

OLABISI ATOBA

Department of Psychological and Brain Sciences
 Texas A&M University
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Education

- Ph.D. Texas A&M University, Psychology, Industrial/Organizational (I/O)
 Dissertation title: *Leadership Self-Efficacy in Small Groups: Validation of a Self-Report Measure*
 Dissertation committee: Winfred Arthur, Jr. (Chair), Mindy Bergman, Stephanie Payne, & Srividya Ramasubramanian
- M.S. Texas A&M University, Psychology, Industrial/Organizational
 Thesis title: *The Development and Initial Validation of a Measure of Small Group Leadership Self-Efficacy*
- B.S. Obafemi Awolowo University, Psychology
 Thesis title: *A Study of the Academic Performance of Deaf Students Vis-à-vis Mode of Communication*

Academic Employment

- Sept. 18-Present **Instructional Assistant Professor | Director of MS Psychological Sciences (I/O Psychology) Program**, Psychological & Brain Sciences
 Texas A&M University
- Aug. 16-Aug. 18 **Assistant Professor**, Psychology Department
 South Dakota State University (SDSU)

Teaching

Courses Taught

Undergraduate

General Psychology (f2f and online)
 Personnel Psychology
 Experimental Psychology Lab

Graduate

Groups, Teams, and Leadership
 Job Analysis and Performance Appraisal
 Personnel Selection
 Training
 Training and Performance Management
 Topics in I/O (Global Leadership; Diversity & Inclusion)
 Professional Seminar
 Teaching Assistant Institute

Research Interests

Leadership; Team processes and training effectiveness
 Positive organizational psychology and outcomes
 Intersectionality between healthcare training models and other industry training

Publications

- Arthur, W. Jr., Keiser, N. L., **Atoba, O. A.**, Cho, I., & Edwards, B. D. (2021). Does the use of alternative predictor methods reduce subgroup differences? It depends on the construct. *Human Resource Management, 60*, 479-498. doi: 10.1002/hrm.22027
- Naber, A. M., McDonald, J. N., **Asenuga, O. A.**, & Arthur, W. Jr. (2015). Team members' interaction anxiety and team performance: A catastrophic relationship? *Human Factors, 57*, 163-176. doi: 10.1177/0018720814538814

Manuscripts in Preparation

(One manuscript title is omitted to protect the blinded peer-review process)

- Arthur, W., Jr., Naber, A. N., Muñoz, G. J., McDonald, J. N., **Atoba, O. A.**, Cho, I., Keiser, N. L., White, C. D., Glaze, R. M., Jarrett, S. M., Schurig, I. & Bennett, W., Jr. *A comparison of individual and team skill decay and reacquisition in a synthetic training environment.* [Status: Manuscript writing]
- Atoba, O. A.**, Arthur, W. Jr., & Naber, A. M. *The development and validation of a measure of small group leadership self-efficacy.* [Status: Manuscript is written and targeted for submission to *Group Dynamics: Theory, Research, and Practice*]
- Carpenter, N. C., Berry, C. M., **Atoba, O. A.**, Dovalina, C. A., Cho, S-H., & Frye, C. L. *Journal of Organizational Behavior.* [Status: Revise and resubmit].
- Cerrentano, C., Solis, L., Price, N., Abney-King, A., **Atoba, O. A.**, & Roman, J-L. *Dirty laundry: An inclusive discussion about graduate program diversity.* [Status: Manuscript writing]
- Muñoz, G. J., **Atoba, O. A.**, & Arthur, W. Jr. An empirical investigation of the reciprocal relationships between team-level affective reactions and team performance. [Status: Data analysis of 2nd wave of data].
- Naber, A. M., Muñoz, G. J., McDonald, J. N., White, C. D., **Atoba, O. A.**, Glaze, R. M., Jarrett, S. M., Schurig, I., Arthur, W., Jr., & Bennett, W. Jr. *The effectiveness of individual differences for predicting individual and team performance.* [Status: Manuscript writing]

Works in Progress

- Atoba, O. A.** *Invisible disabilities and team outcomes: A positive organizational psychology perspective.* [Status: IRB application stage]
- Atoba, O. A.** *Reactions to affirmative action programs: The role of national culture and discrimination recency.* [Status: IRB application stage]
- Atoba, O. A.**, Famuyiro, T. *Applicant reaction to selection process: The case of foreign medical graduates.* [Status: Idea refinement]
- Atoba, O. A.** *Leadership self-efficacy and employee outcomes: A meta-analysis.* [Status: Data collection phase, i.e. coding primary studies]
- Atoba, O. A.**, & Ujah, N. *Antecedents of leadership derailment in Superstar CEOs.* [Status: IRB application stage]
- Atoba, O. A.**, & VanRuler, D. *Effectiveness of the TeamSTEPPS team training program tool for teamwork improvement in healthcare teams.* [Status: IRB application stage]

- Atoba, O. A.**, & VanRuler, D. Team training in healthcare: Does TeamSTEPPS training work? [Status: Data collection phase, i.e. coding primary studies]
- Cho, I., **Atoba, O. A.**, Xu, X., & Watters, A. *Interaction effects of leader grit and humility on employee outcomes*. [Status: 2nd wave of data collection]
- Gupta, T., & **Atoba, O. A.** *The role of teamwork on student learning and team performance*. [Status: Data collection phase]

Scholarly Presentations

- Arthur, W. Jr., Naber, A. M., Muñoz, G. J., McDonald, J. N., **Atoba, O. A.**, Cho, I., Keiser, N. L., White, C. D., Glaze, R. M., Jarrett, S. M., & Schurig, I., & Bennett, W. Jr. (2015, August). *An investigation of skill decay and reacquisition of individual- and team-based skills in a synthetic training environment*. Paper presented at the American Psychological Association Division 19 Suite during the 123rd Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.
- Asenuga, O. A.**, Dovalina, C. A. (2014, May). *Other-ratings of counterproductive work behaviors: A meta-analysis*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Asenuga, O. A.**, Naber, A.M., Arthur, W. Jr., & McCormick, M. J. (2013, April). *Small group leadership self-efficacy measure: Development and preliminary validation*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Atoba, O. A.**, & Arthur, W. Jr. (2018, April). Leadership self-efficacy in small groups: Validation of a self-report measure. Paper to be presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Atoba, O. A.**, Keiser, N., Cho, I., Edwards, B. D., Jarrett, S. M., & Arthur, W. Jr. (2016, April). *An examination of the method-change approach to reducing subgroup differences*. Paper presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Nominated in the Top 5 for the John C. Flanagan Award for Outstanding Student Contribution and featured in the top poster session.**
- Atoba, O. A.**, Marbach, J. J., & Richardson, R. (2015, April). *Future faculty development: The role of a “flexible” graduate student organization*. Paper presented at the 5th Biennial Forum of the Center for the Integration of Research, Teaching, and Learning, College Station, TX.
- Carlson, T. J., Gravholt, D. L., Weaver, M. R., Orina, N. B., Lee, P., & **Atoba, O. A.** (2018, April). Financial stress as a mediator between job insecurity and employee outcomes. Paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Cerrentano, C., Solis, L., Price, N., Abney-King, A., & **Atoba, O. A.** (2021, April). *Dirty laundry: An inclusive discussion about graduate program diversity*. Alternative session presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Cho, I., & **Atoba, O. A.** (2017, April). *Interaction effects of leader grit and humility on employee outcomes*. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Hu, X., Santuzzi, A. M., Dickson, M. W., Glazer, S., Jang, S., Abraham, E., **Atoba, O. A.**, Chackoria, J., Della Pona, C. M., Gómez Ornelas, S., Iverson, N., Lee, S. A., Panton, K., Solis, L. (2021, April). *International students in I/O Psychology: Sharing experiences and providing support*. Panel discussion presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- McPherson, T. A., Muñoz, G. J., Arthur, W. Jr., & **Asenuga, O. A.** (2013, April). *Team-level training reactions and team performance*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- Muñoz, G. J., Naber, A. M., McDonald, J. N., White, C. D., **Asenuga, O. A.**, Cho, I., Keiser N. L., Jarrett, S. M., Schurig, I., Glaze, R. M., & Arthur, W. Jr. (2015, April). *Are mental models better for predicting individual or team performance?* Paper presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Naber, A. M., White, C. D., Muñoz, G. J., McDonald, J. N., **Asenuga, O. A.**, Glaze, R. M., Jarrett, S., Schurig, I., Arthur, W. Jr., & Bennett, W. Jr. (2013, April). *Individual and synergistic performance: The role of individual difference variables*. Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.
- White, C. D., Muñoz, G. J., Naber, A. M., McDonald, J. N., **Asenuga, O.**, Cho, I., Keiser, N., Jarrett, S., Glaze, R. M., Schurig, I., & Arthur, W. Jr. (2014, May). *Individual and team skill acquisition over time*. Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Supervised Student Technical Reports

- Bonfert, C., Brown, A., Licea, H., Pohl, K., & Urich, B. (2020). *Leadership assessment and development plan*. Unpublished technical report submitted to Alsie Bond of the City of Bryan, Bryan, TX.
- Bonfert, C., Marino, E., Miller, A., & Qiu, S. (2020). *Office and communication skills training program*. Unpublished technical report submitted to Family Promise, Bryan, TX.
- Boyd, M., Di Donato, M., Huacuz, D., Karedia, N., Liu, L., & McNeil, V. (2021). *Leadership assessment and development plan*. Unpublished technical report submitted to Scott Story of TotalEnergies.
- Boyd, M., Harris, K., Huacuz, D., Lopez, E., & Stinger, J. (2021). *Organizational culture training*. Unpublished technical report submitted to Texas A&M Division of Human Resources and Organizational Effectiveness, College Station, TX.
- Brigham, R., Ebert, I., Larcheveaux, D., & Scott, C. (2021). *Supporting your fellow Texans*. Unpublished technical report submitted to City of Bryan, Bryan, TX.

- Brigham, R., Garcia, R., Harris, K., Ji, H., Lopez, E., & Schott, C. (2021). *Leadership assessment and development plan*. Unpublished technical report submitted to John Sawyer of The Hills Group - Century21 Real Estate, Kerrville, TX.
- Brown, A., Lovett, J., Miller, J., Palmer, K., & Robinson, T. (2020). *Communications skills training program*. Unpublished technical report submitted to Brazos Valley Food Bank, Bryan, TX.
- Bryant, C., Herington, A., Licea, H., Lu, J., & Pohl, K. (2020). *Critical thinking skills training*. Unpublished technical report submitted to Brazos Valley Food Bank (Together We Grow Program), Bryan, TX.
- Carlson, T. J., & Gildemeister, S. J. (2017). *Employee selection report for the job of metal fabricator*. Unpublished technical report submitted to Counterpart, Inc., Brookings, SD.
- Carlson, T. J., & Wermers, M. R. (2017). *Job analysis report for the job of membership coordinator*. Unpublished technical report submitted to Boys and Girls Club, Brookings, SD.
- Di Donato, M., Fischer, C., Garcia, R., Holsberry, J., & Sahota, P. (2021). *Decision making and decision quality training*. Unpublished technical report submitted to Texas A&M Division of Human Resources and Organizational Effectiveness, College Station, TX.
- Dugarte, D., Fischer, C., Greger, C., Larcheveaux, D., Paredes, J., & Scott, C. (2021). *Leadership assessment and development plan*. Unpublished technical report submitted to Philipp Lukacs of AOP Orphan Pharmaceuticals, Austria.
- Dugarte, D., Karedia, N., Lui, L., Schott, C., & Stern, S. (2021). *Systems thinking training*. Unpublished technical report submitted to Texas A&M Division of Human Resources and Organizational Effectiveness, College Station, TX.
- Ebert, I., Holsberry, J., Motta, K., Sahota, P., Stern, C., & Stinger, J. (2021). *Leadership assessment and development plan*. Unpublished technical report submitted to Gavin Grosswald of Truist Bank, Philadelphia, PA.
- Gildemeister, S. J., & Miguel, M. J. (2017). *Job analysis report for the job of direct support professional*. Unpublished technical report submitted to Advance, Brookings, SD.
- Gravholt, D. L. (2017). *Job analysis report for the job of Toolmaker*. Unpublished technical report submitted to Falcon Plastics, Brookings, SD.
- Greger, C., Ji, H., Paredes, J., Motta, K., & McNeil, V. (2021). *Conflict management training*. Unpublished technical report submitted to Texas A&M Division of Human Resources and Organizational Effectiveness, College Station, TX.
- Gonzalez, T., Hong, J., Manzanares, A., & Muegge, M. (2019). *Leadership assessment and development plan*. Unpublished technical report submitted to Phebe Simmons of Family Promise, Bryan, TX.

- Hambrick, R., Keller, B., Smith, L., & Ulrich, B. (2020). *Job manual for product formulators*. Unpublished technical report submitted to QuestSpecialty, Brenham, TX.
- Hambrick, R., Lu, J., Miller, A., & Robinson, T. (2020). *Leadership assessment and development plan*. Unpublished technical report submitted to April Bonifazi of the City of Bryan, Bryan, TX.
- Herington, A., Marino, E., Lovett, J., Palmer, K., & Smith, L. (2020). *Leadership assessment and development plan*. Unpublished technical report submitted to Sally Jurica of the City of Bryan, Bryan, TX.
- Ismyana, M., Johnson, M., & Gonzalez, A. (2019). *Sales team member training*. Unpublished technical report submitted to Brazos Valley Marketing, College Station, TX.
- Ismyana, M., Miller, N., & Sanchez, G. (2019). *Leadership assessment and development plan*. Unpublished technical report submitted to James Crawford of Brazos Valley Food Bank, Bryan, TX.
- Johnson, M., Lai, C., Morales, M., & Yan, R. (2019). *Leadership assessment and development plan*. Unpublished technical report submitted to Amelia McCracken of Ment Services, College Station, TX.
- Keller, B., Bryant, C., Miller, J., & Qiu, S. (2020). *Leadership assessment and development plan*. Unpublished technical report submitted to Farrah Allen of the City of Bryan, Bryan, TX.
- Lai, C, Hong, J., Morales, M., & Miller, N. (2019). *Sales performance training report*. Unpublished technical report submitted to Kalcop Enterprises, Inc., College Station, TX.
- Manzanares, A., Muegge, G., Sanchez, G., & Yan, R. (2019). *Revision of training day for math instructors*. Unpublished technical report submitted to Mathnasium, College Station, TX.
- Nelsen, S. K., & Orina, N. B. (2017). *Employee selection report for the job of Toolmaker*. Unpublished technical report submitted to Falcon Plastics, Brookings, SD.
- Nelsen, S. K. & Weaver, M. R. (21017). *Job analysis report for the job of play guide*. Unpublished technical report submitted to Children’s Museum of South Dakota, Brookings, SD.

Research Funding and Awards

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| 2018 | <i>Outstanding Faculty Achievement Award</i>
Ness Division of Management and Economics
South Dakota State University, \$1000 |
| 2017 | SDSU-ARC: Advancement, resources for recruitment and retention, and community (Researcher) [with Hedge, D., Tolman, E., Dudash, M., and five other researchers]. Invited National Science Foundation submission. January 2019-December 2023. [\$2,897,282] Under review. |
| 2017 | SDSU IGE: Interdisciplinary and collaborative applied research training ecosystem for social and behavioral sciences (Co-PI). [with Gardezi, M., |

- Emery, M., and seven other Co-PIs]. National Science Foundation. June 2018-August 2020. [\$492,827] Under review.
- 2017 *Scholarly Excellence (for Dissemination) Grant*, \$500
South Dakota State University Office of Academic Affairs
- 2017 *Research Travel Funds*, \$1857
South Dakota State University, Psychology Department
- 2016 *Washington DC Grant Proposal Boot Camp Funds*, \$1137
South Dakota State University, Psychology Department
- 2016 *Graduate Student Presentation Grant*
OGAPS and AFS, Texas A&M University, \$500
- 2015 *Adverse Impact Reduction Research Initiative Action Research Grant*
(With Arthur, W. Jr., Edwards, B. D., Keiser, N. L., Cho, I., & Jarrett, S. M.)
Society for Industrial and Organizational Psychology, \$2000
- 2015 Nominee: *Distinguished Graduate Student Award for Excellence in Teaching*
Nominated by the Psychology Department, Texas A&M University
- 2015 & 2016 Nominee: *Fasken Graduate Student Teaching Award*
Nominated by the Psychology Department, Texas A&M University
- 2014 *College of Liberal Arts Professional Development Award*
Texas A&M University, \$1711
- 2014 *Wakonse South Conference on College Teaching Award*
Center for Teaching Excellence, Texas A&M University, \$395
- 2013 *The President's Volunteer Service Bronze Award*
- 2011-2014 *Research Travel Award*
Psychology Department, Texas A&M University, \$1500
- 2010-2011 *Texas A&M Regents' Graduate Student Fellowship*
Texas A&M University, \$2950

Certificates

- Sept. 2017 Online Instructor Certification Program Certificate (Basic Course I)
- Mar 2017 Mental Health First Aider Certificate (NCBH)
- May 2014 Educational & Social Sciences Advanced Research Methods Certificate
- April 2012 Academy for Future Faculty Senior Fellow Teaching Certificate
- August 2010 Center for Teaching Excellence Teaching Assistant Certificate

Mentorship

- 2019 Mary Morales (Chair, Master's thesis, Texas A&M University)
Gina Muegge (Chair, Master's thesis, Texas A&M University)
Rang Yan (Chair, Master's thesis, Texas A&M University)
- 2018-Present 11-45 graduate advisees (Texas A&M University)
- 2017 10 undergraduate advisees (South Dakota State University)

2017 Norah Orina (Member, Master's thesis, South Dakota State University)
Derek Gravholt (Graduate research assistant, South Dakota State University)

Service Activities

2020-2020 Associate Head DEI Core Committee Member

2018-2019 I/O (MS) Faculty Search Committee
Psychology Department, Texas A&M University

2017-2018 Faculty Council (Proxy Member), College of Arts & Sciences
South Dakota State University

2017-2018 I/O Faculty Search Committee
Psychology Department, South Dakota State University

2017-2018 Reviewer for the Society for Industrial and Organizational Psychology
Annual Meeting

2016-2018 I/O Graduate Program Admissions Committee
Psychology Department, South Dakota State University

2014 -2016 Steering Committee Member
Center for the Integration of Research, Teaching, and Learning
(CIRTL@TAMU)

2012 - 2016 Executive Committee Member, Director, and Co-Director
Academy for Future Faculty, TAMU

2012 - 2013 Chair, Multicultural and Diversity Affairs Committee
Graduate & Professional Student Council, TAMU

Professional Membership

Association for Talent Development, Brazos Valley Chapter
Blacks in Industrial-Organizational Psychology
Society for Industrial and Organizational Psychology
Society for Human Resource Management, Brazos Valley Chapter
Texas A&M African American Professional Organization