

Benjamin D. Schulte
bschu5@tamu.edu

Google Scholar profile: <https://scholar.google.com/citations?hl=en&user=Bd3otBoAAAAJ>

ResearchGate profile: https://www.researchgate.net/profile/Benjamin_Schulte4

EDUCATION

- Ph.D. Industrial-Organizational Psychology, August 2026 (Expected)
 Texas A&M University, College Station, TX
 Dissertation Title: *A Systematic Review of Active Shooter Response Training Delivery Methods and an Experimental Examination of the Influence of Fear-Laden Filmic Strategies on Training Video Effectiveness*
- M.S. Psychological Sciences, 2023
 Texas A&M University, College Station, TX
 Thesis Title: *Exploring the Construct-Related Validity of a Situational Judgment Test of Agreeableness and Conscientiousness: The Role of Social Competence*
- B.A. (Hons). Psychology, 2020
 University of Illinois at Springfield, Springfield, IL

RESEARCH

Note: Graduate student coauthors are underlined. Undergraduate student coauthors are double-underlined.

Peer-Reviewed Publications

- Arthur, W., Jr., **Schulte, B. D.**, George, F., Jr., Mendoza, A. M., Hagen, E., & Jacobs, R. R. (2025). An examination of the effect of multiple-choice item writing quality on test performance: Differential effects on subgroups? *Human Performance*, 38(5), 221-242. <https://doi.org/10.1080/08959285.2025.2550687>
- Arthur, W., Jr., **Schulte, B. D.**, Traylor, Z., & Batarse, J. C. (2025). Is "should" really different from "would"? An experimental examination of the processing of the focal word in situational judgment test response instructions. *Journal of Business and Psychology*. Advance online publication. <https://doi.org/10.1007/s10869-025-10069-w>
- Arthur, W., Jr., **Schulte, B. D.**, & Mazza, N. (2025). The scholarly impact of industrial-organizational psychologists in academia: Normative data and construct validity. *Journal of Business and Psychology*, 40(4), 799-813. <https://doi.org/10.1007/s10869-024-09996-x>

Bowman-Callaway, C., Schulte, B. D., & Payne, S. C. (2025). Perceived vs. actual multitasking abilities: Predicting texting while driving efficacy and behavior from overconfidence. *Accident Analysis & Prevention*, 217, Article 108058. <https://doi.org/10.1016/j.aap.2025.108058>

Walsh, B. M., Kabat-Farr, D., Matthews, R. A., & **Schulte, B. D.** (2021). Willingness to recommend: Does workplace incivility actually play a role? *Journal of Business and Psychology*, 36(5), 841-856. <https://doi.org/10.1007/s10869-020-09710-7>

Walsh, B. M., Kabat-Farr, D., Matthews, R. A., & **Schulte, B. D.** (2019). Can we select for respect in academe? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(4), 405-407. <https://doi.org/10.1017/iop.2019.77>

Books

Arthur, W., Jr., Doverspike, D., & **Schulte, B. D.** (Eds.). (in press). *Global perspectives on the definition, assessment, and reduction of bias and unfairness in employment testing*. Cambridge University Press & Assessment.

Book Chapters

Arthur, W., Jr., **Schulte, B. D.**, Mazza, N., & Doverspike, D. (in press). An introduction to, and summary of global perspectives from twenty-three countries on the definition, assessment, and reduction of bias and unfairness in employment testing. In W. Arthur, Jr., D. Doverspike, & **B. D. Schulte** (Eds.), *Global perspectives on the definition, assessment, and reduction of bias and unfairness in employment testing*. Cambridge University Press & Assessment.

Submitted Manuscripts

Mazza, N., **Schulte, B. D.**, & Arthur, W., Jr. What's in it for me? The use of bibliometrics to examine the relationship between research collaboration and scholarly impact and productivity. *Scientometrics* [under review].

Manuscripts in Preparation

Mazza, N., Feng, K., **Schulte, B. D.**, Chaspari, T., & Arthur, W., Jr. (finalizing). *A comparison of self-reports and unobtrusive multimodal measures of stress in a realistic simulated task environment*.

Schulte, B. D. (finalizing). *A systematic review of active shooter response training programs: Theoretical insights pertaining to the fear-laden characteristics of training videos*.

Schulte, B. D., & Arthur, W., Jr. (finalizing). *Evaluating the effectiveness of an active shooter response training video*.

Arthur, W., Jr., **Schulte, B. D.**, Keiser, N. L., Traylor, Z., & George, F., Jr. (drafting). *Examination of the effectiveness of the after-action review as a means of mitigating the adverse effects of team member substitution on team performance.*

Park, B., **Schulte, B. D.**, Mazza, N., & Arthur, W., Jr. (drafting). *Examining the validity of a situational judgment test as a measure for team-level constructs through a nomological network of team agreeableness and conscientiousness.*

Mazza, N., Neuman, M., **Schulte, B. D.**, Edoga, E. I., & Arthur, W., Jr. (drafting). *Sex differences and team sex composition in team-training research employing complex synthetic team task environments: The role of team cohesion and openness to communication.*

Schulte, B. D., & Arthur, W., Jr. (drafting). *Using course grades as effectiveness criteria can cover up learning detriments associated with asynchronous courses.*

Works in Progress

Arthur, W., Jr., **Schulte, B. D.**, Toumbeva, T., & Osman, M. C.. (collecting data). *Objective after action review guidebook: Improving unit performance and cohesion in complex environments.*

Mazza, N., **Schulte, B. D.**, Park, B., Newton, J., Kim, J., & Arthur, W., Jr. (collecting data). *Sequential presentation of situational judgment tests response options: Conceptual, psychometric, and practical implications.*

Schulte, B. D., Mazza, N., Park, B., Kim, J., Newton, J., & Arthur, W., Jr. (collecting data). *What makes SJTs different? Inadvertent measurement of non-target constructs in noncognitive situational judgment tests.*

Schulte, B. D. (designing). *An experimental examination of the multiplicative influence of fear-laden videos and after-action reviews on active shooter response training effectiveness.*

Schulte, B. D., & Arthur, W., Jr. (designing). *How does multiple-choice item writing quality influence test performance and subgroup differences? Examining the role of cognitive load and information processing abilities.*

Schulte, B. D., Park, B., & Arthur, W., Jr. (designing). *Using virtual reality to evaluate the effectiveness of active shooter response training programs.*

Schulte, B. D., & Arthur, W., Jr. (conceptualizing). *Scared straight: The influence of fear-ladenness on training effectiveness and the moderating role of training content.*

Invited Presentations

Schulte, B. D. (2026). *Some work on evaluating the effectiveness of active shooter response training videos*. Invited presentation at Texas A&M University International Honor Society in Psychology Lecture Series, College Station, TX, United States.

Conference Presentations

Mazza, N., **Schulte, B. D.**, Kim, J., Newton, J., Park, B., & Arthur, W., Jr. (2025). *Sequential presentation of response options in rate-SJTs: Preliminary results* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Park, B., **Schulte, B. D.**, Mazza, N., & Arthur, W., Jr. (2025). *Validation of a situational judgment test as a measure of team-level constructs* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Arthur, W., Jr., & **Schulte, B. D.** (2024). *Using course grades as effectiveness criteria can cover up learning detriments associated with asynchronous courses* [Poster]. Association for Psychological Science Annual Convention, San Francisco, CA, United States.

Mazza, N., Neuman, M., Park, B., **Schulte, B. D.**, & Arthur, W., Jr. (2024). *Does trait relevance moderate the personality-job performance relationship?* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Mazza, N., Neuman, M., **Schulte, B. D.**, Edoga, E. I., & Arthur, W., Jr. (2024). *The role of team sex composition in team-training research* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Arthur, W., Jr., **Schulte, B. D.**, & Mazza, N. (2023). *The scholarly impact of I-O psychologists: Norms across multiple metrics of impact* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Mazza, N., **Schulte, B. D.**, Feng, K., Chaspari, T., & Arthur, W., Jr. (2023). *Examining the validity of physiological measures of anxiety* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Neuman, M., **Schulte, B. D.**, Mazza, N., & Arthur, W., Jr. (2023). *Effect of the after-action review & sex composition on team performance and efficacy* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Schulte, B. D., & Arthur, W., Jr. (2023). *An evaluation of an active shooter training video* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Schulte, B. D., Rodgers, P. C., Onstott, M., Dhurjati, S., & Arthur, W., Jr. (2023). *An active shooter training video is effective in terms of reactions, learning, and behavior* [Poster]. Association for Psychological Science Annual Convention, District of Columbia, United States.

Schulte, B. D., Arthur, W., Jr., Bennett, W. R., Jr., George, F., Jr., Keiser, N. L., & Traylor, Z. K. (2022). *Effects of team member substitution and the after-action review on team performance* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Schulte, B. D., Bowman-Callaway, C. E., & Payne, S. C. (2022). *The influence of distracted driving self-efficacy on distracted driving behaviors* [Poster]. Association for Psychological Science Annual Convention, Chicago, IL, United States.

Schulte, B. D., & Edoga, E. I. (2021). *Person-organization fit and work engagement: The role of authenticity at work and subgroup differences* [Poster]. Association for Psychological Science Annual Convention, virtual.

Schulte, B. D. (2020). *An active shooter training video and the extended parallel process model: The role of dismissive contexts* [Poster]. Annual River Cities Industrial-Organizational Psychology Conference, virtual.

Walsh, B. M., Kabat-Farr, D., Matthews, R. A., & **Schulte, B. D.** (2020). *Can we reduce positive employment recommendations for high-performing jerks?* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, virtual.

Schulte, B. D., & Walsh, B. M. (2019). *Willingness to serve as a professional reference: Do applicant incivility and gender play a role?* [Poster]. National Council on Undergraduate Research Annual Conference, Kennesaw, GA, United States.

Walsh, B. M., Kabat-Farr, D., & **Schulte, B. D.** (2019). *Willingness to serve as a professional reference: Does applicant incivility play a role?* [Poster]. International Conference on Occupational Stress and Health, Philadelphia, PA, United States.

Technical Reports

Schulte, B. D. (2024). *Avoid Deny Defend Safety Knowledge Test (ADD-SKT) development and content validation.* Author.

Arthur, W., Jr., & **Schulte, B. D.** (2023). *Final report for: Task 3 (what psychological mechanisms are pertinent to the type and use of objective review media and data in the AAR) and task 4 (does the use of the guidebook for the use of objective review media and data in the AAR enhance its effectiveness?).* Contract No. W911NF-22-C-0057, Aptima, Inc., Woburn, MA; and U.S. Army Research Institute for the Behavioral and Social Sciences, Fort Hood, TX.

Arthur, W., Jr., & **Schulte, B. D.** (2023). *Final report for task 1: What types of objective AAR media are used to track performance in training?*. Contract No. W911NF-22-C-0057, Aptima, Inc., Woburn, MA; and U.S. Army Research Institute for the Behavioral and Social Sciences, Fort Hood, TX.

Schulte, B. D., Mazza, N., Feng, K., Arthur, W., Jr., & Chaspari, T. (2022). *Population-specific and context-aware machine learning for novel bio-behavioral markers of warfighter performance*. Contract No. FA8650-17-C-6802, Aptima, Inc., Woburn, MA; and U.S. Air Force Airman Systems Directorate, Wright Patterson AFB, OH.

GRANTS

Using course grades as effectiveness criteria can cover up learning detriments associated with asynchronous courses. Texas A&M University Department of Psychological & Brain Sciences Graduate Student Travel Grant. 2024. [\$225]

An active shooter training video is effective in terms of reactions, learning, and behavior. Texas A&M University Department of Psychological & Brain Sciences Graduate Student Travel Grant. 2023. [\$325]

The influence of distracted driving self-efficacy on distracted driving behaviors. Texas A&M University Department of Psychological & Brain Sciences Graduate Student Travel Grant. 2022. [\$575]

The evaluation of an active shooter training video. American Psychological Association of Graduate Students Psychological Science Research Grant. 2022. [\$1,000]

TEACHING

Undergraduate Courses

Spring 2026, Fall 2025, Summer 2023	Instructor of Record PBSI 245: Introduction to Psychological Science Methods Department of Psychological & Brian Sciences, Texas A&M University
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Summer 2025	Instructor of Record PBSI 302: Research Methods and Design in Psychology Department of Psychological & Brian Sciences, Texas A&M University
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Spring 2025, Fall 2023, Summer 2022	Laboratory Instructor PBSI 302 / PSYC 302: Research Methods and Design in Psychology Department of Psychological & Brian Sciences, Texas A&M University
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Fall 2022, Spring 2022, Fall 2021	Laboratory Instructor PBSI 301 / PSYC 301: Elementary Statistics for Psychology Department of Psychological & Brian Sciences, Texas A&M University
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Graduate Courses

Fall 2024	Laboratory Instructor PBSI 607: Methods and Statistics in Psychological Science I Department of Psychological & Brain Sciences, Texas A&M University
Spring 2022	Teaching Assistant PSYC 653: Statistics and Research Methods in Industrial/Organizational Psychology II Department of Psychological & Brain Sciences, Texas A&M University
Fall 2021	Teaching Assistant PSYC 652: Statistics and Research Methods in Industrial/Organizational Psychology I Department of Psychological & Brain Sciences, Texas A&M University

Data Science Workshops

Delivered to undergraduate students, graduate students, and junior faculty while serving as the 2023-2024 Texas A&M Institute of Data Science (TAMIDS) Data Science Student Ambassador to the Texas A&M University Department of Psychological & Brain Sciences

Spring 2024	Introduction to R and Data Cleaning Understanding and Applying <i>t</i> -tests and ANOVAs in jamovi and R Understanding and Applying Correlation and Regression in jamovi and R
Fall 2023	Data Manipulation and Descriptive Statistics in R Data Visualization in R Structural Equation Modeling in R

PROFESSIONAL EMPLOYMENT

2022 – 2024	Situational Judgment Test Item Writer Association of American Medical Colleges
Feb. – Dec. 2021	Consultant Winfred Arthur, Jr. Consulting

AWARDS/HONORS

Feb. 2026	Outstanding Paper Contribution in Industrial/Organizational Psychology Department of Psychological & Brain Sciences, Texas A&M University
Aug. 2025	Meritorious Student Award [\$250] Department of Psychological & Brain Sciences, Texas A&M University

Apr. 2025	Nomination for Teaching/Mentoring Excellence Award Department of Psychological & Brain Sciences, Texas A&M University
Jan. 2025	Editor Commendation <i>The scholarly impact of industrial-organizational psychologists in academia: Normative data and construct validity</i> Journal of Business and Psychology
2023 – 2024	Data Science Student Ambassador to the Department of Psychological & Brain Sciences [\$2,000] Texas A&M Institute of Data Science
Mar. 2023	First Place Graduate Student Oral Presentation in Sciences [\$300] Texas A&M University Student Research Week
Mar. 2023	Student Travel Award [\$500] Society for Industrial and Organizational Psychology
Feb. 2022	Editor Commendation <i>Willingness to recommend: Does workplace incivility actually play a role?</i> Journal of Business and Psychology
Oct. 2020	Honorable Mention Poster Award 16 th Annual River Cities Industrial-Organizational Psychology Conference

PROFESSIONAL ACTIVITIES

Feb. 2025	Academy for Future Faculty Fellow Center for Teaching Excellence, Texas A&M University
Nov. 2024	Conference Submission Reviewer Society for Industrial and Organizational Psychology Annual Conference
Aug. – Nov. 2024	Assistant Professor of Psychology Search Committee Department of Psychological & Brain Sciences, Texas A&M University
2024 – 2025	Evaluator for Undergraduate Statistics and Research Methods Courses Department of Psychological & Brain Sciences, Texas A&M University
Oct. 2023	Guest Panelist International Honor Society in Psychology, Prairie View A&M University
2022 – 2025	President Psychological & Brain Sciences Department Organization of Graduate Students, Texas A&M University

2022 – 2025	Departmental Promotional Speaker Aggieland Saturday, Texas A&M University
2021 – 2022	Vice President Psychological & Brain Sciences Department Organization of Graduate Students, Texas A&M University
2020 – 2025	Student Representative I-O Psychology Ph.D. Program, Texas A&M University
Apr. 2021	Guest Panelist Undergraduate Psychology Teaching Scholars, Texas A&M University

PROFESSIONAL MEMBERSHIPS

2021 – Present	Member Society for the Teaching of Psychology
2020 – Present	Graduate Student Affiliate Association for Psychological Science
2020 – Present	Graduate Student Affiliate American Psychological Association
2020 – Present	Graduate Student Affiliate Society for Industrial and Organizational Psychology
2018 – Present	Member International Honor Society in Psychology