

VITA

NAME: John G. Cope

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OFFICE ADDRESS

Department of Psychology
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Greenville, NC 27858
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PERSONAL DATA

Date of Birth: December 8, 1951
Place of Birth: Savannah, Georgia
Marital Status: Married, two children

EDUCATIONAL BACKGROUND

1973 AS Armstrong Atlantic University: Savannah, GA.
1974 BA Armstrong Atlantic University: Savannah, GA.
1978 MS Augusta State University: Augusta, GA.
1982 Ph.D. Virginia Polytechnic Institute and State University:
Blacksburg, VA

ACADEMIC SPECIALITY: Organizational Behavior

PROFESSIONAL EXPERIENCE

1999 – Present **Graduate Program Director**
(General: I/O, Research, & Academic),
Department of Psychology
East Carolina University, Greenville, NC

8/96 - Present **Professor**
Department of Psychology
East Carolina University, Greenville, NC

8/89 - 7/96 **Associate Professor**
Department of Psychology
East Carolina University, Greenville, NC

8/81 - 7/89 **Assistant Professor,**
Department of Psychology
East Carolina University, Greenville, NC

1/79 - 5/81 **Research Assistant,**
Department of Psychology
Virginia Polytechnic Institute and State
University, Blacksburg, VA

6/76 - 7/78 **Research Assistant,**
Department of Psychology
Augusta College, Augusta, NC

8/74 - 5/76 **Social Worker I - II**
Georgia Regional Hospital
Savannah, GA

6/71 - 7/74 **Psychiatric Attendant I - III**
Georgia Regional Hospital
Savannah, GA

MILITARY SERVICE

Georgia Air National Guard; 1970-1976; E-6.

HONORS

Phi Kappa Phi, Sigma Xi, & Psi Chi.

Who's Who in the South and Southwest, 1984/1985.

Outstanding Young Men of America, 1984.

Who's Who Among America's Teachers, 2003/2004

Who's Who in Social Sciences Higher Education, 2004/2005

UNIVERSITY TEACHING EXPERIENCE

Statistics (Graduate and Undergraduate)

Personnel

Organizational Behavior

Business Ethics

Social Psychology

Introductory Psychology

UNIVERSITY AND PROFESSIONAL SERVICE

APA Accreditation Team Member 2002-2008

UNC Faculty Assembly Executive Committee 2006-2007

UNC Faculty Assembly Delegate 2002-2008

ECU Faculty Marshal 2003 - 2007

ECU, Secretary of the Faculty, 2002-2003

Faculty Senate, 1999-2005

Faculty Senate Alternate, 1995-1999

Admission and Recruitment Committee 1993-2001; Chair, 1994-2000

Admission and Retention Committee, 2001-2002, Chair

Admission and Retention Committee, 2002-2003

Agenda Committee, 2000-2008

Citation Appeals Committee, 1993-1995

Committee on Committees, 2003-2005

Educational Planning and Policy Committee, 1994-2000; 2003-2004

Enrollment Management Council, (ex-officio), 1994-2002

Faculty Grievance Appellate Committee, 2005-2006
Governance Committee, 2005-2008
Information Resources Coordinating Council, 2003-2004
Parking and Traffic Safety Committee; 1982-84, & 1998-02, Vice Chair, 2000
Research/Creative Activity Grants Committee, 2004-2005
Administrative Selection Committees:
 Enrollment Management, 2000
 Assistant Registrar, 2001
 Provost, 2002
 Provost, 2005
 Chair, Psychology, 2004/05

PROFESSIONAL ASSOCIATIONS

American Psychological Association
Society for Industrial and Organizational Psychology
North Carolina Industrial Organizational Psychology (Vice Chair, 2001-2002, Chair
 2002-2003)
Southeastern Psychological Association
Southeastern Environmental Psychologists (President 1985)

OTHER PROFESSIONAL ACTIVITY

Editorial Board for *Journal of Applied Behavior Analysis*, 1992-1995.
Guest Editor for *Environment and Behavior*, 1995.
Guest reviewer for *Environment and Behavior*, 1995-present.
Guest reviewer for *Journal of Applied Behavior Analysis*, 1984-1991, 1998.
Guest reviewer for *Journal of Social Behavior and Personality*, 1993.
Book reviewer for *Journal of Organizational Behavior Management*, 1983.

GRANT SUPPORT

Cope, J. G., and Foster, L. L. (2000). North Carolina Department of Crime
Control and Public Safety Grant. *Examining Recruitment, Retention and
Twenty-Five Year Retirement for North Carolina Law Enforcement*.
\$9,921.00.

Cope, J. G. & Allred L. J. (1990). Greenville Fire/Rescue Department Grant.
Fire/Rescue II Examination validation study. \$1000.00.

Cope, J. G. & Allred, L. J. (1990). Pitt County Public Health Grant. *Behavioral
strategies to increase the use of bicycle helmets*. \$4000.00.

Cope, J. G. & Allred, L. J. (1990). Handicap Student services Grant. *Handicap
Parking: A demographic examination*. \$500.00.

Cope, J. G., Poteat, G. M., & Wuensch, K. L. (1986-87) East Carolina
University Teaching Grant. *The development of a computer-based
tutorial for an undergraduate course in statistics*. \$1300.00.

- Cope, J. G. (1985) Farmfresh Super Savings Center, Inc. Grant # 5-81981. *Behavioral antecedents used as an intervention strategy and theft deterrents at a supermarket.* \$300.00.
- Cope, J. G. (1984). Burroughs Wellcome Grant # 5-81351. *Seat belt promotion campaign at Burroughs Wellcome Inc..* \$5,559.00.
- Cope, J. G. & Wuensch, K. L. (1984). Research/Creative Activity Committee Grant. *Development and evaluation of a computer assisted instruction program for teaching psychological statistics.* \$ 2980.00.
- Cope, J. G. & McCammon, S. (1983-84) East Carolina University Teaching Grant. *Lawrence Siegal presentation: A data-based scheme for evaluating faculty performance.* \$734.00.
- Cope, J. G. (1983). Burroughs Wellcome Grant. *Demographic study of safety belt use.* \$1000.00
- Cope, J. G. (1982). United States Department of Transportation Grant # 5-80931. *Motivating safety belt use: From Industry-based programs to community interventions.* \$6,581.00.

PUBLICATIONS

- Walker, A.G., Jones, M.N., Aziz, S., Wuensch, K., & Cope, J.G. (in press). Sanctifying Work: Affects on Satisfaction, Commitment, and Intent to Leave. *International Journal for the Psychology of Religion.*
- Lewis, C. E., Thompson, L. F., Wuensch, K. L., Grossnickle, W. F., & Cope, J. G. (2004). The impact of recipient list size and priority signs on electronic helping behavior. *Computers in Human Behavior, 20*, 633-644.
- Harju, B. L., Twiddy, S. E., Cope, J. G., Eppler, M. A., and McCammon, M. (2003) Relations of women exercisers' mastery and performance goals to traits, fitness, and preferred styles of instructors. *Perceptual and Motor Skills, 97*, 939-950.
- Williamson, C. L., Cope, J. G., Thompson, L. F., and Wuensch, K. L. (2002). Policy capturing as a tool to enhance recruiting. *Career Development International, 7*, 159-166.
- Thompson, L. F., Meriac, J., and Cope, J. G. (2002). Motivating online performance: The influences of goal setting and internet self-efficacy. *Social Science Computer Review, 20*, 149-160.
- Ingram, K. L., Cope, J. G., Harju, B. L., and Wuensch, K. L. (2000). Applying to graduate school: A test of the theory of planned behavior. *Journal of Social Behavior and Personality, 15*, 215-226.

- Cope, J. G., Lutz, M. J., Ironsmith, M., and Elbert, E. (1999). Use of signs to enhance way-finding in a university bookstore. *Perceptual and Motor Skills*, 88, 1271-1279.
- Wendling, R. C., Cope, J. G., and Grossnickle, W. F. (1998) Employing and Motivating Seasonal Employees.. *Management Strategy*, 22, 2-7.
- Cope, J. G., Wendling, R. C., and Grossnickle, W. F. (1997) Motivating seasonal employees: Now you see 'em, now you Don't. *Management Strategy*, 21, 1-8.
- Cope, J. G. (1995) George Jetson and the tragedy of the commons: Applying behavior analysis to the problem of waste management. *Environment and Behavior*, 27, 117-121.
- Huffman, K. T., Grossnickle, W. F., Cope, J. G., and Huffman, K. (1995). Litter reduction: A review and integration of the literature. *Environment and Behavior*, 27, 153-183.
- Cope, J. G., Lanier, T. M., and Allred, L. J. (1995). Controlling illegal parking in spaces reserved for the physically disabled. *Environment and Behavior*, 27, 317-327.
- Cope, J. G., Huffman, K. T., Allred, L. J., & Grossnickle, W. F. (1993). Behavioral strategies to reduce cigarette litter. *Journal of Social Behavior and Personality*, 8, 607-619.
- Cope, J. G. & Allred, L. J. (1991). Community intervention to deter illegal parking in spaces reserved for the physically disabled. *Journal of Applied Behavior Analysis*, 24, 687-692.
- Cope, J. G., Allred, L. J., & Morsell, J. M. (1991). Signs used as a deterrent for illegal handicapped parking. *Journal of Applied Behavior Analysis*, 24, 59-63.
- Poteat, G. M., Grossnickle, W. F., Cope, J. G., & Wynne, C. D. (1990). Psychometric properties of the Wife Abuse Inventory. *Journal of Clinical Psychology*, 46, 828-834.
- Allred, L. J., & Cope, J. G. (1991). Personality and behavioral characteristics of handicapped parking violators. *Journal of Social Behavior and Personality*, 5, 521-530.
- Cope, J. G., & Allred, L. J. (1991). Illegal parking in handicapped zones: Demographic observations and review of the literature. *Rehabilitation Psychology*, 35, 249-257.

- Cope, J. G., Johnson, A. W., & Grossnickle, W. F. (1990). Effects on drivers and passengers of a mandatory use law for Safety Belts. *Perceptual Motor Skills*, *71*, 291-298.
- Poteat, G. M., Cope, J. G., Choate, C., & Grossnickle, W. F. (1989). Wife abuse as it affects work behavior in a center for mentally retarded persons. *Journal of Clinical Psychology*, *45*, 324-330.
- Caton, D. J., Grossnickle, W. F., Cope, J. G., Long, T. E., & Mitchell, C. C., (1988). Burnout and stress among employees at a state institution for mentally retarded persons. *American Journal on Mental Retardation*, *93*, 300-304.
- Cope, J. G., Moy S. S., & Grossnickle, W. F. (1988) The behavioral impact of an advertising campaign promoting safety belt use. *Journal of Applied Behavior Analysis*, *21*, 277-280.
- Cope, J. G., Grossnickle, W. F., Covington, K. B., Durham, T. W., & Zaharia, E. S. (1987). Turnover as a function of performance in a public residential facility. *American Journal of Mental Deficiency*, *91*, 151-154.
- Cope, J. G., Grossnickle, W. F., & Geller, E. S. (1986). An evaluation of three corporate strategies for safety belt promotion. *Journal of Accident Analysis and Prevention*, *18*, 243-251.
- Cope, J. G., Smith, G. A., & Grossnickle, W. F. (1986). The effect of variable-rate cash incentives on safety belt use. *Journal of Safety Research*, *17*, 95-99.
- Grossnickle, W. F., Wilson, M. E., Cope, J. G., & Smith, G. A. (1985). One more time: Let's try to communicate. *Public Administrator*, *2*, 1-2.
- Cope, J. G., & Geller, E. S. (1984). Community-based interventions to increase the use of automobile litterbags. *Journal of Resource Management and Technology*, *13*, 127-132.
- Bordeaux, M. N., Grubb, C., Cope, J. G., & Allred, L. J. (1989). *Handicap parking: A demographic study of legal and illegal users*. (Report No. CG-022004). Greenville, NC, East Carolina University (ERIC Document Reproduction Service No. ED 311-389).
- Cope, J. G. & Grossnickle, F. W. (1993). *The job interview: An employer preview*. (Report No. CG-024869). Greenville, NC, East Carolina University (ERIC Document Reproduction Service No. ED 358-381).
- Ilmberger, T. M., Cope, J. G., & Allred, L. J. (1992). Deterring illegal use of spaces reserved for individuals with physical disabilities. *Proceedings of the 18th Annual Convention of the Association for Behavior Analysis* (p. 190). (Society for the Advancement of Behavior Analysis, Kalamazoo, MI).

Durham, T. D., Cope, J. G., Childers, J., & Rounds, F. (1987). Relationship of MMPI and Wollack ALERT/PAF for police officer selection. *Proceedings of the 22nd Annual Symposium on Recent Developments in the Use of the MMPI* (p. 5). University of Minnesota, Minneapolis, Minnesota.

Durham, T. D., Childers, J., Cope, J., & Rounds, F. (1989). MMPI and Wollack ALERT/PAF scores as predictors of police officer performance after one year. *Proceedings of the 24th Annual Symposium on Recent Developments in the Use of the MMPI* (p. 10). University of Minnesota, Minneapolis, Minnesota.

Cope, J. G., & Childers, J. S. (1982). Psychology: Serving the future. *Selected proceedings from a symposium sponsored by East Carolina University and Phi Kappa Phi* (pp. 63-73). Greenville, NC.

WORKSHOPS

Cope, J. G. Administrative Supervision Skills. Workshop presented at the Tideland Mental Health Center, Washington, NC, 2005.

Cope, J. G. Facilitating and working with groups. Workshop presented at the Walter B. Jones Alcohol and Drug Abuse Treatment Center. Greenville, NC, 2004.

Geller, E. S., & Cope, J. G. Organizational behavior management: Benefiting worker's safety and health for improved quality of life and corporate profits. Workshop presented at the Southeastern Psychological Association meeting, Atlanta, GA, 1983.

Geller, E. S., & Cope, J. G. Behavioral community psychology. Three-hour workshop presented at the Association for Behavioral Analysis meeting, Milwaukee, WI, 1982.

Geller, E. S., Cope, J. G., & Talbott, E. Applied behavioral analysis for solving community and environmental problems. Workshop presentation at the Association for Behavioral Analysis meeting, Detroit, MI, 1981.

PRESENTATIONS

(Symposium Chair and/or Discussant)

Cope, J. G. (1994). Application of Behavior Strategies to Reduce Litter in the Environment. Discussant for symposium presented at Southeastern Psychological Association Annual Convention, New Orleans, LA, 1994.

Cope, J. G. Community and Organizational Interventions to Improve Health and Safety. Discussant (and chair), for symposium presented at the 5th Annual Convention of the American Psychological Society, Chicago, IL, 1993.

Cope, J. G. Use it or lose it: Do we still have what it takes to make real-world changes. Symposium chaired at 19th Annual Convention of the Association for Behavior Analysis, San Francisco, CA, 1992.

Cope, J. G. Problem solving and change in organizational settings: Practical solutions to real-world dilemmas. Symposium chaired at Southeastern Psychological Association meeting, Kissimmee, FL, 1986.

Cope, J. G. Behavioral and not so behavioral strategies designed to promote the use of automobile safety belts in industrial and community settings. Symposium chaired at Southeastern Psychological Association meeting, Atlanta, GA, 1985.

Cope, J. G., & McCammon, S. M. The 500 Hats of the community psychologist. Symposium chaired at the Southeastern Psychological Association meeting, Atlanta, GA, 1983.

Cope, J. G. Applied community strategies to promote appropriate waste management. Symposium chaired at the Southeastern Psychological Association meeting, New Orleans, LA, 1982.

(Papers)

Huffman, K. T., Dawson, V. L., Cope, J. G., & Grossnickle, W.F. Behavioral strategies to reduce cigarette litter. Paper presentation at Southeastern Psychological Association Annual Convention, New Orleans, LA, 1994.

Cope, J. G., & Allred, L. J. Deterring illegal parking in spaces reserved for the physically disabled through the use of social solutions. Paper presentation at the 17th annual convention for the International Association for Behavioral Analysis, Atlanta, GA, 1991.

Allred, L. J., Cope, J. G., & Angel, D. Situational determinates of a parking choice behavior. Paper presentation at the 17th annual convention for the International Association for Behavioral Analysis, Atlanta, GA, 1991.

Durham, T. W., Childers, J. S., Cope, J. G., & Rounds, F. E. MMPI and Wollach Alert/PAF Scores as Predictors of police officer performance after one year. Paper presentation at the 24th Annual Symposium on Recent Developments in the use of the MMPI/MMPI-2, Honolulu, Hawaii, 1989.

Childers, J. S., Durham, T. W., Cope, J. G., & Rounds, F. E. Relationship of MMPI and Wollach Alert/PAF for police officer selection. Symposium presentation at 22nd Annual Symposium on Recent Developments in the use of the MMPI, Seattle, WA, 1987.

Zollinger, R. K., Cope, J. G., & Grossnickle, W. F. Needs Analysis: Development of a Content Domain for a Computer Tutorial in Statistics. Symposium presentation at Southeastern Psychological Association Meeting, Atlanta, GA, 1987.

Gay, S. J., Cope, J. G., & Grossnickle, W. F. Increasing the use of stairways in a University setting. Symposium presentation at Southeastern Psychological Association Meeting, Atlanta, GA, 1987.

Caton, D., Grossnickle, W. F., Cope, J. G., Long, T., & Mitchell, C. C. Burnout and stress among employees at a State institution for mentally retarded. Symposium

- presentation at Southeastern Psychological Association meeting, Atlanta, GA, 1987.
- Smith, G. A., & Cope, J. G. The long-term effects of a comprehensive organizational strategy to promote the use of safety belts. Symposium presentation at Southeastern Psychological Association meeting, Kissimmee, FL, 1986.
- Smith, G., Cope, J. G., & Yohn, C. Promoting safety belt use in industry: The effects of a corporate incentive campaign. Symposium presentation at Southeastern Psychological Association meeting, Atlanta, GA, 1985.
- Peterson, S., & Cope, J. G. The relationship between driver smoking behavior and wearing an automobile safety belt. Symposium presentation at Southeastern Psychological Association meeting, Atlanta, GA, 1985.
- Maness, A. L., Cope, J. G., Grossnickle, W. F., & Durham, T. A comparative study of attitudes toward an automated system. Paper presentation at American Psychological Association meeting, Toronto, Canada, 1984.
- Green, M. A., Cope, J. G., Wuensch, K. L., & Durham, T. Effects of decorated trash receptacles and different design parameters on littering behavior. Symposium presentation at Southeastern Psychological Association meeting, New Orleans, LA, 1984.
- Varlashkin, P., Cope, J. G., Grossnickle, W. F., & Poteat, G. M. A factor analysis of the relationship between burnout, stress, tedium and job satisfaction. Symposium presentation at Southeastern Psychological Association meeting, New Orleans, LA, 1984.
- Reynolds, P., Cope, J. G., & Grossnickle, W. F. Implications of risk compensation theory: Are safety-belt wearers risky drivers? Symposium presentation at Southeastern Psychological Association meeting, New Orleans, LA, 1984.
- Geller, E. S., & Cope, J. G. Community psychology and applied behavioral analysis: Can strange bedfellows lead to a productive marriage? Presentation at the First Southeastern Community Conference, Columbia, SC, 1983.
- Fleenor, J. W., Long, R. E., Grossnickle, W. F., Durham, T. M., & Cope, J. G. The effects and detection of faking on the Sixteen Personality Factor Questionnaire as used in employee selection. Paper presentation at Southeastern Psychological Association meeting, Atlanta, GA, 1983.
- Cope, J. G. Relationships between safety belt wearing and driving speed. Symposium presentation at American Psychological Association meeting, Washington, DC, 1982.
- Cope, J. G., & Childers, J. S. Psychology: Serving the future. Presentation given at the Seventh Annual East Carolina University Phi Kappa Phi Symposium, 1982.

- Cope, J. G., & Geller, E. S. The interface between community psychology and behavioral community psychology: Is there common ground? Symposium presentation at the Southeastern Psychological Association meeting, New Orleans, LA, 1982.
- Cope, J. G., & Geller, E. S. Large-scale educational strategies for improving solid waste management, Symposium presentation at American Psychological Association meeting, Los Angeles, CA, 1982.
- Jefferson, T., Selph, S., & Cope, J. G. Application of behavioral and educational strategies for reducing litter in elementary schools. Symposium presentation at the Virginia Psychological Association Paper Session, 1981.
- Rowan, A., Cope, J. G., Wheeler, H. P., & Thompson, C. W. Trash can design as a strategy for litter control (Final Report). Symposium presentation at Southeastern Psychological Association meeting, Atlanta, GA, 1981.
- Cope, J. G., & Kuna, A. Evaluation of educational strategies for controlling litter. Symposium presentation at Southeastern Psychological Association meeting, Atlanta, GA, 1981.
- Rowan, J. A., Cope, J. G., & Wheeler, H. P. Differential effects of trash can design on waste disposal in a community setting. Symposium presentation at the VPA-VAS Joint Paper session, Richmond, VA, 1980.
- Erickson, J., Cope, J. G., & Buttram, B. Residential water conservation: A field evaluation of low-cost engineering devices and plans for future applications. Symposium presented at the VPA-VAS Joint Paper Session, Richmond, VA, 1980.
- Sederak, M., Fishback, F., Cope, J. G., & Hamilton, J. W. The effect of an assessment center process for incoming graduate students in psychology on self-esteem of participants. Symposium presentation at Southeastern Psychological Association meeting, Washington, DC, 1980.
- Cope, J. G., Birch, S., & Barnett, L. Community-wide education strategies to promote residential water conservation. Symposium presentation at Southeastern Psychological Association meeting, Washington, DC, 1980.
- Wheeler, H., Cope, J. G., & Brown, A. Trash can design as a strategy for controlling litter in a community setting. Symposium presentation at Southeastern Psychological Association meeting, Washington, DC, 1980.
- Cope, J. G., Cuddihy, K., Goretsky, C., & Geller, E. S. Community attempts to promote and maintain the use of automobile litter bags. Symposium presentation at American Psychological Association meeting, New York, NY, 1979.

(Posters)

Cope, J. G., Sehgal, S., Johnson, K., and Thompson, L. F. The effects of goal-setting on soccer practice. Poster presentation at the Southeastern Psychological Association meeting in New Orleans, LA, 2003

Davenport, S. W., McCammon, S. L., Dosser, D., Handron, D., Powell, J. Y., Spencer, S., Wuensch, K. L., and Cope, J. G. Training students in a system of care model: Measuring the effects of an interdisciplinary training course on student's attitudes. Poster presentation at the Annual Research Conference: A System of care for Children's Mental Health: Expanding the Research Base. March 2-5, 2003. Tampa, Fl. 2003.

Tucker, C. J., Childers, J. S., Durham, T. W., Cope, J. G., and Moyer, B. Effects of alzheimer's disease on intellectual performance in geriatric patients. Poster presentation at the Southeastern Psychological Association meeting in Orlando, FL, 2002

Cope, J. G., Williamson, C L., Thompson, L. F., and Wuensch, K. Using policy capturing to examine factors affecting job choice. Poster presentation at the 17th Annual Conference of the Society for Industrial and Organizational Psychology in Toronto, Canada, 2002.

Tucker, C. J., Childers, J. S., Durham, T. W., Cope, J. G., and Moyer, B. Effects of alzheimers disease on intellectual performance in geriatric patients. Poster presentation at the Southeastern Psychological Association meeting in Orlando, FL, 2002.

Miller, E. G., Cope, J. G., and Brown, M. B. Factors affecting the decision to ride with an intoxicated driver. Poster presentation at the Southeastern Psychological Association meeting in Atlanta, GA, 2001

Swindell, M. J., Grossnickle, W. F., Cope, J. G., Wuensch, K. L., & Foster, L. L. Student careers after a MA program in I/O psychology. Poster presentation at the Southeastern Psychological Association meeting in New Orleans, LA, 2000

Durham, T. W., Teleki, I., & Cope, J. G. Psychological functioning of college student body piercers. Poster presentation at the Southeastern Psychological Association meeting in New Orleans, LA, 2000

Ransdell, K. M., Cope, J. G. & Grossnickle, W. F. Law enforcement officer stress as a function of organizational tenure: A study of the North Carolina Highway Patrol. Poster presentation at the Southeastern Psychological Association meeting in Savannah, GA, 1999

- Watson, W. A., Cope, J. G., and Grossnickle, W. F. The effects of signs on proper disposal of cigarette butts. Poster presentation at the Annual Convention of the Association for Behavior Analysis in Orlando, FL, 1998.
- Watson, W. A. and Cope, J. G. The effects of activators on disposal of cigarette butts. Poster presentation at the Southeastern Psychological Association meeting in Mobile, AL, 1998
- Cope, J. G., Lutz, L. M., Blackman, J., and Grossnickle, W. F. Facial recognition of adolescent females. Poster presentation at the Southeastern Psychological Association meeting in Atlanta, GA, 1997.
- Elbert, E. E., Cope, J., Ironsmith, M., and Lutz, M. J. Wayfinding in a university bookstore as a function of type of sign usage. Poster presentation at Association for Behavior Analysis meeting in San Francisco, CA, 1996.
- Lombard, J., Cope, J. G., Grossnickle, W. F., and Wuensch, K. L. Effect of type of disability on rater's perceptions of employability. Poster presentation at the Southeastern Psychological Association meeting in Savannah, GA, 1995.
- Mitchell, M., Cope, J. G., Grossnickle, W. F., and Wendling, B. Using the situational interview in the selection of seasonal employees. Poster presentation at the Southeastern Psychological Association meeting in Savannah, GA, 1995.
- Cope, J. G., and Grossnickle, W. F. The job interview: An employer preview. Poster presentation at the Southeastern Psychological Association meeting in Atlanta, GA, 1993.
- Hoffman, K. T., Cope, J. G., Allred, L. J., Hathcock, E., Stallings, L., & Powers, D. Environmental litter as a function of receptacle density. Poster presentation at the Southeastern Psychological Association meeting in Atlanta, GA, 1993.
- Allred, L. J., Cope, J. G. Grossnickle, W. F., & Angel, D. L. Personality correlates of illegal handicap parking behavior. Poster presentation at the Southeastern Psychological Association meeting in Atlanta, GA, 1990.
- Cope, J. G., Allred, L. J., Grossnickle, W. F., & Morsell, J. M. The effectiveness of sign prompts on illegal handicapped parking. Poster presentation at the American Psychological Association meeting, Boston, MA, 1990.
- Neuman, D. F., Grossnickle, W. F., Wuensch, K. L., & Cope, J. G. An experimental study of a gain sharing program. Poster presentation at the American Psychological Association meeting, Boston, MA, 1990.
- Wynne, D. C., Poteat, G. M., Grossnickle, W. F., & Cope, J. G. Psychometric properties of the Wife Abuse Inventory. Poster presentation at the Southeastern Psychological Association Meeting, Washington, DC, 1989.

Green, M. A., Cope, J. G., Pate, L. R., & Grossnickle, W. F. Resistance to extinction of different variables promoting seat belt usage. Poster presentation at American Psychological Association meeting, Toronto, Canada, 1984.

Cope, J. G. Methodological considerations in using Doppler radar to measure automobile speed. Topical discussion presentation provided at the Southeastern Psychological Association meeting, New Orleans, LA, 1982.

Cope, J. G. Evaluation of standard behavior and educational strategies for waste management. Topical Discussion presented at Southeastern Psychological Association meeting, Atlanta, GA, 1981.

THESES DIRECTED

Lamm, Tara. (2007). *The effect of organizational commitment, job satisfaction, organizational identity, intent to leave, and internet self-efficacy on the accuracy and usefulness of job search sources*. Thesis presented to the Department of Psychology at East Carolina University.

Siddiqui, Sameena. (2008). *Effectiveness of "Potential is Yours" diversity training program on attitude change*. Thesis presented to the Department of Psychology at East Carolina University.

Prieto, Jean-Paul. (2006). *Discovering the relationship between personality type and predicted academic success*. Thesis presented to the Department of Psychology at East Carolina University.

Caldwell, E. W. (2005). *An exploratory study of organizational culture and leadership performance*. Thesis presented to the Department of Psychology at East Carolina University.

Foushee, S. D. (2005). *The relationship between personality traits and in-basket measures of leadership*. Thesis presented to the Department of Psychology at East Carolina University.

Whitt, D. A. (2005). *The relationship between levels of training participation and subsequent job satisfaction*. Thesis presented to the Department of Psychology at East Carolina University.

Wilt, J. R. (2005). *Comparing student satisfaction with instruction among traditional and distance education courses*. Thesis presented to the Department of Psychology at East Carolina University.

Griffin, K. M. (2004). *Couple attractiveness: Social exchange in relationships*. Thesis presented to the Department of Psychology at East Carolina University.

- Johnson, K. M. (2004). *Job application behaviors: A test of the theory of planned behavior*. Thesis presented to the Department of Psychology at East Carolina University.
- Kropinak, R. L. (2003). *Exploring complementary theories of communication media choice*. Thesis presented to the Department of Psychology at East Carolina University.
- Taylor, L. L. (2003). *How person demographics affect communication media choice*. Thesis presented to the Department of Psychology at East Carolina University.
- Trindel, K. A. (2003). *The effect of target familiarity on rating performance*. Thesis presented to the Department of Psychology at East Carolina University.
- Sehgal, S. (2002). *The effects of goal-setting on soccer practice*. Thesis presented to the Department of Psychology at East Carolina University.
- Wall, C. W. (2002). *Factors influencing law enforcement job applicants to choose one law enforcement agency over others*. Thesis presented to the Department of Psychology at East Carolina University.
- Williamson, C. L. (2001). *Using policy capturing to uncover the factors driving law enforcement job choice decisions*. Thesis presented to the Department of Psychology at East Carolina University.
- Warren, L. (1999). *The attitudes about a performance bonus plan and a attendance policy with a paid off bank of hours*. Thesis presented to the Department of Psychology at East Carolina University.
- Randsdell, K. M. (1999). *Law enforcement stress as a function of organizational tenure: A study off the North Carolina Highway Patrol*. . Thesis presented to the Department of Psychology at East Carolina University.
- Ingram, K. (1999). *Testing the theory of planned behavior on graduate school application behaviors*. . Thesis presented to the Department of Psychology at East Carolina University.
- Nichsik, K (1999). *Assessing the relationships of variables in the Burke-Liton model of organizational performance and change*. . Thesis presented to the Department of Psychology at East Carolina University.
- Berkland, R. E. (1998). *The effects of feedback and incentives on performance of a manual dexterity task*. Thesis presented to the Department of Psychology at East Carolina University.

- Watson, A. W. (1998). *The effects of signs on proper disposal of cigarette butts*. Thesis presented to the Department of Psychology at East Carolina University.
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