

Larry Williams

Texas Tech University
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Education and Post Graduate Training

MS, Purdue University, 1988.
Major: Industrial/Organization Psychology

Ph D, Indiana University, 1983.
Major: Organizational Behavior

BS, Purdue University, 1979.
Major: Psychology

Academic and Professional Experience

Professor, Texas Tech University. (2019 - Present).

James C. and Marguerite Niver Chair in Business
Director, CARMA
Professor of Management

Professor of Management and Director of SRAM, University of Nebraska-Lincoln. (August 2016 - Present).

Professor of Psychology and Director of the Consortium for the Advancement of Research Methods and Analysis (CARMA), University of North Dakota. (1900 - 2016).

TEACHING

Courses Taught

Texas Tech University

BA 6300, Advanced Business Research Methods, 8 courses.

BA 7000, Research, 5 courses.

ISQS 5349, Regression Analysis, 1 course.

ISQS 6348, Applied Multivariate Analysis, 4 courses.

RESEARCH

Published Intellectual Contributions

Book, Chapter in Scholarly Book-New

Williams, L. (2012). *Equivalent models: Concepts, problems, and alternatives* (pp. 247-260). The Handbook of Structural Equation Modeling.

Williams, L. (2008). In Baruch, Y., Konrad, A., Aguinis, H., & Starbuck, W. H. (Ed.), *Reflections on Creating a New Scholarly Journal: Perspectives from a Founding Editor* (pp. 188-196). New York, NY: Palgrave-Macmillan.

Williams, L., Gavin, M., Hartman, N. (2004). In Ketchen, D., & Bergh, D (Ed.), *Structural equation modeling methods in strategy research: Applications and issues* (pp. 303-346). Research Methodology in Strategy and Management.

Williams, L., Ford, L., Nguyen, N. (2002). In Rogelberg, S (Ed.), *Basic and advanced measurement models for confirmatory factor analysis* (pp. 366-389). Oxford UK: Handbook of Research Methods in Industrial and Organizational Psychology.

James, L., Williams, L. (2000). In Klein, K., & Kozlowski, S. (Ed.), *The cross-level operator in regression, ancova, and contextual analysis* (pp. 382-424). San Francisco, Jossey Bass (SIOP Frontier Series): Multilevel Theory, Research, and Methods in Organizations.

Williams, L. (1996). In L. Peters, S. Youngblood, & C. Greer (Ed.), *Reliability*. The Blackwell Dictionary of Human Resource Management.

Williams, L., Bozdogan, H., Aimon-Smith, L. (1995). In G. Marcoulides & R. Schumacker (Ed.), *Inference problems with equivalent models* (pp. 279-314). Advanced Structural Equation Modeling Techniques.

Williams, L., James, L. (1994). In J. Greenberg, Ed (Ed.), *Causal models in organizational behavior research: From path analysis to LISREL and beyond*. (pp. 181-206). Organizational Behavior: The State of the Science.

Williams, L. (1989). In Staw & L. Cummings (Ed.), *Longitudinal field methods for studying reciprocal relationships in organizational behavior research: Toward improved causal analysis*. Research in Organizational Behavior.

Podsakoff, P.M., Williams, L. (1986). In E. Locke (Ed.), *The relationship between job performance and job satisfaction*. Generalizing from Laboratory to Field Settings.

Book, Chapter in Textbook-New

Burnette, J., Williams, L. (2005). In R. Swanson & E. Holton (Ed.), *Structural Equation Modeling (SEM): An Introduction to Basic Techniques and Advanced Issues*.

Conference Proceeding

McGonagle, A., Huang, J., Williams, L. (2015). *Modeling multiple sources of measured method variance: An examination of the incremental effects of insufficient effort responding*. Vancouver B.C.: Academy of Management conference.

- McGonagle, A., Williams, L., Wiegert, D. (2014). *A review of recent studies using an unmeasured latent method construct in the organizational literature*. Philadelphia, PA: Academy of Management conference.
- Williams, L. (2014). *Use of an Unmeasured Latent Method Construct (ULMC) in the Presence of Multidimensional Method Variance*. Philadelphia, PA: Academy of Management conference.
- Williams, L., O'Boyle, E. (2012). *The minor consequences of incorrectly assuming a marker variable is ideal*. Society for Industrial and Organizational.
- Williams, L., O'Boyle, E. (2011). *A test of an emotion-centered model of counterproductivity and citizenship*. Academy of Management conference.
- Williams, L., O'Boyle, E. (2010). *Guidelines for the analysis of residuals for organizational research using latent variables*. Society for Industrial and Organizational.
- Williams, L., Vandenberg, R. (2010). *Structural equation modeling and experimental tests of mediation*. Society for Industrial and Organizational.
- Williams, L., O'Boyle, E. (2009). *A two-stage approach to latent variable model evaluation*. Academy of Management conference.
- O'Boyle, E., Williams, L. (2009). *Decomposing model fit in management research: Good measures vs. good theory?*. Academy of Management conference.
- Williams, L., O'Boyle, E. (2009). *Tools for improving SEM model evaluation*. Academy of Management conference.

Journal Article, Academic Journal

- Williams, L., O'Boyle, E., Yu, J. (2017). Condition 9 and 10 Tests of Model Confirmation: A Review of James, Mulaik, and Brett (1982) and Contemporary Alternatives. *Organizational Research Methods*, 23(1), 6-29.
- Marchiondo, L. A., Gonzales, E., Williams, L. (2017). Trajectories of Perceived Workplace Age Discrimination and Long-Term Associations With Mental, Self-Rated, and Occupational Health. *The journals of gerontology. Series B, Psychological sciences and social sciences*, 74(4), 655-663.
- Spector, P. E., Rosen, C. C., Richardson, H. A., Williams, L., Johnson, R. E. (2017). A New Perspective on Method Variance: A Measure-Centric Approach. *Journal of Management*, 45(0), 855-880.
- Williams, L., McGonagle, A. K. (2016). Four Research Designs and a Comprehensive Analysis Strategy for Investigating Common Method Variance with Self-Report Measures Using Latent Variables. *Journal of Business and Psychology*, 31(3), 339--359.
- Williams, L., O'Boyle, E. (2015). Ideal, Nonideal, and No-Marker Variables: The Confirmatory Factor Analysis (CFA) Marker Technique Works When It Matters. *Journal of Applied Psychology*, 100.
- Ragins, B. R., Lyness, K. S., Williams, L., Winkel, D. (2014). Life Spillovers: The Spillover of Fear of Home Foreclosure to the Workplace. *Personnel Psychology*, 67(4), 763--800.

- Williams, L., O'Boyle, E. (2011). The Myth of Global Fit Indices and Alternatives for Assessing Latent Variable Relations. *Organizational Research Methods*, 14, 350-369.
- O'Boyle, Jr, E. H., Williams, L. (2011). Decomposing model fit: measurement vs. theory in organizational research using latent variables.. *Journal of Applied Psychology*, 96(1), 1-12.
- Wood, V.R., Karriker, J.H., Williams, L. (2010). Evaluating export markets: Do hierarchical cognitive structures exist in the minds of experienced exporters. *Journal of Business Research*, 63, 1261-1266.
- Williams, L., Hartman, N., Cavazotte, F. (2010). Method VARIANCE and marker variables: A review and comprehensive CFA marker technique. *Organizational Research Methods*, 13, 477-514.
- Williams, L., Vandenberg, R. J., Edwards, J. R. (2009). 12 Structural Equation Modeling in Management Research: A Guide for Improved Analysis. *The Academy of Management Annals*, 3(1), 543-604.
- Williams, M. L., Brower, H. H., Ford, L. R., Williams, L., Carraher, S. M. (2008). A comprehensive model and measure of compensation satisfaction. *Journal of Occupational and Organizational Psychology*, 81(4), 639--668.
- Mazzeo, S. E., Mitchell, K. S., Williams, L. (2008). ANXIETY, ALEXITHYMIA, AND DEPRESSION AS MEDIATORS OF THE ASSOCIATION BETWEEN CHILDHOOD ABUSE AND EATING DISORDERED BEHAVIOR IN AFRICAN AMERICAN AND EUROPEAN AMERICAN WOMEN. *Psychology of Women Quarterly*, 32(3), 267--280.
- Williams, L., O'Boyle, E. H. (2008). Measurement models for linking latent variables and indicators: A review of human resource management research using parcels. *Human Resource Management Review*, 18(4), 233 - 242.
- Mejia, R., Kliewer, W., Williams, L. (2006). Domestic violence exposure in Colombian adolescents: Pathways to violent and prosocial behavior. *Journal of Traumatic Stress*, 19, 257-67.
- James, L. R., McIntyre, M. D., Glisson, C. A., Green, P. D., Patton, T. W., LeBreton, J. M., Frost, B. C., Russell, S. M., Sablynski, C. J., Mitchell, T. R., Williams, L. (2005). A Conditional Reasoning Measure for Aggression. *Organizational Research Methods*, 8(1), 69-99.
- Williams, L., Edwards, J. R., Vandenberg, R. J. (2003). Recent Advances in Causal Modeling Methods for Organizational and Management Research. *Journal of Management*, 29(6), 903-936.
- Carlson, D., Kacmar, K., Williams, L. (2000). Construction and Initial Validation of a Multidimensional Measure of Work-Family Conflict,. *Journal of Vocational Behavior*, 56, 249-276.
- Hurley, A. E., Scandura, T. A., Schriesheim, C. A., Brannick, M. T., Seers, A., Vandenberg, R. J., Williams, L. (1997). Exploratory and confirmatory factor analysis: guidelines, issues, and alternatives. *Journal of Organizational Behavior*, 18(6), 667--683.
- Anderson, S.E., Williams, L. (1996). Individual, job, and interpersonal predictors of helping behavior in organizations. *Journal of Applied Psychology*, 81, 282-296.

- Williams, L., Gavin, M.B., Williams, M.L. (1996). Investigating measurement and non-measurement processes with method effect variables: An example with negative affectivity and employee attitudes. *Journal of Applied Psychology, 81*, 88-101.
- Williams, L. (1995). Covariance structure modeling in organizational research: Problems with the method versus applications of the method. *Journal of Organizational Behavior, 16*(3), 225--233.
- Medsker, G. J., Williams, L., Holahan, P. J. (1994). A Review of Current Practices for Evaluating Causal Models in Organizational Behavior and Human Resources Management Research. *Journal of Management, 20*(2), 439-464.
- Williams, L., Holahan, P. J. (1994). Parsimonybased fit indices for multipleindicator models: Do they work?. *Structural Equation Modeling, 1*(2), 161-189.
- Williams, L., Anderson, S.E. (1994). An alternative approach to method effects using latent variable models: Applications in organizational behavior research. *Journal of Applied Psychology, 79*, 323-331.
- Anderson, S., Williams, L. (1992). Assumptions About Unmeasured Variables With Studies of Reciprocal Relationships: The Case of Employee Attitudes. *Journal of Applied Psychology, 77*, 638-650.
- Williams, L., Anderson, S. (1991). Job Satisfaction and Organizational Commitment as Predictors of Organizational Citizenship Behavior and In-Role Behavior. *Journal of Management, 17*, 601-617.
- Williams, L., A. Cote, J., Buckley, M. (1989). Lack of Method Variance in Self-Reported Affect and Perceptions at Work. *Journal of Applied Psychology, 74*, 462-468.
- Podsakoff, P. M., Williams, L., Todor, W. D. (1986). Effects of Organizational Formalization on Alienation among Professionals and Nonprofessionals. *Academy of Management Journal, 29*(4), 820-831.
- Williams, L., Hazer, J. (1986). Antecedents and Consequences of Satisfaction and Commitment in Turnover Models. A Reanalysis Using Latent Variable Structural Equation Methods. *Journal of Applied Psychology, 71*, 219-231.

Journal Article, Professional Journal

- Karriker, J., Williams, M., Williams, L. (2017). Direct and indirect assessments of organizational justice: Homogeneity or harmony?. *Journal of Organizational Psychology, 17*(3), 52-68.
- Ripley, R., Markowitz, M., Nicholas-Casebolt, A., Williams, L., Macrina, F. (2012). Guiding the next generation of NIH investigators in Responsible Conduct of Research: The role of the mentor. *Accountability in Research, 19*, 209-219.
- Ripley, R., Markowitz, M., Nicholas-Casebolt, A., Williams, L., Macrina, F. (2012). Training NIH K Award Recipients: The Role of the Mentor. *Clinical and Translational Science, 5*, 386-393.
- Goldenhar, L., Williams, L., Swanson, N. (2003). Modeling job stressors and injury outcomes for construction laborers. *Work and Stress, 17*, 218-240.

Magazine, S., Williams, L., M.L., W. (1995). An empirical examination of reverse coding effects in Meyer & Allen's (1984) affective and calculative commitment scales.. *Educational and Psychological Measurement*, 56, 241-250.

Williams, L., Brown, B. (1994). Method variance in organizational behavior and human resources research: Effects on correlations, path coefficients and hypothesis testing.. *Organization Behavior and Human Decision Processes*, 57, 185-209.

Presentations Given

Williams, L., Society for Industrial Organizational Psychology Annual Conference, "Introducing a Package for Assessing Path Model Fit with R," Society for Industrial Organizational Psychology, Austin, TX. (2020).

Castro, S. (Coordinator/Organizer), Coglisier, C. C. (Presenter & Author), Lambert, L. L. (Presenter & Author), Williams, L. (Presenter & Author), Academy of Management annual meeting, "Getting to 20/20: A workshop on scale development and validation," Academy of Management, Virtual. (August 2020).

Williams, L., Academy of Management National Conference, "Homogenous vs. heterogenous parcels with multidimensional constructs.," Academy of Management, Boston, MA. (2019).

Williams, L., Academy of Management National Conference, "How to be a good reviewer: A competency framework for reviewer development," Academy of Management, Boston, MA. (2019).

Williams, L., Academy of Management National Conference, "The RMSEA-P: More results show it works well with multiple indicator models," Academy of Management, Boston. (2019).

SERVICE

Department Service

Attendee, Meeting, Management Department PhD Committee. (2020 - 2021).

Professional Service

CARMA. (1997 - 2025).

Editorial Review Board Member, *Organizational Research Methods*. (1997 - 2025).

Editor, Guest, *Organizational Research Methods*. (January 2018 - December 2021).