

Walter Reed
Army Institute of Research
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Professional Experience

Chief, Modeling Branch (2001-Present)

Division of Neuropsychiatry, Walter Reed Army Institute of Research, Washington DC.

- Internal consultant within the Division on statistical analysis and modeling issues.
- Act as a consultant for DOD organizations on issues pertaining to occupational stress measurement and analysis.

Department Chief (1999-2001)

Department of Operational Stress Research, Walter Reed Army Institute of Research, Washington DC.

- Develop and implement research agenda, secure and manage funding, oversee research projects and present research results to senior Army leaders.
- Manage department staff and mentor junior researchers.

Principal Investigating Research Psychologist (1992-1999)

Walter Reed Army Institute of Research. Washington, DC.

- Designed, conducted and analyzed large-scale research projects assessing the health status and morale of US Army soldiers.
- Presented research results and made recommendations to key Army leaders.

Behavioral Science Researcher (1991-1992)

Office of Research and Evaluation, Bureau of Labor Statistics, Washington, DC.

- Conducted research on potential social and cognitive biases in reports of economic statistics.

Graduate level Faculty Instructor (Spring 1991)

Department of Psychology, Texas Tech University, Lubbock, TX.

- Taught graduate level Applied Systems course and directed applied systems analysis project.

Organizational Change Program Researcher (1988-1991)

Texas Center for Productivity and Quality of Work Life, Texas Tech University, Lubbock, TX.

- Active participant in all phases of organizational re-design involving several Fortune 500 companies.

Education

Texas Tech University, Ph.D., 1991
Major: Applied Social Psychology, Department of Psychology
Minor: Organizational Behavior, College of Business Administration

Texas Lutheran University, B.A., 1986

Academic Affiliate (1998-Present)

Department of Psychology, University of Maryland, College Park, MD.

- Teach upper-level graduate seminar on multilevel analyses (e.g., Hierarchical Linear Modeling).
- Serve on dissertation committees.

Honors and Awards

Walter de Gruyter Best Paper Award (1994). Research Methods Division, Academy of Management. Paper entitled, Within-group agreement scores: Using resampling procedures to estimate expected variance. Authored with Ronald Halverson and Joseph Rothberg.

Sage Best Paper Award (1996). Research Methods Division, Academy of Management. Paper entitled, Group size, group process effects, and ICC values. Co-authored with Ronald Halverson.

Walter F. Ulmer, Jr. Applied Research Award (1998). Center for Creative Leadership. Paper entitled, Leadership, perceptions of work, and the stress-buffering effects of job engagement. Co-authored with Thomas Britt.

Software Products for Statistical Analyses

Multilevel Package for R and S-PLUS. This package is an integrated suite of functions designed to perform a wide variety of multilevel analyses.

Bliese, P. D. (2002). Multilevel Modeling in R: A brief introduction to R, the multilevel package, and the NLME package. Walter Reed Army Institute of Research.

Guest Editorship

Benchmarking multilevel methods in leadership. Leadership Quarterly, (2002), Volume 13(1). P. D. Bliese, R. R. Halverson & C. A. Schriesheim (Eds).

Peer-Reviewed Articles

Stretch, R. H., Bliese, P. D., Marlowe, D. H., Wright, K. M., Knudson, K. H. & Hoover, C. H. (1995). Physical health symptomatology of gulf war era service personnel from the States of Pennsylvania and Hawaii. Military Medicine, 160, 131-136.

Stretch, R. H., Bliese, P. D., Marlowe, D. H., Wright, K. M., Knudson, K. H. & Hoover, C. H. (1996). Psychological health of gulf war era military personnel. Military Medicine, 161, 257-261.

Stretch, R. H., Bliese, P. D., Marlowe, D. H., Wright, K. M., Knudson, K. H. & Hoover, C. H. (1996). Post traumatic stress disorder symptoms among gulf war veterans. Military Medicine, 161, 407-410.

Rosen, L. N., Durand, D. B., Bliese, P. D., Halverson, R. R., Rothberg, J. P., & Harrison, N. L. (1996). Cohesion and readiness in gender integrated combat service support units: The impact of acceptance of women and gender ratio. Armed Forces and Society, 22, 537-554.

Kirkland, F. R., Halverson, R. R., & Bliese, P. D. (1996). Stress and psychological readiness in post cold-war operations. Parameters, 26, 79-91.

Bliese, P. D. & Halverson, R. R. (1996). Individual and nomothetic models of job stress: An examination of work hours, cohesion, and well-being. Journal of Applied Social Psychology, 26, 1171-1189.

Halverson, R. R. & Bliese, P. D. (1996). Determinants of soldier support for Operation Uphold Democracy. Armed Forces and Society, 23, 81-96.

Bliese, P. D., & Halverson, R. R. (1998). Group size and measures of group-level properties: An examination of eta-squared and ICC values. Journal of Management, 24, 157-172.

Stuart, J., & Bliese, P. D. (1998). The long term effects of Operation Desert Storm on the psychological well-being of U.S. Army Reserve and National Guard Veterans. Journal of Applied Social Psychology, 28, 1-22.

Bliese, P. D., & Halverson, R. R. (1998). Group consensus and psychological well-being: A large field study. Journal of Applied Social Psychology, 28, 563-580.

Bliese, P. D. (1998). Group size, ICC values, and group-level correlations: A simulation. Organizational Research Methods, 1, 355-373.

Bliese, P. D., & Jex S. M. (1999). Incorporating multiple levels of analysis into occupational stress research. Work and Stress, 13, 1-6.

Jex, S. M., & Bliese, P. D. (1999). Efficacy beliefs as a moderator of the impact of work-related stressors: A multi-level study. Journal of Applied Psychology, 84, 349-361.

Rosen, L. N., Bliese, P. D., Wright, K. M., & Gifford, R. K. (1999). Gender composition and group cohesion in U. S. Army Units: A comparison across five studies. Armed Forces and Society, 25, 365-386.

Bliese, P. D. & Castro, C. A. (2000). Role clarity, work overload and organizational support: Multilevel evidence of the importance of support. Work and Stress, 14, 65-73.

Bliese, P. D., & Britt, T. W. (2001). Social support, group consensus and stressor-strain relationships: Social context matters. Journal of Organizational Behavior, 22, 425-436.

Jex, S. M., Bliese, P.D., Buzzell, S. & Primeau, J. (2001). The impact of self-efficacy on stressor-strain relations: Coping style as an explanatory mechanism. Journal of Applied Psychology, 86, 401-409.

Thomas, J. L., Dickson, M. W., & Bliese, P. D. (2001). Using personal values and motives to predict success as a leader in the US Army Reserve Officer Training Corps. Leadership Quarterly, 12, 181-196.

Bliese, P. D., & Halverson, R. R. (2002). Using random group resampling in multilevel research. Leadership Quarterly, 13, 53-68.

Bliese, P. D., Halverson, R. R., & Schriesheim, C. A. (2002). Benchmarking multilevel methods: Comparing HLM, WABA, SEM, and RGR. Leadership Quarterly, 13, 3-14.

Bliese, P. D. & Jex, S. M. (in press). Incorporating a multi-level perspective into occupational stress research: Theoretical, methodological, and practical implications. Journal of Occupational Health Psychology.

Bliese, P. D., & Ployhart, R. E. (in press). Growth modeling using random coefficient models: Model building, testing and illustrations. Organizational Research Methods.

Britt, T. W. & Bliese, P. D. (in press). Testing the stress-buffering effects of self engagement among individuals embedded within groups. Journal of Personality.

Chen, G. & Bliese, P. D. (in press). The Role of Different Levels of Leadership in Predicting Self and Collective Efficacy: Evidence for Discontinuity. Journal of Applied Psychology.

Chen, G., Simsarian, S., Bliese, P. D., Mathieu, J. E., Payne, S. C., Born, D. H. & Zaccaro, S. J. (in press) Simultaneous examination of the antecedents and consequences of efficacy beliefs at multiple levels of analysis. Human Performance.

Ployhart, R. E., Holtz, B. C. & Bliese, P. D. (in press). Longitudinal data analysis: Applications of random coefficient modeling to leadership research. Leadership Quarterly.

Book Chapters

Peterson, M. F. & Bliese, P. D. (1995). The critical dimensions of cultural differences: Strategies for quickly learning coping skills in Operations Other Than War. In R. L. Phillips & M. R. Thurman (Eds.), Future Soldiers and the Quality Imperative: The Army 2010 Conference. Washington DC: Government Printing Office.

Peterson, M. F., Elliot, J. R., Bliese, P. D., & Radford, M. H. B. (1996). Profile analysis of the sources of meaning reported by U.S. and Japanese local government managers. In P. Bamberger, M. Erez, & S. Bacharach (Eds.), Research in the Sociology of Organizations, Greenwich, CT: JAI Press.

Bliese, P. D. (2000). Within-group agreement, non-independence, and reliability: Implications for data aggregation and analysis. In K. J. Klein & S. W. Kozlowski (Eds.), Multilevel Theory, Research, and Methods in Organizations (pp. 349-381). San Francisco, CA: Jossey-Bass, Inc.

Klein, K. J., Bliese, P.D., Kozlowski, S. W. J, et al. (2000). Multilevel analytical techniques: Commonalities, differences, and continuing questions. In K. J. Klein & S. W. Kozlowski (Eds.), Multilevel Theory, Research, and Methods in Organizations (pp. 512-553). San Francisco, CA: Jossey-Bass, Inc.

Bliese, P. D. (2002). Multilevel random coefficient modeling in organizational research: Examples using SAS and S-PLUS. In F. Drasgow & N. Schmitt (Eds.), Modeling in Organizational Research: Measuring and Analyzing Behavior in Organizations (pp. 401-445). San Francisco, CA: Jossey-Bass, Inc.

Bliese, P. D., Jex, S. M., & Halverson, R. R. (in press). Integrating multi-level analyses and occupational stress theory. In P. Perrewé & D. Ganster (Eds.). Research in Occupational Stress and Well-Being. Greenwich, CT: JAI Press.

Published Proceedings

Bliese, P. D., Halverson, R. R., & Rothberg, J. M. (1994). Within-group agreement scores: Using resampling procedures to estimate expected variance. Academy of Management Best Paper Proceedings, 303-307.

Bliese, P. D. & Halverson, R. R. (1996). Group size, group process effects, and ICC values. Academy of Management Best Paper Proceedings, 333-337.

Chen, G., Webber, S. S., Bliese, P. D., Mathieu, J. E., Payne, S. C., Born, D. H. & Zaccaro, S. J. (2002). Simultaneous examination of the antecedents and consequences of efficacy beliefs at multiple levels of analysis. Academy of Management Best Paper Proceedings.

Technical Reports

Marlowe, D. H., Knudson, K. H., Wright, K. M., Stretch, R. H., Bliese, P. D., & Hoover, C. H. (1994). The general well-being of gulf war era service personnel from the States of Pennsylvania and Hawaii: A survey. Document prepared for U.S. Congress by Walter Reed Army Institute of Research.

Halverson, R. R., Bliese, P. D., Moore, R. E., & Castro, C. A. (1995). Psychological well-being and physical health of soldiers deployed for Operation Uphold Democracy: A summary of human dimensions research in Haiti. Alexandria, VA: Defense Technical Information Center (DTIC: # ADA298125).

Bliese, P. D., Escolas, S. M., Castro, C. A., & Christ, R. E. (1998). Human Dimensions Assessment of the Task Force XXI Advanced Warfighter Experiment. Alexandria, VA: Defense Technical Information Center (DTIC: #A349889).

Bliese, P. D., & Castro, C. A. (1999). Cumulative effects of organizational stressors: Evidence for the buffering hypothesis. Alexandria, VA: Defense Technical Information Center (DTIC: # ADA369023).

Invited Presentations

Bliese, P. D. (1999). The measurement and meaning of perceptual diversity in groups. In D. Chan (Chair). Current Issues in Organizational Research. The Department of Social Work and Psychology, The National University of Singapore.

Britt, T. W. & Bliese, P. D. (1998). Leadership, perceptions of work, and the stress-buffering effects of job engagement. Center for Creative Leadership.

Bliese, P. D. (2000). Analysis of multi-level organizational data. Center for the Advancement of Research Methods and Analysis (CARMA), Virginia Commonwealth University.

Bliese, P. D. (2001). Modeling the effects of stress on well-being and performance: A review of current research. Department of Psychology, George Mason University.

Bliese, P. D. (2002). Modeling the effects of stress on well-being and performance: A review of current research. Department of Psychology, Georgia Tech University.

Courses Taught

Multilevel theory and analysis. Department of Psychology, University of Maryland. Spring 1999 and Spring 2002.

Bliese, P. D. (2001). Multilevel methods: Measurement, design and analysis issues. Two-day short-course on using R for multilevel analyses conducted at the Center for the Advancement of Research Methods and Analysis (CARMA), Virginia Commonwealth University.

Bliese, P. D. (2002). Multilevel methods and Growth Modeling: Measurement, design and analysis issues. Three-day short-course on using R for multilevel analyses conducted at the Center for the Advancement of Research Methods and Analysis (CARMA), Virginia Commonwealth University.

Conference Presentations

Bliese, P. D., George, C. E., Slovacek, C. P., & Norton, J. J. (1988). Ability differences, gender and prominence in group sub-task allocation. Paper presented at the Texas Psychological Association conference. Austin, TX.

Bliese, P. D., George, C. E., Slovacek, C. P., & Norton, J. J. (1989). Ability differences, worker motivation scales and gender in sub-task allocation. Paper presented at the Southwestern Psychological Association conference. Houston, TX.

Macy, B. A., Bliese, P. D., & Norton, J. J. (1991). Organizational change and work innovation: A meta-analysis of 131 North American field experiments. Paper presented at the 51st Annual Academy of Management Meeting. Miami, FL.

Bliese, P. D., Macy, B. A., & Sander, J. (1992). Employee involvement in change programs: The role of expectations, clarity of the need for change, organizational trust, and job level. Paper presented at the 52nd Annual Academy of Management Meeting. Las Vegas, NV.

Bliese, P. D. & Halverson, R. R. (1994). A group level examination of work stressors and well-being. Paper presented at the Ninth Annual Conference of the Society for Industrial and Organizational Psychology. Nashville, TN.

Bliese, P. D., Halverson, R. R., & Rothberg, J. M. (1994). Within-group agreement scores: Using resampling techniques to estimate expected variance. Paper presented at the 54th Annual Academy of Management Meeting. Dallas, TX.

Wong, L., Bliese, P. D., & Halverson, R. R. (1995). Multiple deployments: Do they make a difference? Paper presented at the Biennial Conference of the Inter-University Seminar on Armed Forces and Society. Baltimore, MD.

Peterson, M. F., Bliese, P. D., & Radford, M. H. (1995). Profile analysis of event management processes by U.S. and Japanese Local Government Managers. Paper presented at the 55th Annual Academy of Management Meeting. Vancouver, BC.

McGlynn, R. P., Sutton, J. L., & Bliese, P. D. (1995). Information pooling in collective induction. Paper presented at the Eighteenth Interdisciplinary Nags Head conference on Groups, Networks, and Organizations. Highland Beach, FL.

Halverson, R. R., & Bliese, P. D. (1995). Using multi-level investigations to assess stressors and strains in the workplace. Paper presented at the 10th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.

Bliese, P. D., Hoover, C. H., & Halverson, R. R. (1995). Using QQplots of residuals to improve model fit. Paper presented at the 10th Annual Conference of the Society for Industrial and Organizational Psychology. Orlando, FL.

Bliese, P. D., Rothberg, J., & Halverson, R. R. (1996). Using classification and regression trees in exploratory data analysis. Paper presented at the 11th Annual Conference for Industrial and Organizational Psychology. San Diego, CA.

Bliese, P. D., & Halverson, R. R. (1996). Groups size, group process effects, and ICC values. Paper presented at the 56th Annual Academy of Management Meeting, Cincinnati, OH.

Bliese, P. D., & Halverson, R. R. (1996). Using random group resampling (RGR) in multi-level research. In P. Bliese and C. Schriesheim (Chairs), Benchmarking multi-level methods: Comparing HLM, WABA, SEM and RGR. Symposium conducted at the 56th Annual Convention of the Academy of Management Association, Cincinnati, OH.

Bliese, P. D., & Castro, C. A. (1997). Cumulative effects of organizational stressors: Evidence for the buffering hypothesis. Paper presented at the 12th Annual Conference for Industrial and Organizational Psychology. St. Louis, MO.

Bliese, P. D., & Halverson, R. R. (1997). Consensus and well-being among groups of soldiers in Haiti. Paper presented at the 12th Annual Conference for Industrial and Organizational Psychology. St. Louis, MO.

Jex, S. M., & Bliese, P. D. (1998). Efficacy beliefs as a moderator of the impact of work-related stressors: A multi-level study. Paper presented at the 13th Annual Conference for Industrial and Organizational Psychology. Dallas, TX.

Bliese, P. D., & Britt, T. W. (1998). Using research on intra-individual variability as a model for examining intra-group variability. In S. Zaccaro, S (Chair): Solving Team Research Barriers Through Analogy. Symposium presented at the 58th Academy of Management meetings in San Diego, CA.

Bliese, P. D. (1999). Using resampling and Monte Carlo simulation in multilevel research. In S. Palmer and G. Zeits (Chairs): Advances in multilevel research: New techniques and methodological issues. Symposium presented at the 14th Annual Conference for Industrial and Organizational Psychology. Atlanta, GA.

Koumal, R., Jex, S. M. & Bliese, P. D. (1999). The role of stress and self-efficacy in technology acceptance. Paper presented at the 14th Annual Conference for Industrial and Organizational Psychology. Atlanta, GA.

Bliese, P. D., & Gavin, M. B. (1999). Estimating multilevel random coefficient models in HLM, SAS, SPLUS, and MLn. In J. M. Cortina (Chair): Now I know my ABCs: Issues in MMR, MCMR, SEM and VG. Symposium presented at the 14th Annual Conference for Industrial and Organizational Psychology. Atlanta, GA.

Britt, T. W. & Bliese, P. D. (1999). Leadership, work environment and the stress-buffering effects of job engagement. Paper presented at the 59th Academy of Management meetings in Chicago, IL.

Jex, S. M., Bliese, P. D., Buzzell, S. & Primeau J. (2000). The impact of coping and self-efficacy on stressor-strain relations. Paper presented at the 15th Annual Conference for Industrial and Organizational Psychology. New Orleans, LA.

Bliese, P. D. (2000). What does the group mean mean? M. Gavin (Chair), A timely look at multilevel research methodology: Taking stock of where we are and perspectives on where we need to go. Symposium conducted at the 60th Annual Convention of the Academy of Management Association, Toronto, Canada.

Britt, T. W. & Bliese, P. D. (2000). Human Dimensions in Elite Army Units. Paper presented at the American Psychological Association, Washington, DC.

Bliese, P. D., Ritzer, D., Thomas, J. L. & Jex, S. M. (2001). Supervisory support and stressor-commitment relations: A multilevel investigation. Paper presented at the 16th Annual Conference for Industrial and Organizational Psychology. San Diego, CA.

Chen, G., & Bliese, P. D. (2001). Towards a framework for conducting multilevel construct validation. In J. Cortina (Chair) and L. James (Discussant), Method to our madness or madness in our methods?: A look back. Symposium conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Chen, G., Bliese, P. D., & Jex, S. M. (2001). Examination of the predictors of self-efficacy and collective efficacy: Evidence for discontinuity across levels of analysis. In D. Eden (Chair) and J. Mathieu (Discussant), Raising and extending self-efficacy research to new levels and domains. Symposium conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Bliese, P. D., & Hanges, P. J. (2001). Non-independence in random-coefficient models: It is not only about too much Type 1 error. Paper presented at the 61st Academy of Management meetings, Washington, DC.

Bliese, P. D., Bienvenu, R. V., Castro, C. A., & Adler, A. B. (2002). Leadership support in an austere and dangerous environment. Paper presented at the 17th Annual Conference for Industrial and Organizational Psychology. Toronto, CA.

Bliese, P. D. & Ployhart, R. E. (2002). Growth modeling as an ill-conceived regression analysis. In J. Cortina (Chair) and L. James (Discussant), ...In the hidden part, you will make me to know wisdom. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Bliese, P. D., Thomas, J. L. & Jex, S. M. (2002). Job strain as a mediator between stressors and performance: Evidence from the field. In G. A. Adams (Chair) and C. S. Smith (Discussant), Performance: The forgotten criterion variable in occupational stress research. Symposium conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Editorial Board Memberships

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Society Memberships

Academy of Management
American Psychological Society
Inter-University Seminar on Armed Forces and Society
Society for Industrial and Organizational Psychology
Center for the Advancement of Research Methods and Analysis (Fellow)

Ad Hoc Journal Reviewer

Armed Forces and Society
Academy of Management Review

Group Dynamics
Journal of Applied Psychology
Journal of Management
Leadership Quarterly
Organizational Behavior and Human Decision Processes