

Tyler Mulhearn, Ph.D.

Center for Applied Social Research
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Education

- Ph.D. The University of Oklahoma (May 2018)**
Norman, OK
Industrial and Organizational Psychology
Minor: Quantitative Psychology
Dissertation: Reflecting on the past and looking towards the future:
The effects of case analysis and outcome valence on forecasting
- M.S. The University of Oklahoma (Fall 2015)**
Norman, OK
Industrial and Organizational Psychology
Thesis: When does vision count? Effects of issue, issue control, and
information
- B.A. The Pennsylvania State University (May 2013)**
University Park, PA
Psychology
Schreyer Honors College
Magna Cum Laude
Thesis: Effects of framing instructions and membership change on team
creativity

Professional Experience

- Aug 2016-Present **United States Army: “Collective Planning and Leadership for the U.S. Army”**
Grant Lead
- Communicated results to key stakeholders of funding agency
 - Coordinated project work with researchers at multiple institutions
 - Developed experimental design and protocol for validation studies
 - Managed, coded, and analyzed study data
- 2014-Present **Responsible Conduct of Research/Professional Ethics Training**
Instructor (Recurring ~15 occasions), University of Oklahoma
- Conducted 2-day professional ethics seminar for graduate students
 - Instructed graduate students on ethical decision-making skills in professional and research contexts

- Aug-Dec 2017 **Developmental Assessment Center for Graduate School Preparedness**
Assessment Specialist
- Developed customized assessment center for undergraduates pursuing graduate education
 - Provided detailed developmental feedback to assessment center participants
- August 2017 **Personnel Board of Jefferson County**
Assessor
- Received extensive rater training including frame of reference training and common rater errors
 - Provided scoring on pre-employment tests for ~50 job applicants seeking employment in county government positions
- Aug 2014-Dec 2016 **National Institutes of Health Grant: “Appraising the Effectiveness of RCR Educational Resources”**
Graduate Research Assistant
- Developed technical reports for funding sponsor
 - Conducted comprehensive meta-analysis assessing characteristics contributing to effective ethics education
 - Developed predictive modeling tool intended to evaluate and provide recommendations for ethics training
- Jan 2014- Oct 2014 **National Aeronautics and Space Administration Contract: “Leadership/ Followership for Long-Duration Exploration Missions”**
Graduate Research Assistant
- Reviewed literature on leadership content areas to develop recommendations for long-duration space flight
 - Developed leadership models for astronaut crews and Mission Control
 - Prepared interview protocols for NASA subject matter experts

Graduate Coursework

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|----------------------------------|-----------------------------------|
| Assessment and Selection | Occupational Health Psychology |
| Ethics in Organizations | Psychological Statistics 1 |
| Experimental Design | Psychological Statistics 2 |
| Hierarchical Linear Modeling | Social Psychology |
| History of Psychology | Statistical Models of Test Scores |
| Human Resources Management | Structural Equation Models |
| Individual Differences | Survey of I/O Psychology |
| Innovations in Organizations | Techniques in I/O Psychology |
| Leadership Theories and Research | Training and Development |
| Organizational Behavior | Work Motivation |

Skills

Statistical Analysis:

ANOVA, ANCOVA, T-tests, Regression, HLM, Factor Analysis, SEM, Cluster Analysis

Statistical Software:

SAS, SPSS, HLM7

Service

2014-2018

Thesis and Dissertation Projects

Graduate Student Rater (multiple occasions)

- Used frame of reference training to provide ratings on ~6 graduate student research projects

2016-2017

Graduate Student Panel

Mumford Lab Student Representative (2 occasions)

- Provided overview of graduate program and research lab to prospective students

Aug 2014- July 2017

Handbook of Research on Leadership and Creativity

Editorial Assistant

- Communicated with publisher contacts to facilitate review process
- Contacted authors regarding book chapters and publisher requests
- Assisted editor with compiling chapters into edited handbook

Aug 2015-May 2016

Mumford Research Group

Lab Coordinator, University of Oklahoma

- Developed undergraduate students in preparation for graduate education and professional employment

2014-2015

New Student Orientation

Graduate Student Representative (2 occasions)

- Provided introduction to graduate program to incoming 1st year doctoral students

Teaching Experience

2015-2016

Introduction to Industrial/Organizational Psychology

Guest lecturer (3 occasions), University of Oklahoma

- Delivered review lecture on statistical concepts and principles
- Instructed undergraduate students on current leadership theories and practice
- Reviewed professional ethics training program

Fall 2014

Research Methods 2: Experimental Design

Lab Instructor, Department of Psychology, University of Oklahoma

- Instructed undergraduate students on research methods
- Provided instruction on using SPSS program for data analysis

Fall 2013

Elements of Psychology

Teaching Assistant, Department of Psychology, University of Oklahoma

- Graded undergraduate student papers
- Responded to student emails and inquiries regarding class content and procedures

Published or Accepted Manuscripts

Mumford, M. D., McIntosh, T., & **Mulhearn, T.** (in press). Using cases to understand expert performance: Method and methodological triangulation. In K. Anders Ericsson (Ed.), *Handbook of Expertise and Expert Performance*. New York, NY: Cambridge University Press.

Mumford, M. D., & **Mulhearn, T. J.** (in press). Leading creative research and development efforts: A literature review and proposed framework for the engineering domain. *Journal of Mechanical Engineering Science* (just accepted).

Medeiros, K. E., Watts, L.L., **Mulhearn, T. J.**, Steele, L. M., Mumford, M. D., & Connelly, S. (2017). What is working, what is not, and what we need to know: A meta-analytic review of business ethics instruction. *Journal of Academic Ethics*, 15, 245-275.

Mumford, M. D., Hemlin, S., & **Mulhearn, T. J.** (2017). Leading for creativity: Functions, models, and domains. In M. D. Mumford & S. Hemlin (Eds.), *Handbook of Research on Leadership and Creativity* (pp. 1-16). Elgar.

Mumford, M. D., **Mulhearn, T.**, Watts, L. L., Steele, L., & McIntosh, T. (2017). Leader impacts on creative teams: Direction, engagement, and sales. In R. Reiter-Palmon (Ed.), *Team Creativity and Innovation*. Oxford University Press.

Mumford, M. D., Steele, L., **Mulhearn, T. J.**, McIntosh, T., & Watts, L. L. (2017). Leader planning skills and creative performance: Integrating past, present, and future. In M. D. Mumford & S. Hemlin (Eds.), *Handbook of Research on Leadership and Creativity* (pp. 17-39). Elgar.

Watts, L. L., **Mulhearn, T. J.**, Todd, E. M., & Mumford, M. D. (2017). Leader idea evaluation and follower creativity: Challenges, constraints, and capabilities. In M. D. Mumford & S. Hemlin (Ed.), *Handbook of Research on Leadership and Creativity* (pp. 82-99). Elgar.

Mulhearn, T. J., Watts, L. L., Torrence, B., Todd, E. M., Turner, M., Connelly, S., & Mumford, M. D. (2017). Cross-field comparison of ethics education: Golden rules and particulars. *Accountability in Research*, 24, 211-224.

- Mulhearn, T. J.**, Watts, L. L., Todd, E. M., Medeiros, K. E., Connelly, S., & Mumford, M. D. (2017). Validation and use of a predictive modeling tool: Employing scientific findings to improve Responsible Conduct of Research education. *Accountability in Research*, 24, 195-210.
- Todd, E. M., Torrence, B. S., Watts, L. L., **Mulhearn, T. J.**, Connelly, S., & Mumford, M. D. (2017). Effective practices in the delivery of ethics education: A qualitative review of instructional methods. *Accountability in Research*, 24, 297-321.
- Todd, E. M., Watts, L. L., **Mulhearn, T. J.**, Torrence, B. S., Turner, M. R., Connelly, S., & Mumford, M. D. (2017). A meta-analytic comparison of face-to-face and online delivery in ethics education: The case for a hybrid approach. *Science and Engineering Ethics*, 1-36.
- Torrence, B. S., Watts, L. L., **Mulhearn, T. J.**, Turner, M., Todd, E. M., Mumford, M. D., & Connelly, S. (2017). Curricular approaches in ethics education: Reflecting on best and worst practices in instructional content. *Accountability in Research*, 24, 269-296.
- Turner, M. R., Watts, L. L., Steele, L. M., **Mulhearn, T. J.**, Torrence, B. S., Todd, E. M., Mumford, M. D., & Connelly, S. (2017). How did you like this course? The advantages and limitations of reaction criteria in ethics education, *Ethics & Behavior*, 1-14.
- Watts, L. L., Todd, E. M., **Mulhearn, T. J.**, Medeiros, K. E., Mumford, M. D., & Connelly, S. (2017). Qualitative evaluation methods in ethics education: A systematic review and analysis of best practices. *Accountability in Research*, 24, 225-242.
- McIntosh, T., **Mulhearn, T.**, Gibson, C., Day, E., Connelly, S., Yammarino, F., & Mumford, M. D. (2016). Planning for long-duration space exploration: Interviews with NASA subject matter experts. *Acta Astronautica*, 129, 477-487.
- Mulhearn, T. J.**, McIntosh, T., Gibson, C., Day, E. A., Connelly, S., Yammarino, F. J., & Mumford, M. D. (2016). Leadership for long-duration space missions: A shift toward a collective approach. *Acta Astronautica*, 129, 466-476.
- Mulhearn, T. J.**, Steele, L. M., Watts, L.L., Medeiros, K. E., Mumford, M. D., & Connelly, S. (2016). Review of instructional approaches in ethics. *Science and Engineering Ethics*, 1-30.
- Mumford, M. D., McIntosh, T., **Mulhearn, T.**, Steele, L., & Watts, L. L. (2016). Processes, strategies, and knowledge in creative thought: Multiple interacting systems. In J. Kaufman (Ed.), *Creativity and Reason in Cognitive Development* (2nd ed.). Cambridge, UK: Cambridge University Press.
- Mumford, M. D., Watts, L.L., Medeiros, K. E., **Mulhearn, T. J.**, Steele, L. M., & Connelly, S. (2016). Biomedical ethics education may benefit from integrating compliance and analysis approaches. *Nature Immunology*, 17, 605-608.

- Steele, L. M., **Mulhearn, T. J.**, Medeiros, K. E., Watts, L.L., Connelly, S., & Mumford, M. D. (2016). How do we know it's working? A review and critique of current practices in ethics training evaluation. *Accountability in Research*, 23, 319-350.
- Watts, L.L., Medeiros, K. E., **Mulhearn, T. J.**, Steele, L. M., Connelly, S., & Mumford, M. D. (2016). Are ethics training programs improving? A meta-analytic comparison spanning 35 years of ethics instruction in the sciences. *Ethics & Behavior*, 1-34.
- Watts, L. L., **Mulhearn, T. J.**, Medeiros, K. E., Steele, L. M., Connelly, S., & Mumford, M. D. (2016). Modeling the instructional effectiveness of RCR education: A meta-analytic path-analysis. *Ethics & Behavior*, 1-19.
- Mumford, M. D., & **Mulhearn, T.** (2015). More than just a bright idea: The process for successful creative solutions. *Talent Quarterly*, 6, 44-50.
- Mumford, M. D., Steele, L., McIntosh, T., & **Mulhearn, T.** (2015). Forecasting and leader performance: Objective cognition in a socio-organizational context. *The Leadership Quarterly*, 26, 359-369.
- Steele, L. M., McIntosh, T., **Mulhearn, T.**, Watts, L. L., Anderson, H., Hill, D., Lin, L., Matthews, S., Ness, A., & Buckley, M. R. (2015). The reestablishment of the Journal of Management History: A quantitative review of 2005 to 2009. *Journal of Management History*, 21, 439-452.
- Yammarino, F. J., Mumford, M. D., Connelly, S., Day, E. A., Gibson, C., McIntosh, T., & **Mulhearn, T.** (2015). Leadership models for team dynamics and cohesion: The Mars mission. In W. B. Vessey, A. X. Estrada, & E. Salas (Eds.). *Team Cohesion: Advances in Psychological Theory, Methods, and Practice*. Bingley, UK: Emerald Group Publishing.
- Mumford, M. D., Steele, L., **Mulhearn, T.**, & McIntosh, T. (2014). Developing creative capacity: Educational and organizational interventions. In C. Yi (Ed.), *The Social Dimension of Creativity*. Seoul, South Korea: KRIVET.

Manuscripts in Preparation

- McIntosh, T., **Mulhearn, T.**, & Mumford, M. D. (in preparation). Leaders' use of alternative mental models: Deliberate but don't implement.
- McIntosh, T., Watts, L. L., **Mulhearn, T. J.**, & Medeiros, K. E. (in preparation). Antecedents of professional misconduct: Tailoring constraints to reduce individual biases.
- Steele, L. M., Watts, L. L., Medeiros, K. E., McIntosh, T., **Mulhearn, T. J.**, & Mumford, M. D. (in preparation). Leading for creativity and innovation: A multi-level meta-analytic examination of four models of leadership.

Technical Reports

Mumford, M. D., Connelly, S., Watts, L. L., Medeiros, K. E., & **Mulhearn, T. J.** (2017). Course characteristics and criteria: A meta-analytic approach for appraising the effectiveness of RCR educational resources final report. *Office of Research Integrity*.

Gibson, C., McIntosh, T., **Mulhearn, T.**, Connelly, S., Day, E.A., Yammarino, F., & Mumford M. D. (2015). Leadership/followership for long-duration exploration missions final report. *National Aeronautics and Space Administration*.

Poster Presentations

MacLaren, N. G., Cao, Y., Kulkarni, A., Yammarino, F. J., Mumford, M. D., Dionne, S. D., Sayama, H., Connelly, S., **Mulhearn, T. J.**, Martin, R., Todd, E., & Bosco, F. A. (April, 2018). *Agent-based model parameter estimation and variable reduction using metaBUS: An application to a collective leadership model*. Poster presented at 1st annual Northeast Regional Conference on Complex Systems, Binghamton, NY.

Mulhearn, T. J., Watts, L. L., McIntosh, T. J., & Medeiros, K. E. (April, 2018). *Measuring biases in ethical decision making: A novel approach to studying ethics*. Poster presented at the 33rd annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.

Watts, L. L., Medeiros, K. E., McIntosh, T. J., **Mulhearn, T. J.**, Patel, K. R., & Rothstein, E. (April, 2018). *Biases in ethical decision making: A nomological network*. Poster presented at the 33rd annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.

Yammarino, F. J., Mumford, M. D., Dionne, S. D., Sayama, H., Connelly, S., MacLaren, N. G., **Mulhearn, T. J.**, Cao, Y., Kulkarni, A., Martin, R., & Todd, E. (August, 2018). Collective Leadership and Planning: Assessments via Experiments and Computational Models. In R. Gottfredson (Chair), *Progressing the Science of Leadership through Novel and Innovative Questions and Assessments*. Symposium conducted at the 78th annual meeting of the Academy of Management, Chicago, IL.

Mulhearn, T. J., Watts, L. L., Todd, E. M., Medeiros, K. E., Connelly, S., & Mumford, M. D. (2017). Validation and Use of a Predictive Modeling Tool: Employing Scientific Findings to Improve Responsible Conduct of Research Education. *Graduate Student Research and Creativity Day 2017*. Norman, OK.

Todd, E. M., Watts, L. L., **Mulhearn, T. J.**, Torrence, B. S., Turner, M. R., Connelly, S., & Mumford (2017). A meta-analysis comparing face-to-face, online, and hybrid ethics courses. *Society for Industrial and Organizational Psychology*. Orlando, FL.

- McIntosh, T., **Mulhearn, T.**, & Mumford, M.D. (2016). Leaders' use of alternative mental models: Deliberate but don't implement. *Society for Industrial and Organizational Psychology*. Anaheim, CA.
- McIntosh, T., **Mulhearn, T.**, Gibson, P. C., Mumford, M. D., Yammarino, F., Connelly, S., Day, E., & Vessey W. B. (2016). Planning for long-duration space exploration: Interviews with NASA subject matter experts. *36th annual IO/OB Conference*. Arlington, TX.
- Mulhearn, T. J.** (2016). Reexamining the dimensionality of creativity and leadership variables. *Structural Equations Modeling Poster Exhibition*. Norman, OK.
- Mulhearn, T.**, McIntosh, T., & Mumford, M. D. (2016). When does vision count? Effects of issue, issue control, and information. *36th annual IO/OB Conference*. Arlington, TX.
- Mulhearn, T.**, McIntosh, T., & Mumford, M. D. (2016). When does vision count? Effects of issue, issue control, and information. *Graduate Student Research and Creativity Day 2016*. Norman, OK.
- Mulhearn, T.**, McIntosh, T., Gibson, C., Mumford, M. D., Yammarino, F. J., Connelly, S., Day, E. A., & Vessey, B. (2016). Leadership for long-duration space missions: A shift toward a collective approach. *36th annual IO/OB Conference*. Arlington, TX. 1st place.
- Mulhearn, T.** (2015). Does team membership impact fantasy football performance? A multilevel analysis. *Hierarchical Linear Modeling Poster Exhibition*. Norman, OK.
- Mumford, M. D., Yammarino, F. J., Day, E. A., Connelly, S., Gibson, C. **Mulhearn, T.**, & McIntosh, T. (2015). Leadership and followership for long-duration space missions. *NASA Human Research Program Investigators' Workshop*. Galveston, TX.

Professional Affiliations

Society for Industrial and Organizational Psychology (Student Affiliate)

References

Michael D. Mumford, Ph.D.

George Lynn Cross Distinguished
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