, J., Bassani, G., Saleh, M., Stansifer, M.L., Dincelli, E., & Kesse, K. (in press). Workforce training evaluation. *Oxford Bibliographies in Psychology*.

Sitzmann, T. & Schwartz, S. (in press). Contrasting management practices’ prevalence versus effectiveness for achieving diverse representation. *Business Horizons*.

Thomason, B., Livingston, B. A., Opie, T., & Sitzmann, T. (2023). “Woke” diversity strategies: Science or sensationalism? *Academy of Management Perspectives, 37*, 193-201.

* Spotlighted as one of the top 4 “Most Read” *Academy of Management Perspective* articles

Thomason, B. & Sitzmann, T. (2023). Business leaders need to rise above anti-woke attacks. *Sloan Management Review*. https://sloanreview.mit.edu/article/business-leaders-need-to-rise-above-anti-woke-attacks/

Kraiger, K., Fisher, S., Grossman, R., Mills, M. J., & Sitzmann, T. (2022). Online IO graduate education: Where are we and where should we go? [*Industrial and Organizational Psychology*](https://www.cambridge.org/core/journals/industrial-and-organizational-psychology)*,*[*15*](https://www.cambridge.org/core/journals/industrial-and-organizational-psychology/volume/DBD08F19200EC078C4A982C6AB3D8CC9), 151-171.

Sitzmann, T. & Campbell, E. M. (2021). The hidden cost of prayer: Religiosity and the gender wage gap. *Academy of Management Journal*, 64, 1016-1048.

* *Academy of Management Journal* paper of the year award
* *William A. Owens Scholarly Achievement Award*
* *Financial Times Award* for research that has real-world impact
* *Parasuraman Award* for best journal article in the field of gender and diversity
* *Academy of Management Responsible Research in Management* award
* *Most Important Industrial-Organizational Psychology Article* in the last 5 years

Sitzmann, T., Ployhart, R. E., & Kim, Y. (2019). A process model linking occupational strength to attitudes and behaviors: The explanatory role of occupational personality heterogeneity. *Journal of Applied Psychology, 104,* 247-269.

Sitzmann, T. & Weinhardt, J. M. (2019). Human Resource Management Review special issue: Advancing training for the 21st century. *Human Resource Management Review, 29,* 137-139.

Sitzmann, T. & Weinhardt, J. M. (2019). Approaching evaluation from a multilevel perspective: A comprehensive analysis of the indicators of training effectiveness. *Human Resource Management Review, 29,* 253-269.

Weinhardt, J. M. & Sitzmann, T. (2019). Revolutionizing training and education? Three questions regarding Massive Open Online Courses (MOOCs). *Human Resource Management Review, 29,* 253-269.

Sitzmann, T. & Weinhardt, J. M. (2018). Training engagement theory: A multilevel perspective on the effectiveness of work-related training*.* *Journal of Management, 44,* 732–756.

Sitzmann, T. & Bell, B. S. (2017). The dynamic effects of subconscious goal pursuit on resource allocation, task performance, and goal abandonment. *Organizational Behavior and Human Decision Processes, 138,* 1-14*.*

Sitzmann, T. & Wang, M. (2015). The survey effect: Does administering surveys affect trainees’ behavior? *Learning and Individual Differences, 37*, 1-12.

Johnson, S. K. & Sitzmann, T. (2014). Don’t hate me because I’m beautiful: Acknowledging appearance mitigates the “beauty is beastly” effect. *Organizational Behavior and Human Decision Processes, 125,* 184-192.

Sitzmann, T. & Johnson, S. K. (2014). The paradox of seduction by irrelevant details: How irrelevant information helps and hinders self-regulated learning. *Learning and Individual Differences, 34*, 1-11.

Sitzmann, T. & Yeo, G. (2013). A meta-analytic investigation of the within-person self-efficacy domain: Is self-efficacy a product of past performance or a driver of future performance? *Personnel Psychology, 66*, 531-568.

* Finalist for the *Academy of Management Human Resource Division*’s Scholarly Achievement Award
* Finalist for the *Personnel Psychology* Best Article Award

Sitzmann, T. (2012). A theoretical model and analysis of the effect of self-regulation on attrition from voluntary online training. *Learning and Individual Differences, 22,* 46-54.

Sitzmann, T., & Johnson, S. K. (2012). The best laid plans: Examining the conditions under which a planning intervention improves learning and reduces attrition. *Journal of Applied Psychology, 16,* 281-292*.*

Sitzmann, T., & Johnson, S. K. (2012). When is ignorance bliss? The effects of inaccurate self-assessments of knowledge on learning and attrition. *Organizational Behavior and Human Decision Processes,* 117, 192-207.

Sitzmann, T. (2011). A meta-analytic examination of the instructional effectiveness of computer-based simulation games. *Personnel Psychology, 64,* 489-528.

Sitzmann, T., & Ely, K. (2011). A meta-analysis of self-regulated learning in work-related training and educational attainment: What we know and where we need to go. *Psychological Bulletin, 137,* 421-442.

Brown, K. G., Sitzmann, T., & Bauer, K. N. (2010).Self-assessment one more time: With gratitude and an eye toward the future. *Academy of Management Learning and Education, 9,* 348-352.

##### Sitzmann, T., Ely, K., & Bell, B. S., & Bauer, K. N. (2010). The effects of technical difficulties on learning and attrition during online training. Journal of Experimental Psychology: Applied, 16, 281-292.

Sitzmann, T., & Ely, K. (2010). Sometimes you need a reminder: The effects of prompting self-regulation on regulatory processes,learning, and attrition. *Journal of Applied Psychology, 95,* 132-144*.*

Sitzmann, T., Ely, K., Brown, K. G., & Bauer, K. (2010).Self-assessment of knowledge: A cognitive learning or affective measure? *Academy of Management Learning and Education, 9,* 169-191.

* Feature story in a special issue on self-assessment of knowledge that was published along with seven commentaries on the manuscript.
* Recipient of the 2020 decade award and the 2010 best article in *Academy of Management Learning and Education* awards.

Ely, K., Sitzmann, T., & Falkiewicz, C. (2009). The influence of goal orientation dimensions on time to train in a self-paced training environment. *Learning and Individual Differences, 19,* 146-150.

Sitzmann, T., Bell, B. S., Kraiger, K., & Kanar, A. M. (2009). A multilevel analysis of the effect of prompting self-regulationin technology-delivered instruction. *Personnel Psychology, 62,* 697-734.

Sitzmann, T., Brown, K. G., Ely, K., Kraiger, K., & Wisher, R. A. (2009). A cyclical model of motivational constructs in Web-based courses. *Military Psychology, 21,* 534-551.

Sitzmann, T., Brown, K. G., Casper, W. J., Ely, K., & Zimmerman, R. (2008). A review and meta-analysis of the nomological network of trainee reactions. *Journal of Applied Psychology*, *93,* 280-295.

Sitzmann, T., & Ely, K. (2008). Do second generation models have more to offer? Industrial and Organizational Psychology: Perspectives on Science and Practice, 1, 494-495.

Towler, A. J., Kraiger, K., Sitzmann, T., Van Overberghe, C., Kuo, J., Ronen, E. & Stewart, D. (2008). The seductive details effect in technology-delivered instruction. *Performance Improvement Quarterly, 21,* 65-86.

Sitzmann, T., Kraiger, K., Stewart, D., & Wisher, R. (2006). The comparative effectiveness of web-based and classroom instruction: A meta-analysis. *Personnel Psychology, 59,* 623-664.

Casper, W. J., Fox, K. E., Sitzmann, T., & Landy, A. L. (2004). Supervisor referrals to work-family programs. *Journal of Occupational Health Psychology, 9,* 136-151.

**PUBLICATIONS: CHAPTERS & OTHER ARTICLES**

Brown, K. G., & Sitzmann, T. (2011). Training and employee development for improved performance. In S. Zedeck (Ed.), *Handbook of industrial* *and organizational psychology: Vol. 2. Selecting and developing members* *for the organization* (pp. 469-503). Washington, DC: American Psychological Association.

Sitzmann, T. & Ely, K. (2010). Metrics and evaluation: Increasing training effectiveness and efficiency. R. Wisher & B. Kahn (Eds.), *Learning on Demand: ADL and the Future of e-Learning.*

Sitzmann, T. (2010, October). Game on? *T + D,* 20.

Sitzmann, T. (2010, August). Self-regulating online course engagement. *T + D,* 26.

Sitzmann, T., Ely, K., & Wisher, R. (2008). Designing Web-based training courses to maximize learning. In K. L. Orvis & A. L. R. Lassiter (Eds.), *Computer-supported collaborative learning: Best practices and principles for instructors* (pp. 1-19). Hershey, PA: IDEA Group.

Sitzmann, T. (2005, August). Is e-learning as effective as classroom learning? *T + D,* 18.

**REFEREED CONFERENCE PRESENTATIONS**

Sitzmann, T. (2023, August). Panelist for the professional development workshop, “Ask the Experts: DEI” at the Academy of Management, Boston, MA.

Sitzmann, T. (2022, August). Facilitator for the professional development workshop *Nevertheless She Persisted* at the Academy of Management, Boston, MA.

Sitzmann, T., Dwivedi, P., & Schwartz, S. (2023, August). Elevating gender equality to the firm-level: Effects on firm performance. In S. Schwartz (Chair), “Gender Equality: Why Aren’t We There Yet and What Are the Costs?” at the Academy of Management, Boston, MA.

Sitzmann, T. (2023, May). Does “E” Stand for Exploitation? Sensemaking about Employee Resource Groups (ERGs), Collective Malcontent, and Firm Performance. Presented to the Personnel/Human Resource Research Group, Denver, CO.

Sawyer, K. & Sitzmann, T. (2023, April). Does “E” Stand for Exploitation? Sensemaking about Employee Resource Groups (ERGs), Collective Malcontent, and Firm Performance. Panelist for the Society for Industrial and Organizational Psychology, Boston, MA.

Johnson, R. & Sitzmann, T. (2023, April). System considerations in performance management. Presented at the Society for Industrial and Organizational Psychology, Boston, MA.

Sitzmann, T. (2022, August). Facilitator for the professional development workshop *Nevertheless She Persisted* at the Academy of Management, Seattle, WA.

Sitzmann, T. (2022, August). Panelist for the professional development workshop, “Ask the Experts: Training” at the Academy of Management, Seattle, WA.

Sitzmann, T. & Dwivedi, P. (2022, August). The inequity penalty: The gender wage gap and firm performance. In C. Goldberg (Chair), “Fitting in: Antecedents and Outcomes of Increasing Women’s Representation in Leadership” at the Academy of Management, Seattle, WA.

Sitzmann, T. (2021, August). Panelist for the professional development workshop, “Publishing in AMJ: Tips from the Editors” at the Academy of Management Virtual Conference.

Sitzmann, T. (2021, August). Panelist for the professional development workshop, “Publishing Responsible Research in Management: Celebrating Accomplishments and Passing the Torch” at the Academy of Management Virtual Conference.

Sitzmann, T. (2019, August). Panelist for the professional development workshop, “Ask the Experts: Quantitative Research” at the Academy of Management, Boston, MA.

Sitzmann, T. (2019, August). Panelist for the professional development workshop, “HR Research Networking Roundtable” at the Academy of Management, Boston, MA.

Sitzmann, T. & Campbell, E. M. (2019, August). Hidden costs of prayer: How and why religiosity influences the gender wage gap. In M. Mills (Chair), “New Evidence on the Gender Pay Gap” at the Academy of Management, Boston, MA.

Sitzmann, T. & King, E. M. (2019, August). Twisting the facts in my favor: The biasing effect of rater anger on compensation decision making. In T. Sitzmann (Chair), “Negative Emotions at Work” at the Academy of Management, Boston, MA.

Ng, L. C., Cheng, S. Nittrouer, C. L., Markell, H., Sitzmann, T., Hebl, M., & King, E. (2019, April). Does everyone think breast is best? Negative reactions to breastfeeding customers. In M. Hebl, A. C. Fleming, & J. B. Evans (Co-Chairs), “From Pregnancy to Motherhood: Experiences of New and Expectant Mothers in the Field” at the Society for Industrial and Organizational Psychology, Washington DC.

Sitzmann, T. & Campbell, E. M. (2019, April). Hidden costs of prayer: How and why religiosity influences the gender wage gap. In M. Mills (Chair), “Overlooked Differences in Women's Experiences in the Workplace” at the Society for Industrial and Organizational Psychology, Washington DC.

Sitzmann, T. (2018, August). Panelist for the professional development workshop, “Ask the Experts: Quantitative Research” at the Academy of Management, Chicago, IL.

Sitzmann, T., King, E. B., & Markell, H. M. (2018, April). Facial expressions of disgust toward breastfeeding and pumping. In S. D. Volpone & A. S. Gabriel (Chairs), “Women at Work: New Considerations and Advancements in Research and Practice” at the Society for Industrial and Organizational Psychology, Chicago, IL.

Sitzmann, T. (2018, March). The hidden cost of prayer: Religiosity and the gender wage gap.Presented to the Personnel/Human Resource Research Group, Houston, TX.

Sitzmann, T., Ployhart, R. E. & Kim, Y. (2017, August). From occupations to individual outcomes: Mediating role of occupational personality heterogeneity. In G. Ahmad (Chair), “Identity Dynamics” at the Academy of Management, Atlanta, GA.

Sitzmann, T., Treviño, L. K., & Beal, D. J. (2017, April). Are self-report and facial expressions of emotion related? In H. Nguyen (Chair), “New Directions in Research on the Dynamics of Workplace Emotions” at the Society for Industrial and Organizational Psychology, Orlando, FL.

Sitzmann, T., King, E. & Mancini, V. (2016, April). Emotional expression and discrimination against obese job applicants. In G. W. Giumetti & J. L. Scisco (Chairs), “Workplace Obesity Discrimination: New Targets, Novel Measures, and Surprising Outcomes” at the Society for Industrial and Organizational Psychology, Anaheim, CA.

Sitzmann, T. & Bell, B. S. (2015, August). Dynamic effects of subconscious goals on resource allocation, performance, and goal abandonment. In B. Kuvaas (Chair), “Motivation and Performance” at the Academy of Management, Vancouver, CA.

Sitzmann, T. & Weinhardt, J. (2015, August). A comprehensive analysis of the indicators of training effectiveness. In C. I. S. Lee (Chair), “Employee Reactions to Training and Development” at the Academy of Management, Vancouver, CA.

Sitzmann, T. & Weinhardt, J. (2015, April). A comprehensive multilevel analysis of training effectiveness indicators. In K. Ford (Chair), “New Directions for Understanding Training Effectiveness” at the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Sitzmann, T. & Weinhardt, J. (2015, April). Theoretical insights for evaluating massive ppen online courses. In M. Beier (Chair), “Integrating Technology and Training: New Developments and Frontiers” at the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Sitzmann, T. & Weinhardt, J. (2014, August). Training engagement theory: A multilevel, temporal perspective on the effectiveness of training. In J. Werner (Chair), “Employee Training” at the Academy of Management, Philadelphia, PA.

Kraiger, K., Knight, P., Mattingly, V., Sitzmann, T., & Brown, K. (2014, May). Best of both worlds: Blended learning in science and practice. Panel discussion at the Society for Industrial and Organizational Psychology, Honolulu, HI.

Sitzmann, T. & Johnson, S. K. (2014, May). The paradox of seduction by irrelevant details. In T. Sitzmann & A. Towler (Chairs), “Technological Advances in Employee Training and Development” at the Society for Industrial and Organizational Psychology, Honolulu, HI.

Sitzmann, T., Wang, M. & Alterman, V. (2014, May). The survey effect: Does administering surveys alter trainees’ behavior? In B. Granger (Chair), “Research-Based and Practical Considerations for the Application of E-Learning” at the Society for Industrial and Organizational Psychology, Honolulu, HI.

Sitzmann, T. & Yeo, G. (2013, April). Think twice before bothering me: The effects of interruptions’ messages on time allocation and training effectiveness. In G. Park & S. Chong (Chairs), “Self-Regulation of Motivation Over Time” at the Society for Industrial and Organizational Psychology, Houston, TX.

Sitzmann, T. (2012, August). Human resources doctoral consortium. Table talk session on managing the job search at the Academy of Management, Boston, MA.

Sitzmann, T. & Cavanagh, T. (2012, August). The dynamic interplay of learning and self-regulatory processes over time. In H. J. Klein (Chair), “New Directions in Understanding Motivation to Learn” at the Academy of Management, Boston, MA.

Sitzmann, T. & Johnson, S. K. (2012, April). Delving into the realm of unconscious affect. In M. Wang & L. Zhou (Chairs), “New Developments in Training Motivation and Training Transfer Research” at the Society for Industrial and Organizational Psychology, San Diego, CA.

Sitzmann, T. & Yeo, G. (2012, April). A meta-analysis of the within-person effect of self-efficacy on performance. In J. B. Vancouver & J. M. Weinhardt (Chairs), “Self-Regulating Across Goals and Time” at the Society for Industrial and Organizational Psychology, San Diego, CA.

Sitzmann, T. (2011, August). Nine productivity pitfalls and overcoming them with planning. In D. Bergeron & A. Shipp (Chairs), “The Productivity Process: Research Tips and Strategies from Prolific Junior Faculty” at theAcademy of Management, San Antonio, TX.

Sitzmann, T. (2011, August). Human resources doctoral consortium. Table talk session on managing the job search at the 71th Annual Meeting of the Academy of Management, San Antonio, TX.

Sitzmann, T. (2011, August). Research meets practice II. Cracker barrel session on at the 71th Annual Meeting of the Academy of Management, San Antonio, TX.

Sitzmann, T. & Johnson, S. K. (2011, April). The best laid plans: Examining the conditions under which a planning intervention improves learning and reduces attrition. In T. Sitzmann & K. N. Bauer (Chairs), “Self-Regulated Learning Interventions: A Recipe for Training Success” at the Society for Industrial and Organizational Psychology, Chicago, IL.

Sitzmann, T., (2011, April). When is ignorance bliss? The effects of inaccurate self-assessments of knowledge on learning and attrition. In K. G. Brown & R. J. Klimoski (Chairs), “Manager, Know Thyself! A Closer Look at the Concept of Self-Awareness” at the Society for Industrial and Organizational Psychology, Chicago, IL.

Bauer, K. N., Orvis, K., Ely, K., & Sitzmann, T. (2010, April). Reexamining training motivation: A meta-analytic investigation of differential validity. Poster presented at the Society for Industrial and Organizational Psychology, Atlanta, GA.

Sitzmann, T., & Ely, K. (2010, April). A meta-analysis of the instructional effectiveness of computer-based simulation games. In W. Bedwell & K. Orvis (Chairs), “Designing Quality Training Games: Moving From Research to Practice” at the Society for Industrial and Organizational Psychology, Atlanta, GA.

Bauer, K. N., Sitzmann, T., & Ely, K. (2009, April). Course design effects on the trainees characteristics and learning relationships. In A. Towler & S. Bell (Chairs) and M. Quinones (Discussant), “The People Factor: Considering Trainee and Trainer Effects on Learning” at the Society for Industrial and Organizational Psychology, San Francisco, CA.

Ely, K., & Sitzmann, T. (2009, August). Interruptions during training: Implications for e-learning. In A. Towler & E. Ronen (Chair) and K. G. Brown (Discussant), “Advances in E-Learning Theory and Research” at the Academy of Management, Chicago, IL.

Sitzmann, T., Ely, K., Bell, B. S., & Bauer, K. N. (2009, August). A multilevel analysis of the effects of technical interruptions on learning and attrition from Web-based instruction. In A. Towler & E. Ronen (Chair) and K. G. Brown (Discussant), “Advances in E-Learning Theory and Research” at the Academy of Management, Chicago, IL.

Ely, K., & Sitzmann, T. (2009, April). Effectiveness of self-regulatory training interventions. In T. Sitzmann & K. Ely (Chairs) and G. Yeo (Discussant), “Self-Regulatory Interventions: Effective Approaches to Enhancing Training Performance” at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Sitzmann, T., Ely, K., Schwarz, E. & Bauer, K. N. (2009, April). Prompting self-regulation to mitigate the effects of technical difficulties. In T. Sitzmann & K. Ely (Chairs) and G. Yeo (Discussant), “Self-Regulatory Interventions: Effective Approaches to Enhancing Training Performance” at the Society for Industrial and Organizational Psychology, New Orleans, LA.

Sitzmann, T., Ely, K., & Bauer, K. N. (2008, August). The construct validity of self-assessments of knowledge: Meta-analytic evidence. In G. Latham (Chair) and M. Quinones (Discussant), “Predicting and Enhancing Training Outcomes” at the Academy of Management, Anaheim, CA.

Sitzmann, T. (2008, June). A meta-analysis of the meaning of trainee reactions data. Paper presented at the American Society of Training and Development International Conference and Exposition, San Diego, CA.

Ely, K., Sitzmann, T., Bauer, K., Maguire, C., & Faig, A. (2008, April). An integrated model of self-regulation: Meta-analytic evidence. In T. Sitzmann & K. Ely (Chairs) and R. Kanfer (Discussant), “Goals, Feedback, and Performance: A Dynamic Self-Regulation Perspective” at the Society for Industrial and Organizational Psychology, San Francisco, CA.

Sitzmann, T., Ely, K., & Bauer, K. (2008, April). Distractions in training: Effect on self-regulation and learning. In T. Sitzmann & K. Ely (Chairs) and R. Kanfer (Discussant), “Goals, Feedback, and Performance: A Dynamic Self-Regulation Perspective” at the Society for Industrial and Organizational Psychology, San Francisco, CA.

Ely, K., & Sitzmann, T. (2007, April). Self-reported learning: What are we really measuring? In T. Sitzmann & K. Ely (Chairs) and R. Noe & A. Towler (Discussants), “Measuring and Molding the Minds of Learners: A Training Research Perspective” at the Society for Industrial and Organizational Psychology, New York, NY.

Sitzmann, T. (2007, April). Prompting self-regulation to improve learning outcomes in Web-based training. In T. Sitzmann & K. Ely (Chairs) and R. Noe & A. Towler (Discussants), “Measuring and Molding the Minds of Learners: A Training Research Perspective” at the Society for Industrial and Organizational Psychology, New York, NY.

Sitzmann, T., Brown, K. G., Casper, W. J., Ely, K., Zimmerman, R., & Bauer, K. (2007, August). A review and meta-analysis of the nomological network of trainee reactions. In M. Simmering (Chair) and N. E. Waldeck (Discussant), “Perspectives on Training” at the Academy of Management, Philadelphia, PA.

Sitzmann, T. (2006, August). Prompting self-regulation to improve learning outcomes in learner-controlled online training. In B. S. Bell (Chair) and E. Salas (Discussant), “Toward the successful integration of training and technology in the workplace” at the Academy of Management, Atlanta, GA.

Sitzmann, T., Brown, K. G., & Kraiger, K. (2006, May). The impact of anticipated reactions and core self-evaluations on motivation to learn, post-training reactions, and learning. In A. Towler (Chair) and R. A. Noe (Discussant), “Current issues in training effectiveness” at the Society for Industrial and Organizational Psychology, Dallas, TX.

Sitzmann, T., & Kraiger, K, (2006, May). Effects of seductive details and on-screen text on training outcomes. Paper presented at the Research-to-Practice Conference, American Society of Training and Development International Conference and Exposition, Dallas, TX.

Sitzmann, T., Stewart, D., Kraiger, K., & Wisher, R. (2006, May). Effectiveness of Web-based instruction relative to classroom instruction: A meta-analysis. Poster presented at the Society for Industrial and Organizational Psychology, Dallas, TX.

Sitzmann, T., & Wisher, R. (2006, May). The comparative effectiveness of Web-based and classroom instruction: A meta-analysis. Paper presented at the Research-to-Practice Conference, American Society of Training and Development International Conference and Exposition, Dallas, TX.

Sitzmann, T., & Wisher, R. (2006, August). Maximizing learning outcomes from Web-based training: A meta-analysis. Paper presented at the Distance Teaching and Learning Conference, Madison, WI.

Sitzmann, T., & Wisher, R. (2005, June). The effectiveness of Web-based training compared to classroom instruction: A meta-analysis. Paper presented at the Research-to-Practice Conference, American Society of Training and Development International Conference and Exposition, Orlando, FL.

Sitzmann, T., Wisher, R., Kraiger, K., & Stewart, D. (2005, August). The effectiveness of Web-based instruction: A meta-analysis of online instruction with theoretical and methodological moderators. In A. Towler & K. Kraiger (Chairs) and T. T. Baldwin (Discussant), “E-learning: Advances in training design and evaluation” at the Academy of Management, Honolulu, HI.

# Stewart, D., Sitzmann, T., Kuo, J., Ronen, E., Van Overberghe, C., & Towler, A. (2005, August). Effects of seductive details and on-screen text on training outcomes. In A. Towler & K. Kraiger (Chairs) and T. T. Baldwin (Discussant), “E-learning: Advances in training design and evaluation” at the Academy of Management, Honolulu, HI.

Wisher, R., & Sitzmann, T. (2005, February). What meta-analyses tell us about the effectiveness of e-learning. Paper presented at the American Society for Training and Development TechKnowledge Conference, Las Vegas, NV.

Sitzmann, T., Olson, T. M., Wisher, R., Stewart, D., & Kraiger, K. (2004, April). Moderators of the effectiveness of Web-based instruction. In K. Kraiger (Chair) and B. Hesketh (Discussant), “Advancements in technology-delivered instruction: Research synthesis and novel approaches” at the Society for Industrial and Organizational Psychology, Chicago, IL.

Sitzmann, T., Wisher, R., Kraiger, K., & Stewart, D. (2004, August). A meta-analysis on the effectiveness of Web-based instruction. Paper presented at the Distance Teaching and Learning Conference, Madison, WI.

Casper, W. J., Sitzmann, T., Fox, K.,Tett, R., & Lazzarini, M. (2003, April). Candidate perceptions of knowledge of performance, perceived validity, and fairness. Poster presented at the Society for Industrial and Organizational Psychology, Orlando, FL.

Killian, J., Casper, W. J., Sitzmann, T., Ellsbury, S. L., Burtrum, M., & Stephens, K. (2003, April). Effects of self-efficacy on views of future work/family roles. Poster presented at the Society for Industrial and Organizational Psychology, Orlando, FL.

Sitzmann, T., Casper, W. J., Brown, K. G., & Witzberger, K. (2003, April). Moderators of the relationship between reactions to training and learning outcomes. In S. T. Sarkar-Barney (Chair) and T. T. Baldwin (Discussant), “Training evaluation: New directions” at the 18th Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Stephens, K., Sitzmann, T., & Casper, W. J. (2003, June). Effects of parental work/family choices on college students’ expectations for balancing work and family.Poster presented at the American Psychological Society Conference, Atlanta, GA.

Stewart, D., Sitzmann, T., & Casper, W. J. (2003, June). Rational or gender role explanations for work-family conflict. Poster presented at the American Psychological Society Conference, Atlanta, GA.

Casper, W. J., Fox, K. E., Sitzmann, T., & Landy, A. L. (2002, August). Supervisor perceptions of and referrals to work-family programs. Paper presented at the American Psychological Association Conference, Chicago, IL.

Casper, W. J., Morgan, R. B., Sitzmann, T., & Ascalon, E. (2002, April). Another look at a taxonomy of participant reactions to training: Do the course and instructor make a difference? In A. J. Towler (Chair) and R. Noe (Discussant), "Current issues in training design and evaluation” at the Society for Industrial and Organizational Psychology, Toronto, Canada.

Casper, W. J., Sitzmann, T., Goddard, T. G., & Chen, G. (2002, August). Job, management, and organizational antecedents of affective organizational commitment. In W. J. Casper and K. Fox (Chairs) and R. Tett (Discussant), “Building relational networks to enhance commitment to the organization” at the Academy of Management, Denver, CO.

**INVITED TALKS & KEYNOTE ADDRESSES**

Sitzmann, T. (2022, December). Reframing Gender Equality as an Economic Performance Multiplier. Presented to the Colorado Women’s Chamber of Commerce, Denver, CO.

Sitzmann, T. (2014, July). How does our work environment affect us? Keynote address at PS Technology’s client conference, Vail, CO.

Sitzmann, T. (2013, September). The instructional effectiveness of computer-based simulation games. Presentation at PS Technology’s simulation training meeting, Festus, MO.

Sitzmann, T. (2012, September). The instructional effectiveness of computer-based simulation games. Presented at the Colorado Front Range seminar, Fort Collins, CO.

Sitzmann, T. (2012, July). The instructional effectiveness of computer-based simulation games. Keynote address at PS Technology’s client conference, Breckenridge, CO.

Sitzmann, T. (2009, October). What the research suggests about eLearning in the workplace. Presented at Canadian Society of Training and Development, Toronto.

Sitzmann, T., Ely, K., & Fowler, D. (2009, August). Implementing a training intervention to increase learning and reduce attrition. Presented at ImplementationFest hosted by the Joint Advanced Distributed Learning Co-Laboratory, Orlando, FL.

Sitzmann, T. (2009, May). Are you correctly interpreting your survey evaluation data? Presented at ITEC, Brussels, Belgium.

Sitzmann, T. (2009, February). Barriers and enablers of success in Web-based training. Keynote address at LearnTec, Karlsruhe, Germany.

Sitzmann, T. (2008, November). Barriers and enablers of success in Web-based training. Presented at The University of Maryland, College Park.

Sitzmann, T. (2008, August). Evaluation metrics in Web-based training. Presented at ImplementationFest hosted by the Joint Advanced Distributed Learning Co-Laboratory, Orlando, FL.

Sitzmann, T. (2007, August). Web-based training outcomes: Metrics and evaluation. Presented at ImplementationFest hosted by the Joint Advanced Distributed Learning Co-Laboratory, Orlando, FL.

Sitzmann, T. (2007, September). Designing and evaluating Web-based instruction:
Research evidence. Presented at The Best Practices in Blended Learning Conference hosted by MoreSteam.com and Ohio State University, Columbus, OH.

Sitzmann, T. (2007, October). Improving learning from Web-based training courses: Research evidence. Keynote address at E-Learn Conference, Quebec City, Canada.

Gibson, T., Hiemstra, R., Sitzmann, T., & Threlkeld, R. (2006, August). Linking research to practice. Panel discussion at the Distance Teaching and Learning Conference, Madison, WI.

Sitzmann, T. (2006, February). Evaluation capability. Presented at the Joint Knowledge Development Distribution Center Assessment Syndicate, Alexandria, VA.

Sitzmann, T., & Wisher, R. (2006, June). Is Web-based training more effective than classroom training? Meta-analytic evidence.Paper presented at the Military Operations Research Society Conference, Colorado Springs, CO.

Sitzmann, T., & Hildebrand, K. (2006, August). Education and assessment:Frameworks for ADL evaluations. Presented at Implementation Fest hosted by the Joint Advanced Distributed Learning Co-Laboratory, Orlando, FL.

Sitzmann, T. (2006, September). Maximizing learning outcomes from Web-based training: A meta-analysis.Presented to the Department of Defense Instructional System Design Community of Practice, Arlington, VA.

Sitzmann, T. (2006, September). Understanding training effectiveness: Research evidence. Presented at The Best Practices in Blended Learning Conference hosted by MoreSteam.com and the University of Notre Dame, South Bend, IN.

Sitzmann, T. (2005, October). Maximizing learning in online training courses: Meta-analytic evidence. Presented at The Best Practices in Blended Learning Conference hosted by MoreSteam.com and Ohio State University, Columbus, OH.

**EDUCATION**

**2005 Ph.D., Industrial and Organizational Psychology**

University of Tulsa, Tulsa, Oklahoma

**2003 M.A., Industrial and Organizational Psychology**

University of Tulsa, Tulsa, Oklahoma

**2001 B.S., Psychology major with Statistics minor**

Iowa State University, Ames, Iowa

**RESEARCH CONTRACTS**

Principle Investigator

Grand Challenges University of Colorado Denver (2023). *Equality as an Economic Performance Multiplier* ($100,000) with 17 coinvestigators across the university.

Grand Challenges University of Colorado Denver (2022). *Imaginator Academy* ($40,000) with Theo Edmonds, Katherine Goodman, & Sarah Engel.

Army Research Institute Early Career Contract (2009). *A comparison of theoretical approaches to improving self-regulatory processes in technology-delivered instruction* (W91WAW-09-C-0086; $225,832) with Katherine Ely.

Senior Personnel

National Security Agency & National Science Foundation (2023-2025). CU Denver GenCyber 2024 - Virtual cybersecurity cummer camp for high school students (H98230-23-1-0146; $149,515). PI: Ersin Dicelli.

National Security Agency & National Science Foundation (2022-2024). CU Denver GenCyber 2023 - HyFlex cybersecurity summer camp for underrepresented high school students (H98230-23-1-0146; $149, 300). PI: Ersin Dicelli.

### TEACHING EXPERIENCE

* Undergraduate Organizational Behavior
* Masters and Undergraduate Training and Development

### CONSULTING AND WORK EXPERIENCE

2021-present Talent Science Advisory Group, United States Space Force

* Guiding the United States Space Force’s human resource policies and implementation
* Providing advice on best practices for diversifying the workforce and fostering a climate of inclusion

2015-2019 Research Consultant, CPP

* Analyze the Myers-Brigs Type Indicator to determine the validity of the instrument
* Publish the study results

2005-2009 Research Scientist, Dr. Robert Wisher, Advanced Distributed Learning (ADL) Co-Laboratory, Alexandria, VA

* Developed a research agenda for improving DoD training and interpreting training evaluation data
* Conducted research to improve the effectiveness of Web-based instruction and to dispel myths about training evaluation
* Provided technical advisory services to NATO School and DoD groups interested in evaluating their training courses
* Presented research results at conferences and ADL events
* Hired and supervise graduate and undergraduate research assistants

2003-2005 Research Fellowship, Dr. Robert Wisher, Consortium of Universities and Army Research Institute, Arlington, VA

* Conducted a meta-analysis on the effectiveness of Web-based training
* Provided consulting services to the Defense Ammunition Center in McAlester, OK

**SERVICE ACTIVITIES**

Editorial Board:

* *Academy of Management Journal*, 2021-present
* *Journal of Applied Psychology,* 2014-present
* *Personnel Psychology,* 2015-present
* *Journal of Management,* 2019-2021
* *Human Resource Management Review*, 2017-2018
* *Organizational Behavior and Human Decision Processes,* 2014-2015

Dissertation Committee:

* Katherine Ely, George Mason University, 2009

**PROFESSIONAL AFFILIATIONS**

* Academy of Management
* American Psychological Association
* Society for Industrial and Organizational Psychology