

TIMOTHY JAMES HUELSMAN

Department of Psychology
Appalachian State University
Boone, NC 28608-2109

EDUCATION

Doctor of Philosophy May 1996 – Saint Louis University, St. Louis, MO

Dissertation: *Affective parity between stressors and strains and the role of high and low level state and trait mood in the Job Characteristics Model.*

Master of Science (Research) May 1992 – Saint Louis University, St. Louis, MO

Thesis: *Mood as a nuisance variable: A case for positive affectivity.*

Bachelor of Science, Magna Cum Laude May 1989 – Saint Louis University, St. Louis, MO

Major: Psychology

POSITIONS

Associate Professor, Department of Psychology, Appalachian State University, Boone, NC,
July 2004-present.

Assistant Professor, Department of Psychology, Appalachian State University, Boone, NC,
July 1997-June 2004.

Program Director, Industrial/Organizational Psychology-Human Resource Management Program, Department
of Psychology, Appalachian State University, Boone, NC, July 2003-present.

Assistant Professor, Department of Management, Saint Louis University, St. Louis, MO,
August 1996-May 1997.

Senior Research Associate, Missouri Institute of Mental Health, University of Missouri
(Missouri Department of Mental Health), St. Louis, MO, April 1996-July 1997.

Instructor, Department of Psychology, Saint Louis University, St. Louis, MO,
August 1995-May 1996.

RESEARCH ACTIVITIES

Peer-Reviewed Publications

Hill, R. W., Huelsman, T. J., Furr, R. M., Kibler, J., Vicente, B. B., and Kennedy, C. (2004). A new measure of perfectionism: The Perfectionism Inventory. *Journal of Personality Assessment*, 82, 80-91.

Huelsman (In press). Chapter 17: Lessons learned using PowerPoint in the classroom. In *The Handbook of the Teaching of Psychology*, B. Buskist and S. M. Davis (Eds.). Blackwell Publishing.

Huelsman, T. J., Furr, R. M., & Nemanick, R. C., Jr. (2003). Measurement of dispositional affect: Construct validity and convergence with a circumplex model of affect. *Educational and Psychological Measurement*, 63, 655-673.

Huelsman, T. J., & Munz, D. C., & Furr, R. M. (2003). The role of affect as a mediator variable: An application to organizational psychology. *Individual Differences Research*, 1, 173-188.

Huelsman, T. J., Nemanick, R. C., Jr., & Munz, D. C. (1998). Scales to measure four dimensions of dispositional mood: Positive energy, tiredness, negative activation, and relaxation. *Educational and Psychological Measurement*, 58, 801-816.

Korn, J.H., Huelsman, T.J., & Reed, C.K.S. (1992). Logic, ethics, and rhetoric of research on rape: A reply to Mosher and Bond. *Ethics and Behavior*, 2, 123-128.

Korn, J.H., Huelsman, T.J., Reed, C.K.S., & Aiello, M. (1992). Perceived ethicality of guided imagery in rape research. *Ethics and Behavior*, 2, 1-14.

Michael, K. D., Huelsman, T. J., & Crowley, S. L. (2005). Interventions for child and adolescent depression: Do professional therapists produce better results? *Journal of Child and Family Studies*, 14, 223-236.

Michael, K. D., Huelsman, T. J., Gerard, C., Gilligan, T., & Gustafson, M. (in press). Depression among college students: Trends in prevalence and treatment seeking. *Counseling and Clinical Psychology Journal*.

Munz, D.C., Huelsman, T.J., & Craft, C.A. (1995). A worksite stress management program: Theory, application, and outcomes. In L.R. Murphy, J.J. Hurrell, S.L. Sauter, and G.P. Keita (Eds.), *Job stress interventions* (pp. 57-72). Washington, D.C.: American Psychological Association.

Munz, D.C., Huelsman, T.J., Konold, T.R. & McKinney, J.J. (1996). Are there methodological and substantive roles for affectivity in Job Diagnostic Survey relationships? *Journal of Applied Psychology*, 81, 795-805.

Wallus, D. E., Martz, D. M., Huelsman, T. J., & Michael, K. D. (2005). Effects of carbohydrates on mood in the presence of intense physical exercise. *Journal of Worry and Affective Experience*, 1, 4-14.

Wiener, R.L., Wiley, D., Huelsman, T.J., & Hilgemann, A. (1994). Combining qualitative interviews and concept mapping methodology. *Evaluation Review*, 18, 227-240.

Manuscripts in Preparation

Michael, K. D., Huelsman, T. J., Gerard, C., Gilligan, T. M., & Gustafson, M. R. (In preparation). *The Walking Wounded: Evidence of Untreated Depression and Anxiety Among College Students*.

Huelsman, T. J., & Nieman, D. C. (In preparation). *Carbohydrate ingestion attenuates the deleterious mood effects of marathon running*.

Huelsman, T. J., Nieman, D. C., Furr, R. M., & Henson, D. A. (In preparation). *State affect and cytokines (IL-6, IL-8, IL-10) in marathon runners*.

Refereed Presentations

Huelsman, T. J., Phillips, G. M., Fisher, G. G., & Reilly, N. P. (2005, April). *Should SIOP develop a master's student consortium?* Roundtable discussion at the 20th Annual Society for Industrial and Organizational Psychology Conference, Los Angeles, CA.

Araujo, G., Hill, R.W., Huelsman, T. J., Furr, R. M. (2005, August). *Perfectionism and positive indices of psychological functioning*. Presented at the annual meeting of the American Psychological Association, Washington, D.C.

Woodworth, J. B., Furr, R. M., & Huelsman, T. J. (2004, August). *Chinese and United States students typical dream themes: 1983-1996*. Presented at the XXVIII International Congress of Psychology, Beijing, People's Republic of China.

Wallus, D. E., Martz, D. M., Huelsman, T. J., Michael, K. D., & Fox, P. A. (2004, July). *Effects of carbohydrates on mood in the presence of intense physical exercise*. Presented at the 112th annual meeting of the American Psychological Association, Honolulu, Hawaii.

Hill, R.W., Huelsman, T. J., Furr, R. M., Kibler, J., & Vicente, B. B. (2004, June). *Perfectionism Inventory convergence with Multidimensional Perfectionism Scales*. Presented at the 16th annual meeting of the American Psychological Society, Chicago, Illinois.

Schmidt, E. M., Furr, R. M., & Huelsman, T. J. (2004, January). *Differential item functioning of positive and negative wording in personality and social assessment: An Item Response Theory analysis*. Presented at the Fifth Annual Meeting of the Society for Personality and Social Psychology, Austin, TX.

Furr, R. M., & Huelsman, T. J. (2003, September). *Affect and Immune system functioning*. Using Within-Person Data to Obtain New Perspectives on Classis Problems (Symposium), William Fleeson, Chair. Presented at the Society of Southeastern Social Psychologists, Greensboro, NC.

Michael, K. D., Lazon, E. K., & Huelsman, T. J. (2003, August). *Differentiating Autism and Asperger's: Evidence from standardized behavioral assessment procedures*. Presented at the 111th Annual Convention of the American Psychological Association, Toronto, Ontario, Canada.

Hill, R.W., Huelsman, T. J., Furr, R. M., Kibler, J. & Vicente, B. B. (2003, May). *Factor analytic support for a new measure of perfectionism*. Presented at the 15th Annual Convention of the American Psychological Society, Atlanta, Georgia.

Manner, S., Hill, R. W., Huelsman, T. J. & Furr, R. M. (2003, May). *Detecting careless responding among subject pool participants*. Presented at the 15th Annual Convention of the American Psychological Society, Atlanta, Georgia.

Gilligan, T. M., Huelsman, T. J., & Michael, K. D. (2003, April). *Short-term relationship between exercise and depressive symptoms*. Paper presented at the Spring Conference of the North Carolina Psychological Association, Raleigh, NC.

Wickmark, T.R. & Huelsman, T.J. (2003, March). *Effects of work stress, self-efficacy, and burnout on dietary behavior*. Paper presented at the meeting of the Eastern Psychological Association, Baltimore, MD.

Furr, R. M., Huelsman, T. J., & Schmidt, E. A., (2003, February). *An IRT analysis of the Positive and Negative Affect Schedule (PANAS)*. Presented at the Fourth Annual Meeting of the Society for Personality and Social Psychology, Los Angeles, CA.

Huelsman, T. J., Furr, R. M., & Nieman, D. C., (2003, February). *State affect and cytokines (IL-6, IL-8, IL-10) in marathon runners*. Presented at the Fourth Annual Meeting of the Society for Personality and Social Psychology, Los Angeles, CA.

Michael, K. D., Lazon, E. K., & Huelsman, T. J. (2002, October). *Distinguishing Asperger's from Autistic Disorder: Evidence from the Behavioral Assessment System for Children (BASC)*. Paper presented at the Kansas Conference in Clinical Child and Adolescent Psychology, Lawrence, KS.

- Dillon, J.A., Michael, K.D., & Huelsman, T.J. (2002, March). *Predicting juvenile antisocial behavior: It depends on whom you ask!* Presented at the 48th Annual Meeting of the Southeastern Psychological Association, Orlando, FL.
- Dillon, J.A., Michael, K.D., Huelsman, T.J., & Fanslau, M. A. (2002, March). *Social competence and delinquency: Do personality traits make a difference?* Presented at the 48th Annual Meeting of the Southeastern Psychological Association, Orlando, FL.
- Dillon, J.A., Michael, K.D., & Huelsman, T.J. (2001, August). *Social competence and delinquency: The role of psychopathic traits.* Presented at the Annual 109th Annual Convention of the American Psychological Association, San Francisco, CA.
- Michael, K.D., Dillon, J.A., & Huelsman, T.J. (2001, August). *Parenting and antisocial behaviors: Do personality variables make a difference?* Presented at the Annual 109th Annual Convention of the American Psychological Association, San Francisco, CA.
- Hill, R. W., Huelsman, T. J., Vicente, B. B., & Kibler, J. (2001, June). *Perfectionism predicts obsessive compulsive behavior.* Presented at the 13th Annual Convention of the American Psychological Society, Toronto, Ontario, Canada.
- Huelsman, T. J., Munz, D. C., & Topp, K. L. (2001, June). *What makes an excellent stress management trainer?* Presented at the 13th Annual Convention of the American Psychological Society, Toronto, Ontario, Canada.
- Huelsman, T. J., & Nieman, D. C., & Kaminsky, D. (2001, May). *Are the affective consequences of running a marathon due to immune response?* Presented at the Fifth International Conference of the International Society of Exercise and Immunology, Baltimore, MD.
- Hill, R. W., Huelsman, T. J., & Kennedy, C. A. (2000, June). *Questioning the validity of survey data in psychology department subject pools.* Presented at the 12th Annual Convention of the American Psychological Society, Miami, FL.
- Huelsman, T. J., Nieman, D. C., & Psujek, J. K. (2000, June). *Running a marathon changes mood but carbohydrates do not.* Presented at the 12th Annual Convention of the American Psychological Society, Miami, FL.
- Huelsman, T. J., Peterson, R. S., & Gray, P. W. (2000, March). *The conceptualization and measurement of mood in the 1990s.* Presented at the 46th Annual Meeting of the Southeastern Psychological Association, New Orleans, LA.
- Huelsman, T. J., Kennedy, C. A., & Nemanick, R. C., Jr. (1999, June). *A multi-trait multi-method matrix analysis of dispositional mood.* Presented at the 11th Annual Convention of the American Psychological Society, Denver, CO.
- Huelsman, T.J. (1998, May). *State and trait mood interact with item wording in organizational assessment.* Presented to the 10th Annual Convention of the American Psychological Society, Washington, DC.
- Huelsman, T.J. (1995, February). *Affective parity: The effect of trait mood as a nuisance variable.* Presented to the Second Annual Applied Psychology Conference at Southern Illinois University at Carbondale, Carbondale, IL.
- Nemanick, R.C., Jr., & Huelsman, T.J. (1995, February). *The development of a new measure of trait mood.* Presented to the Second Annual Applied Psychology Conference, Southern Illinois University at Carbondale, Carbondale, IL.
- Munz, D.C., Huelsman, T.J., & Craft, C.A. (1992, November). *Stress Management at the Worksite: Theory, Application, and Outcomes.* Presented to the Second American Psychological Association and National Institute for Occupational Safety and Health Conference on Occupational Stress, Washington, D.C.
- Wiener, R.L., Wiley, D., & Huelsman, T.J. (1992, November). *Needs assessment in a crisis service center: Combining qualitative interviews and concept mapping methodology.* Presented to the American Evaluation Association Annual Conference, Seattle WA.
- Huelsman, T.J., & Aiello, M.R. (1990, May). *Perceived ethicality of guided imagery in rape research.* Presented to the Sixty-second Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Technical Reports

- Michael, K. D., & Huelsman, T. J. (2002). *Client outcome report: Post-treatment and follow-up data for January-December 2000.* McLeod Addictive Disease Center, Inc. Authors, Boone, NC.
- Michael, K. D., Hayes, H. R., & Huelsman, T. J. (2001). *Confidential consultation report for Adolescent Services.* McLeod Addictive Disease Center, Inc. Authors, Boone, NC.

- Mathison, G. L., Huelsman, T. J., Gasper, C. H., & Wiener, R. L. (August 1996). *FY96 cost analysis of community-based residential models* (Policy Brief Volume 5). St. Louis, MO, Missouri Department of Mental Health, Division of Mental Retardation/Developmental Disabilities in conjunction with the Missouri Institute of Mental Health, University of Missouri-Columbia.
- Mathison, G. L., Huelsman, T. J., & Gasper, C. H. (July 1997). *Family involvement in residential treatment* (Policy Brief Volume 7). St. Louis, MO, Missouri Department of Mental Health, Division of Mental Retardation/Developmental Disabilities in conjunction with the Missouri Institute of Mental Health, University of Missouri-Columbia.
- Mathison, G. L., Gasper, C. H., Huelsman, T. J., & Wiener, R. L. (July 1996). *Case management costs for persons living in community-based residences* (Policy Brief Volume 8). St. Louis, MO, Missouri Department of Mental Health, Division of Mental Retardation/Developmental Disabilities in conjunction with the Missouri Institute of Mental Health, University of Missouri-Columbia.
- Mathison, G. L., Huelsman, T. J., Gasper, C. H., & Wiener, R. L. (July 1996). *Quality of life for persons living in community residential models* (Policy Brief Volume 3). St. Louis, MO, Missouri Department of Mental Health, Division of Mental Retardation/Developmental Disabilities in conjunction with the Missouri Institute of Mental Health, University of Missouri-Columbia.
- Mathison, G. L., Huelsman, T. J., Gasper, C. H., & Wiener, R. L. (July 1996). *Characteristics of persons living in community-based residences* (Policy Brief Volume 2). St. Louis, MO, Missouri Department of Mental Health, Division of Mental Retardation/Developmental Disabilities in conjunction with the Missouri Institute of Mental Health, University of Missouri-Columbia.
- Mathison, G. L., Huelsman, T. J., Gasper, C. H., & Wiener, R. L. (June 1996). *Factors contributing to costs in community residential models* (Policy Brief Volume 4). St. Louis, MO, Missouri Department of Mental Health, Division of Mental Retardation/Developmental Disabilities in conjunction with the Missouri Institute of Mental Health, University of Missouri-Columbia.
- Mathison, G. L., Huelsman, T. J., Gasper, C. H., & Wiener, R. L. (May 1996). *Factors contributing to costs in residential models* (Policy Brief Volume 1). St. Louis, MO, Missouri Department of Mental Health, Division of Mental Retardation/Developmental Disabilities in conjunction with the Missouri Institute of Mental Health, University of Missouri-Columbia.
- Huelsman, T. J., & Munz, D. C. (1995). *A survey of employee job satisfaction at Saint Louis University*. St. Louis, MO: Saint Louis University, Department of Psychology.
- Munz, D. C., Scott, K., Huelsman, T. J., Kohler, J., Nemanick, R. C., Jr., Jones, O., & Koeberlein, K. (1995). *Veterans Administration stress management program: An evaluation of impact on participants and trainers*. St. Louis, MO: Saint Louis University, Center for the Application of the Behavioral Sciences.
- Wiener, R. L., Huelsman, T. J., & Jenkins, C. (1994). *Identification and prioritization of the needs of HIV positive individuals*. St. Louis, MO: Saint Louis University, Center for the Application of the Behavioral Sciences.
- Wiener, R. L., Wiley, D., & Huelsman, T. J. (1992). *Three year plan for Crisis Services of Madison County: Research report and need identification*. St. Louis, MO: Saint Louis University, Center for the Application of the Behavioral Sciences.
- Munz, D. C., Huelsman, T. J., & Murphy, C. (1992). *The current status of stress management education in Veterans Administration Medical Centers*. St. Louis, MO: Saint Louis University, Organizational Assessment Group.
- Healthline, Saint Louis University Medical Center (1990). *Stress Management Program*. St. Louis, MO: Author.

WORKSHOPS AND INVITED ADDRESSES

- Huelsman, T. J. (2004, March). Affect mediates the relationship between job characteristics and job satisfaction (But it's not a simple thing, of course). Invited address at High Point University, High Point, NC.
- Huelsman, T. J. (2002, July). *Psychology and the marathon runner*. Invited address for the Grandfather Mountain Marathon, Boone, NC.
- Huelsman, T. J. (2001, September). *The nuts and bolts of effective questionnaire design*. Invited seminar for the Southeast Tourism Society 18th Annual Meeting, Charlotte, NC.
- Huelsman, T. J. (2001, February; 2000, November). *The nuts and bolts of effective questionnaire design*. Workshop conducted at the Hubbard Center for Faculty and Staff Development, Appalachian State University, Boone, NC.

- Huelsman, T. J. (2000, October). *Keep 'em coming: How to increase attendance and participation for your organization*. Workshop conducted at the Appalachian Leadership Forum, Appalachian State University, Boone, NC.
- Campbell, K., Davison, B., Huelsman, T.J. Reed, K., Rhodes, K., & Robinson, M.B. (1998, August). *The inside scoop for new faculty*. Discussion session sponsored by the Hubbard Center for Faculty Development, Appalachian State University, Boone, NC.
- Allen, R.L., Dodd-Murphy, J., Huelsman, T.J., & McKinney, C.H. (1998, June). *Active learning: Engaging the student*. Symposium presented to the New Faculty Seminar on Exemplary Teaching, Carolina Colloquy for University Teaching, Cullowhee, NC.

TEACHING EXPERIENCE

Undergraduate Courses

Introduction to Psychology
Advanced General Psychology
Careers in Psychology
Introductory Statistics and Research Methodology
Research Methods in Psychology
Research Methods and Statistics I & II
Psychology of Personality
Organizational Psychology
Management Theory and Practice

Graduate/Professional Courses

Research Methods in Psychology
Quantitative Methods in Psychology
Advanced Organizational Psychology
Management Concepts (MBA Course)

PROFESSIONAL ACTIVITIES

- Vice-chair*, North Carolina Industrial/Organizational Psychologists, 2005-present.
- Chairperson*, Academic Policies Committee, Faculty Senate, Appalachian State University, 2004-2005.
- Chairperson*, Masters Consortium Subcommittee, Society for Industrial and Organizational Psychology's Education and Training Committee, 2004-present.
- Member*, Graduate Program Taskforce, Appalachian State University, 2005-present.
- Chairperson*, Research Space Committee, Department of Psychology, Appalachian State University, 2004-present.
- Member*, Faculty Search Committee, Department of Psychology, Appalachian State University, 2004-2005.
- Senator*, Faculty Senate, Appalachian State University, 2004-present.
- Faculty Senate Representative*, Information Technology Advisory Committee, Appalachian State University, 2004-2005.
- Member*, Academic Policies Committee, Faculty Senate, Appalachian State University, 2004-2005.
- Program Director*, Industrial/Organizational Psychology-Human Resource Management Program Committee, Department of Psychology, Appalachian State University, 2003-present.
- Member*, College of Arts & Sciences Dean Search Committee, Appalachian State University, 2003-2004.
- Member*, Recognition of and Support for Teachers Subcommittee, Society for Industrial and Organizational Psychology's Education and Training Committee, 2003.
- Member*, Research Methods Committee, Department of Psychology, Appalachian State University, 2002-2004.
- Consultant*, Ad Hoc Committee on Administrative Evaluations, Faculty Senate, Appalachian State University, 2001.
- Member*, Committee on Student Evaluations, College of Arts and Sciences, Appalachian State University, 2001.
- Member*, Strategic Planning Committee, Department of Psychology, Appalachian State University, 2000-2003, 2004-present.
- Member*, Instructional Technology Committee, Department of Psychology, Appalachian State University, 1999-2001.
- Internship Coordinator*, I/O-HRM Program, Appalachian State University, 1998-present.
- Faculty Advisor*, Alpha Phi Omega, (National Service Fraternity) Appalachian State University, 1998-present.
- Member*, Organizational Development Committee, Appalachian State University, 1998-2002.
- Member*, Departmental Personnel Committee, Appalachian State University, Department of Psychology, 1998-2001, 2004-present.

- Member*, Industrial/Organizational Psychology-Human Resource Management Program Committee, Department of Psychology, Appalachian State University, 1997-present.
- Member*, Honors Committee, Department of Psychology, Appalachian State University, 1997-1998.
- Member*, Space and Equipment Committee, Department of Psychology, Appalachian State University, 1997-1998.
- Member*, Ad Hoc Committee to Examine Undergraduate Training in Research Methods and Statistics, Department of Psychology, Saint Louis University, 1995-1996.
- Member*, Ad Hoc Committee to Revise Graduate Statistics and Methodology Curriculum, Department of Psychology, Saint Louis University, 1994.
- Member*, Faculty Selection Committee, Department of Psychology, Saint Louis University, 1993-1994.
- Member*, Severin Fund Appropriations Committee, Department of Psychology, Saint Louis University, 1990-1993.
- Member*, Management Committee, Organizational Assessment Group, Saint Louis University, 1991-1992.

HONORS

- Dean's Award for Excellence in Graduate Education* (Master's Program in I/O Psychology and Human Resource Management), Cratis D. Williams Graduate School, Appalachian State University, 2003-2004.
- College of Arts & Sciences Academy of Outstanding Teachers*, Appalachian State University. Nominee, Spring 1999
- Passed Preliminary Doctoral Oral Examination with Distinction*, Saint Louis University, 1995
- Napoli Teaching Award*, Department of Psychology, Saint Louis University, 1994
- Marilyn Rigby Award* (Outstanding Applied/Experimental Psychology Graduate Student), Saint Louis University, 1993
- American Psychological Association Division Two Teaching Award (Early Career Award)*, Nominee, 1993, 1994
- Presidential Graduate Fellowship*, Saint Louis University, Nominee, 1993
- Passed Master's Oral Examination with Distinction*, Saint Louis University, 1992

MEMBERSHIPS

- American Psychological Society
 Society for Industrial and Organizational Psychology
 Society for Personality and Social Psychology
- Alpha Phi Omega (National Service Fraternity)
 Alpha Sigma Nu (Jesuit Honor Society)
 Psi Chi (National Honor Society in Psychology)