

Tristan McIntosh, Ph.D.

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Norman, OK 73072

Curriculum Vitae

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EDUCATION

PhD, Industrial and Organizational Psychology May 2018

Minor: Quantitative Methods
University of Oklahoma, Norman, OK

Dissertation: *Taking the good with the bad: The impact of forecasting timing and valence on idea evaluation and creativity*

Chair: Michael D. Mumford, PhD

M.S., Industrial and Organizational Psychology October 2015

Minor: Quantitative Methods
University of Oklahoma, Norman, OK

Thesis: *Leader's use of alternative mental models: Deliberate but don't implement*

Chair: Michael D. Mumford, PhD

B.S., Psychology – Magna Cum Laude May 2013

Minor: Business Administration
Certificate in Human Factors
The University of Utah, Salt Lake City, UT

Thesis: *Decision making and judgments with computers*

Chair: Frank Drews, Ph.D.

PEER-REVIEWED PUBLICATIONS

Turner, M., **McIntosh, T.**, Reid, S. W., & Buckley, M. R. (2018). Corporate Implementation of Socially Controversial CSR Initiatives: Implications for Human Resource Management. *Human Resource Management Review*.

Mumford, M. D., & **McIntosh, T.** (2017). Creative thinking processes: The past and the future. *The Journal of Creative Behavior*, 51, 317-322.

McIntosh, T., Higgs, C., Turner, M., Partlow, P., Steele, L., MacDougall, A., Connelly, M. S., & Mumford, M. D. (2017). To whistleblow or not to whistleblow: Affective and cognitive differences between reporting peers and advisors. *Journal: Science and Engineering Ethics*, 1-40.

McIntosh, T., Higgs, C., Mumford, M. D., Connelly, M. S., & DuBois, J. M. (2017). Continuous evaluation in ethics education: A case study. *Science and Engineering Ethics*, 1-28.

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. *Acta Astronautica*. 129, 477-487.

- Mulhearn, T., **McIntosh, T.**, Gibson, C., Mumford, M. D., Yammarino, F., Connelly, S., Day, E., & Vessey, W.B. (2016). Leadership for long-duration space missions: A shift toward a collective approach. *Acta Astronautica*, *129*, 466-476.
- Mumford, M.D., Todd, E.M., Higgs, C., & **McIntosh, T.** (2016). Cognitive skills and leadership performance: The nine critical skills. *The Leadership Quarterly*, *28*, 24-39.
- 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.
- 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.

BOOK CHAPTERS

- Mumford, M.D., Martin, R., Elliott, S., & **McIntosh, T.** (in press). Creative thinking in the real world: Processing in context. In Sternberg, R. J. & Kaufman, J. (Eds.) *The Nature of Human Creativity*. Cambridge University Press.
- Mumford, M.D., Martin, R., Elliott, S., & **McIntosh, T.** (in press). Leading for creativity: A tripartite model. In Kaufman, J. (Ed.) *Cambridge Handbook of Creativity*.
- Mumford, M. D., **McIntosh, T.**, & Mulhearn, T. (2018). Using cases to understand expert performance: Method and methodological triangulation. In K. Anders Ericsson, Robert R. Hoffman, Aaron Kozbelt, & A. Mark Williams (Eds.), *Handbook of Expertise and Expert Performance*. New York, NY: Cambridge University Press.
- Steele, L., **McIntosh, T.**, Higgs, C. (2017). Intrinsic motivation and creativity: Opening up a black box. In M. D. Mumford and S. Hemlin (Eds.), *Handbook of Research on Leadership and Creativity*. 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.) *Handbook of Research on Team Creativity*. Oxford University Press.
- Mumford, M. D., & **McIntosh, T.** (2017). William A. Owens Jr: Distinguished Scientific Contributions Award. *Encyclopedia of I/O Psychology*.
- 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.
- 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: Cambridge University Press.

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.

TECHNICAL REPORTS

McIntosh, T., Higgs, C., & Mumford, M. D. (2017). *University of Oklahoma's RCR training initiative: Biannual report on 2016-2017 sessions*. Technical report submitted to the Graduate College, The University of Oklahoma.

McIntosh, T., Higgs, C., & Mumford, M. D. (2016). *University of Oklahoma's RCR training initiative: Biannual report on fall 2016 sessions*. Technical report submitted to the Graduate College, The University of Oklahoma.

McIntosh, T., Partlow, P., & Mumford, M. D. (2016). *University of Oklahoma's RCR training initiative: Biannual report on 2015-2016 sessions*. Technical report submitted to the Graduate College, The University of Oklahoma.

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*. Technical report submitted to the National Aeronautics and Space Administration.

MANUSCRIPTS UNDER REVIEW

Mumford, M.D., Martin, R., Elliott, S., & **McIntosh, T.** (revise and resubmit, round 1). Creative failure: Why can't people solve creative problems. Journal: *Creativity Research Journal*.

Watts, L. L., Medeiros, K. E., **McIntosh, T.**, & Mulhearn, T. J. (under review). Biases in ethical decision making: Construct development and measurement. Journal: *Organizational Behavior and Human Decision Processes*.

Watts, L. L., **McIntosh, T.**, Gibson, P.C., Mulhearn, T. J., Medeiros, K. E., Mecca, J. T., & Cohen-Charash, Y. (under review). Just a touch of madness: Effects of mild affective shifts on creative processes. Journal: *Organizational Behavior & Human Decision Processes*.

MANUSCRIPTS IN PREPARATION

McIntosh, T., Watts, L. L., Mulhearn, T., & Medeiros, K. (in preparation). Antecedents of professional misconduct: Situational constraints and personal biases. Target Journal: *Journal of Business Ethics*.

McIntosh, T. & Buckley, M. R. (in preparation). The balancing act: A framework of creativity and multidimensional fit. Target journal: *Journal of Business and Psychology*.

McIntosh, T., Mulhearn, T., & Mumford, M. D. (in preparation). Leaders' use of alternative mental models: Deliberate but don't implement. Target journal: *The Leadership Quarterly*.

RESEARCH PRESENTATIONS & LECTURES

Dutta, T., Watts, L. L., Medeiros, K. E., **McIntosh, T. J.**, & Mulhearn, T. J. (2018, August). The impact of age and gender on biases in ethical decision making. Poster presented at the 2018 International Personnel Assessment Conference (IPAC), Alexandria, VA.

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.

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.

McIntosh, T., Medeiros, K. E., Mason, C., & Green, K. (2017, May). *Donkeys or elephants: Assessing the impact of political affiliation on hiring decisions*. Poster presented at the 29th annual conference of the Association for Psychological Science, Boston, MA.

McIntosh, T. (2017, April). *The balancing act: A framework of creativity and multidimensional fit*. Poster presented at the 32nd annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.

Steele, L. M., Watts, L. L., Medeiros, K. E., **McIntosh, T.**, Mulhearn, T. J., & Mumford, M. D. (2017, April). *Leading for innovation: A multi-level meta-analysis*. In the symposium, Leadership and innovation: New theoretical and empirical developments, presented at the 32nd annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.

McIntosh, T. (2016, May). *Assessment of a questionable planning skills measure*. Poster presented at the University of Oklahoma Structural Equations Modeling poster exhibition, Norman, OK.

McIntosh, T., Mulhearn, T., & Mumford, M.D. (2016, April). *Leaders' use of alternative mental models: Deliberate but don't implement*. Poster presented at the 31st Annual Conference of the 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, April). *Planning for long-duration space exploration: Interviews with NASA subject matter experts*. Poster presented at the 35th Annual IO/OB Conference. Arlington, TX.

McIntosh, T. (2016, April) *Finding a creative place to fit in: An assessment of creativity and fit in organizations*. Poster presented at the 35th Annual IO/OB Conference. Arlington, TX.

- Mulhearn, T., **McIntosh, T.**, & Mumford, M. D. (2016, April). *When does vision count? Effects of issue, issue control, and information*. Poster presented at the 35th Annual IO/OB Conference. Arlington, TX.
- Mulhearn, T., **McIntosh, T.**, Gibson, C., Mumford, M. D., Yammarino, F., Connelly, S., Day, E., & Vessey, W.B. (2016, April). *Leadership for long-duration space missions: A shift toward a collective approach*. Poster presented at the 35th Annual IO/OB Conference. Arlington, TX.
- Harrison, M. Flores, D., Delafield, C., Patel, S., Medeiros, K. E., & **McIntosh, T.** (2016, April). *Religion and race in the workforce: Do they affect the hiring process?* Poster presented at the 5th annual Graduate and Undergraduate Psychology Research Conference at the University of Oklahoma, Norman, OK.
- McIntosh, T.** (2016, February). Guest lecturer. *Ethics in Organizations*. Presentation in PSY 3753 (Introduction to Industrial and Organizational Psychology), Will Taylor (instructor).
- McIntosh, T.** (2015, December). *Divergent thinking: A look at personality and intelligence in a multilevel framework*. Poster presented at the University of Oklahoma 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, January). *Leadership and followership for long-duration space missions*. Poster presented at the NASA Human Research Program Investigators' Workshop. Galveston, TX.
- McIntosh, T.**, Gerritsen, D., & Drews, F. (2013, January). *Decision making and judgments with computers*. Poster presented at the College of Social and Behavioral Science Research Day Conference, University of Utah, Salt Lake City, UT.

PROFESSIONAL & CONSULTING EXPERIENCE

June 2017-present

Colarelli, Meyer, & Associates

Associate Consultant

- Performed literature reviews and summaries
- Prepared budgets and proposals for prospective client work
- Conducted 360° feedback interviews with clients
- Analyzed assessment data
- Created reports for clients depicting and detailing assessment results
- Prepared trainings and presentations for meetings with executive teams
- Created development plans for executive leaders

May 2016-May 2018

Responsible Conduct of Research/Professional Ethics Training

Program Coordinator

- Managed 15+ trainers and coordinated ethics trainings for over 600 graduate students per year
- Conducted ongoing training development and evaluation resulting in process improvements

- Analyzed data on trainee and trainer performance using survey tools and test measures
- Designed experimental research investigating ethical misconduct, whistleblowing, and emotion regulation in ethical decision making
- Created project timelines, progress reports, and technical reports of program results
- Collaborated with other institutions to evaluate the effectiveness of their training programs

May 2015-May 2016

Responsible Conduct of Research/Professional Ethics Training

Internal Compliance Auditor

- Coordinated activities of research and administrative teams
- Organized and tracked all training evaluation and research data
- Acted as a liaison between IRB, faculty, and trainers

January 2015-May 2018

Responsible Conduct of Research Ethics Grant

Research Assistant

- Wrote study conduct items for ethical decision-making tests
- Developed SAS and SPSS syntax for scoring new test items
- Designed experimental research investigating ethical misconduct and whistleblowing
- Prepared presentations for ethics conferences
- Created project timelines and technical reports of program results
- Developed benchmark rating scales for qualitative analyses of whistleblowing behaviors reported by participants in response to an experimental study prompt

August 2015–May 2016

Mumford Research Group

Lab Research Assistant Coordinator, University of Oklahoma

- Managed undergraduate research lab and assigned research roles to over 17 undergraduate students
- Developed undergraduate students in preparation for graduate education
- Designed workshops for undergraduate students to create and refine personal statements, curriculum vitae, and other professional documents

January 2015–July 2015

Job Analyst at University of Central Oklahoma

External Contractor

- Conducted job analyses for 5 positions to facilitate restructuring of compensation system
- Conduct focus groups with SMEs
- Developed and analyzed a survey measuring frequency, importance, and criticality of job-relevant tasks and KSAs
- Rewrote job descriptions for all positions

January 2016–July 2016

Compensation Contractor at University of Central Oklahoma

External Contractor

- Reconstructed compensation system for university using point compensation method
- Conducted regression analyses using compensable factors and salary information
- Developed models combining compensable factors
- Rated job descriptions

September 2014

Assessment Development for Continental Resources

Item Writer

- Developed items to assess 5 core components and 17 sub-dimensions of the organization's culture
- Reviewed the generated survey items for content validation and relevance to target constructs
- Aided in designing and conducting a scale validation effort

January 2014–August 2016

National Aeronautics and Space Administration (NASA) Contract: “Leadership/ Followership for Long-Duration Exploration Missions”

Research Assistant

- Developed theoretical models of leadership/followership
- Conducted literature review on analogous leadership content areas
- Prepared interview protocols for key NASA personnel
- Transcribed notes for interviews conducted with key NASA personnel
- Provided recommendations for leadership practices and future research
- Prepared technical report for grant sponsor

TEACHING EXPERIENCE

August 2017-December 2017

Organizational Behavior

Instructor, Price College of Business, University of Oklahoma

July 2016-May 2018

Train-the-Trainer

Instructor, RCR Professional Ethics Training

- Developed and delivered two-day train-the-trainer workshop to 16 graduate student ethics instructors
- Course content focused on the responsible conduct of research (RCR)

August 2015-May 2016

Responsible Conduct of Research Professional Ethics Trainer

Instructor (17+ occasions), University of Oklahoma

- Trained incoming graduate students in a 2-day ethical decision-making seminar regarding strategies for improving ethical decision-making
- Facilitated group discussion and activities with 30 students per training

- Prepared evaluation data and trainee feedback forms

May 2015-June 2015	Psychology of Leadership <i>Instructor, Department of Psychology, University of Oklahoma</i>
August 2014-May 2015	Research Methods 2: Experimental Design <i>Lab Instructor, Department of Psychology, University of Oklahoma</i> <i>2 Semesters</i>
July 2015; August 2015-December 2015	Research Methods 1: Understanding Statistics <i>Instructor, Department of Psychology, University of Oklahoma,</i> <i>2 Semesters</i>
August 2013-December 2013	Elements of Psychology <i>Teaching Assistant, Department of Psychology, University of Oklahoma</i>

SERVICE & LEADERSHIP

Reviewer , SIOP Annual Conference	October 2017 – present
Ad Hoc Reviewer , Journal of Organizational Behavior	February 2016 – present
Expert Rater , 6+ colleague research projects	September 2013 – present
President , Mumford Research Group	August 2016 – present
I/O Psychology Graduate Student Ratings Pool Chair	August 2015 – present
Vice President , Mumford Research Group	August 2015 – July 2016
Psychology Graduate Student Recruitment Chair	March 2013 – April 2014

HONORS & AWARDS

- Outstanding Graduate Research Assistant Award for Academic Year 2016-2017**, University of Oklahoma, May 2017.
- Bullard Conference Presentation & Creative Exhibition Travel Grant (\$925)**, University of Oklahoma, April 2017.
- Graduate Student Senate Conference Grant (\$150)**, University of Oklahoma, April 2017.
- Robberson Conference Presentation & Creative Exhibition Travel Grant (\$990)**, University of Oklahoma, April 2016.
- Graduate Student Senate Conference Grant (\$675)**, University of Oklahoma, April 2016.

2nd Place Winner, 35th Annual Industrial-Organizational/Organizational Behavior Conference, University of Texas at Arlington, April 2016.

3rd Place Winner, College of Social and Behavioral Science Research Day Conference, University of Utah, January 2013.

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (Student Affiliate)
Association for Psychological Science (Student Affiliate)
Academy of Management (Student Affiliate)

SKILLS

Statistical Analysis ANOVA, ANCOVA, t-tests, regression, chi-square, HLM, SEM
Statistical Software Excel, SAS, SPSS

GRADUATE COURSEWORK

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

REFERENCES

Michael D. Mumford, PhD

George Lynn Cross
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University of Oklahoma
Department of Psychology
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Michael Buckley, PhD

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