

**JENNIFER HEDLUND, Ph.D.**  
**Curriculum Vita**

**OFFICE ADDRESS**

Central Connecticut State University  
1615 Stanley Avenue  
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Department of Criminology  
New Britain, CT 06050  
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**EDUCATION**

**Ph.D.** (1997) Industrial/Organizational Psychology, Michigan State University, East Lansing, MI.

**M.A.** (1993) Industrial/Organizational Psychology, Michigan State University, East Lansing, MI.

**B.S.** (1990) Human Development and Family Studies, Cornell University, Ithaca, NY.

**EMPLOYMENT**

*Associate Professor*, Department of Criminology & Criminal Justice, Central Connecticut State University, New Britain, CT. (8/05 to present)

*Assistant Professor*, Department of Criminology & Criminal Justice, Central Connecticut State University, New Britain, CT. (8/00 to 8/05)

*Associate Research Scientist*, PACE Center, Yale University, New Haven, CT. (10/98 to 8/01)

*Postdoctoral Associate*, Department of Psychology, Yale University, New Haven, CT. (8/97 to 9/98)

*Adjunct Faculty*, Department of Psychology, Central Connecticut State University, New Britain, CT. (1/98 to 6/00)

*Research Assistant*, Department of Psychology, Michigan State University, East Lansing, MI. (9/90 to 8/95)

**TEACHING EXPERIENCE**

Undergraduate: Introduction to Criminal Justice, Principles & Ethics in Criminal Justice, Research Methods in Criminology, Research Methods in Psychology, Training and Professional Development, Crime in Film & Fiction, Field Studies in Criminal Justice,

Graduate: Research Methods in Criminal Justice, Organizational Development, Assessing & Developing Performance in CJ Organizations

## **RESEARCH/CONSULTING EXPERIENCE**

***Principal Investigator***, Expanded Validation of a Decision Aid for Pretrial Conditional Release, funded by the Judicial Branch, State of Connecticut. (6/06 to 4/07)

***Principal Investigator***, Development and Validation of an Assessment for Pretrial Conditional Release, funded by the Judicial Branch, State of Connecticut. (1/04 to 8/05)

***Principal Evaluator***, Safe Schools and Communities Coalition (SSCC) Project to Enhance Youth Violence Prevention, for The Governor's Prevention Partnership. (12/02 to 5/05)

***Principal Investigator***, Validation of a Risk Assessment Tool for Bail Decision Making in Connecticut, funded by the Judicial Branch, CT. (9/02 to 7/03)

***Co-Principal Investigator***, Developing a measure of practical intelligence for business school applicants, contract with the University of Michigan Business School. Principal Investigators: Robert J. Sternberg and Jennifer Hedlund. (1/99 to 12/02)

***Consultant***, Developing effective military leaders: Facilitating the acquisition of experience-based, tacit knowledge, funded by the U.S. Army Research Institute. Principal Investigators: Robert J. Sternberg & Jennifer Hedlund (10/00 to 8/02)

***Consultant***, Recombinant knowledge generation for planning, training and assessment using Latent Semantic Analysis (LSA), subcontractor to Knowledge Analysis Technologies. Principal Investigator: Darrell Laham. (9/99 to 8/02)

***Co-Principal Investigator***, Understanding the acquisition and use of tacit knowledge for military leadership, funded by the U.S. Army Research Institute. Principal Investigators: Robert J. Sternberg and Jennifer Hedlund. (8/99 to 8/01)

***Co-Principal Investigator***, Identifying the Abilities Involved in the Acquisition of Tacit Knowledge, funded by the U.S. Army Research Institute . Principal Investigators: Robert J. Sternberg and Jennifer Hedlund. (9/98 to 3/00)

***Project Coordinator***, Tacit Knowledge for Military Leadership, funded by the U.S. Army Research Institute. Principal Investigators: Robert J. Sternberg and Wendy M. Williams. (8/97 to 6/99)

***Project Coordinator***, A Theory-Based Approach to Giftedness, funded by the Office of Educational Research Institute. Principal Investigator: Robert J. Sternberg. (8/97 to 9/98)

***Consultant***, Stephen M. Cox. Conducted data analysis and report writing for projects on youth violence for the National Institute of Justice. (8/96 to 7/97)

***Consultant***, Tenneco Automotive. Conducted job analyses of machine operators in major manufacturing company to develop training materials and job aides as part of a total quality management initiative. (3/95 to 4/96)

**Consultant**, John. R. Hollenbeck. Conducted a literature review and developed a theory for the Air Force Office of Scientific Research on the effects of sex composition in team decision making. (4/95 to 1/96)

**Research Assistant**, Michigan State University. Managed a research laboratory to study factors that influence decision making effectiveness in hierarchical teams for a grant funded by the Office of Naval Research. Principal Investigators: Daniel R. Ilgen and John R. Hollenbeck. (6/91 to 8/95)

**Research Assistant**, Michigan State University. Conducted an evaluation of a Mentoring and Coaching program for the National Association of Secondary School Principals. Principal Investigator: Neal Schmitt. (6/91 to 3/93)

**Research Assistant**, Michigan State University. Conducted a literature review on organizational downsizing for the U.S. Army Office of Scientific Research. Principal Investigators: Steve W. J. Kozlowski and Georgia T. Chao. (9/90 to 6/92)

**Research Assistant**, Cornell University. Assisted with the evaluation of a mentoring project for at-risk youth. Principal Investigator: Stephen F. Hamilton. (9/88 to 1/90)

## **PUBLICATIONS**

Cox, S.M., Hedlund, J., Hines, M., & Carollo, J. (manuscript in progress). A validation of Connecticut's risk assessment instrument for pretrial decision making.

Cahill, J., & Hedlund, J. (manuscript in progress). The relationship between segregation and inmate misconduct: The moderating effect of age.

Hedlund, J., Wilt, J.M., Nebel, K., Ashford, S.E., & Sternberg, R.J. (2006). Assessing Practical Intelligence in Business School Admissions: A Supplement to the Graduate Management Admissions Test. *Learning and Individual Differences, 16*, 101-127.

Hedlund, J., Forsythe, G.B., Horvath, J., Williams, W.M., Snook, S., & Sternberg, R.J. (2003). Identifying and assessing tacit knowledge: Understanding the practical intelligence of military leaders. *The Leadership Quarterly, 14*, 117-140.

Sternberg, R.J., & Hedlund, J. (2001). Practical intelligence, g, and work psychology. *Human Performance, 15*, 143-160.

Hedlund, J. & Sternberg, R. J. (2001). Practical intelligence: Implications for personnel research. In G. R. Ferris (Ed.), *Research in Personnel and Human Resource Management* (Vol. 19). Stamford, CT: JAI Press Inc.

- Hedlund, J., & Sternberg, R. J. (2000). Too many intelligences? Integrating social, emotional, and practical intelligence. In R. Bar-On & J. D. A. Parker (Eds.), *Handbook of Emotional Intelligence*.
- Sternberg, R.J., Forsythe, G.B., Hedlund, J., Horvath, J. A., Wagner, R.K., Williams, W.M., Snook, S., & Grigorenko, E.L. (2000). *Practical intelligence in everyday life*. New York: Cambridge University Press.
- Hedlund, J. (1999). What do we know about self-managed teams? [A review of High Performing Self-Managed Work Teams: A Comparison of Theory to Practice]. *Contemporary Psychology*, 44, 37-38.
- Hedlund, J., Ilgen, D.R., & Hollenbeck, J.R. (1998). Decision accuracy in computer-mediated versus face-to-face team decision making. *Organizational Behavior and Human Decision Processes*, 76, 30-47.
- Hollenbeck, J.R., Colquitt, J.S., Ilgen, D.R., LePine, J.A., & Hedlund, J. (1998). Accuracy decomposition and team decision making: Testing theoretical boundary conditions. *Journal of Applied Psychology*, 83, 494-500.
- LePine, J.A., Hollenbeck, J.R., Ilgen, D.R., & Hedlund, J. (1997). Effects of individual differences on the performance of hierarchical decision making teams: Much more than g. *Journal of Applied Psychology*, 82, 803-811.
- Hollenbeck, J.R., Segoe, D.J., Ilgen, D.R., Major, D.A., Hedlund, J., & Phillips, J. (1997). Team decision making accuracy under difficult conditions: Construct validation of potential manipulations and measures using the TIDE<sup>2</sup> simulation. In M.T. Brannick, E. Salas, & C. Prince (Eds.), *Team performance assessment and measurement: Theory, methods, and applications*. Hillsdale, NJ: Erlbaum.
- Hollenbeck, J.R., Ilgen, D.R., Segoe, D.J., Hedlund, J., Major, D.A., & Phillips, J. (1995). The multi-level theory of team decision making: Decision performance in teams incorporating distributed expertise. *Journal of Applied Psychology*, 80, 292-316.
- Hollenbeck, J.R., Ilgen, D.R., Phillips, J., & Hedlund, J. (1994). Decision risk in dynamic contexts: Beyond the status quo. *Journal of Applied Psychology*, 79, 592-598.
- Kozlowski, S.W.J., Chao, G.T., Smith, E.M., & Hedlund, J. (1993). Organizational downsizing: Strategies, interventions and research implications. In C.L. Cooper & I.T. Robertson (Eds.), *International review of industrial and organizational psychology*, Vol. 8. Chichester, England: John Wiley & Sons Ltd.

## **PRESENTATIONS**

- Hedlund, J., Cox, S.M., Hines, M., & Carollo, J. Validation of a decision aid for pretrial conditional release. Poster presented at the Annual meeting of the Academy of Criminal Justice Sciences, Seattle, Washington, March 2007.
- Hedlund, J., Cox, S.M., Hines, M., Carollo, J., & Dwyer, L. Development and validation of a decision aid for pretrial conditional release. Paper presented at the American Society of Criminology Conference, Toronto, Canada, November 2005.
- Hedlund, J., Cox, S.M., Hines, M., & Carollo, J. Minimizing Flight Risk: Development and Validation of an Assessment for Pretrial Clients. Presentation for the Psychology Department Colloquium Series, Central Connecticut State University, November 2005.
- Hedlund, J., Cox, S.M., Carollo, J., & Hines, M. Validation of Connecticut's Risk Assessment for Pretrial Decision Making. Paper presented at the American Society of Criminology Conference, Nashville, TN, November 2004.
- Hedlund, J. & Sternberg, R.J. Developing a supplement to the GMAT in MBA admissions. Paper presented at the Society for Industrial and Organizational Psychology Conference, Chicago, IL, April 2004.
- Cox, S.M., Hedlund, J., Ludwig, M., & Forde, M.M. Exploring the tacit nature of police work. Poster presented at the American Society of Criminology Conference, Chicago, IL, November 2002.
- Hedlund, J. Successful Intelligence: The development and validation of a measure for MBA admissions. Presentation to the Industrial/Organizational Psychology Program, University of Connecticut, Storrs, CT, November 2002.
- Hedlund, J. Successful Intelligence: The development and validation of a measure for MBA admissions. Presentation to the Department of Psychology, Yale University, New Haven, CT, February 2002.
- Hedlund, J., Sternberg, R.J., Wilt, J., & Nebel, K. Successful intelligence and its application to MBA admissions. Presentation to the University of Michigan Business School, Ann Arbor, MI, November 2001.
- Hedlund, J., Plamondon, K., Wilt, J., Nebel, K., Ashford, S., & Sternberg, R.J. Practical intelligence for business: Going beyond the GMAT. Paper presented at the Society for Industrial and Organizational Psychology Conference, San Diego, CA, April 2001.
- Hedlund, J., Sternberg, R.J., Horvath, J.A., Dennis, M., Forsythe, G.B., & Snook, S. The acquisition of tacit knowledge for military leadership: Implications for training. Paper presented at the Society for Industrial and Organizational Psychology Conference, Dallas, TX, April 1998.

Lepine, J.A., Hollenbeck, J.R., Ilgen, D.R., & Hedlund, J. Individual differences and performance in hierarchical decision making teams. Paper presented at the Society for Industrial and Organizational Psychology Conference, St. Louis, MO, April 1997.

Hollenbeck, J.R., Ilgen, D.R., Hedlund, J., Colquitt, J.A., & LePine, J.A. The multi-level theory of team decision making: Replication and extension. Paper presented at the Society for Industrial and Organizational Psychology Conference, San Diego, CA, April 1996.

Hedlund, J., Ilgen, D.R., & Hollenbeck, J.R. Computer-mediated versus face-to-face communication in hierarchical team decision making. Paper presented at the Society for Industrial and Organizational Psychology Conference, Nashville, TN, April 1994.

Hedlund, J., & Smith, E.M. Job loss research: Implications for organizational downsizing. Paper presented at the Society for Industrial and Organizational Psychology Conference, San Francisco, CA, April 1993.

Hedlund, J., & Phillips, J. The effects of competency and information redundancy on team decision making accuracy. Paper presented at the Industrial/Organizational and Organizational Behavior Graduate Student Conference, Toronto, Canada, March 1993.

## **TECHNICAL REPORTS**

Hedlund, J. (April 2007). *Expanded validation of a decision aid for pretrial conditional release*. Final report submitted to: Court Support Services Division, Judicial Branch, State of Connecticut.

Hedlund, J., & Cox, S.M (August 2005). *Development and validation of a decision aid for pretrial conditional release*. Final report submitted to: Court Support Services Division, Judicial Branch, State of Connecticut.

Hedlund, J., Goldstein, M., Arace, G., & Downey, E. (May, 2005). *Safe Schools and Communities Coalition (SSCC) project to enhance youth violence prevention: Evaluation of collaborative activities and services*. Final report submitted to: The Governor's Prevention Partnership, Hartford, CT.

Goldstein, M., Arace, G., Hedlund, J., & Downey, E. (January, 2004). *Safe Schools and Communities Coalition (SSCC) project to enhance youth violence prevention: Evaluation of collaborative activities and services*. Annual report submitted to: The Governor's Prevention Partnership, Hartford, CT.

Hedlund, J., Cox, S.M., & Wichrowski, S. (July, 2003). *Validation of Connecticut's risk assessment for pretrial decision making*. Final report submitted to: Court Support Services Division, Judicial Branch, State of Connecticut.

Hedlund, J. Sternberg, R. J., Plamondon, K., Wilt, J., Nebel, K., & Ashford, S. (2002). *The development and validation of a measure of successful intelligence for MBA admissions*. Ann Arbor, MI: University of Michigan Business School.

Antonakis, J., Hedlund, J., Pretz, J.E., Sternberg, R.J. (2001). *Exploring the nature and acquisition of tacit knowledge for military leadership*. Alexandria, Virginia: U.S. Army Research Institute for the Behavioral and Social Sciences.

Hedlund, J., Sternberg, R. J., & Psotka, J. (2001). *Tacit knowledge for military leadership: Seeking insight into the acquisition and use of practical knowledge* (Tech. Rep. No. 1105). Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Hedlund, J., Horvath, J. A., Sternberg, R.J., Forsythe, G.B., Wagner, R.K., Williams, W.M., Snook, S., & Grigorenko, E.L. (2000). *Tacit knowledge in the workplace*. Alexandria, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Horvath, J.A., Hedlund, J., Snook, S., Forsythe, & Sternberg, R.J., (1998). *Tacit knowledge for military leadership: Some research products and their applications to leadership development*. Alexandria, Virginia: U.S. Army Research Institute for the Behavioral and Social Sciences.

Hedlund, J., Horvath, J.A., Forsythe, G.B., Snook, S., Williams, W.M., Bullis, R.C., Dennis, M., & Sternberg, R.J., (1998). *Tacit knowledge for military leadership: Evidence of construct validity*. Alexandria, Virginia: U.S. Army Research Institute for the Behavioral and Social Sciences.

Hollenbeck, J.R., Ilgen, D.R., LePine, J.A., & Hedlund, J. (1995). *Sex composition and decision making accuracy in groups and teams*. Prepared for the U.S. Air Force Office of Scientific Research, San Antonio, Texas.

Schmitt, N., & Hedlund, J. (1993). *Report on the evaluation of the Mentoring and Coaching Program*. Prepared for the National Association of Secondary School Principals, Reston, Virginia.

Kozlowski, S.W.J., Chao, G.T., Smith, E.M., Hedlund, J.A., & Walz, P.M. (1991). *Organizational downsizing: Individual and organizational implications and recommendations for action*. Prepared for the U.S. Army Research Institute, Alexandria, Virginia.

## **MEDIA**

Schneider, M. (2001, November 16). A new test for MBA wannabes? *Business Week Online*. Retrieved November 19, 2001 from <http://www.businessweek.com>.

Hong, D. (2001, December 5). Profs create test for MBA candidates. *Yale Daily News*, 124, p. 5.

## **TRAINING & WORKSHOPS**

*Facilitator*, Memory-Enhancement Workshop for Teachers, AP Statistics Summer Program, New Haven, CT (August 12-16, 2001).

## **MEMBERSHIPS AND AFFILIATIONS**

American Psychological Association  
Society for Industrial and Organizational Psychology  
Academy of Criminal Justice Sciences  
American Society of Criminology

## **PROFESSIONAL ACTIVITIES**

Reviewer, *Journal of Applied Psychology*  
Ad Hoc Reviewer, *Learning and Individual Differences*  
Ad Hoc Reviewer, *Organizational Behavior and Human Decision Processes*  
Ad Hoc Reviewer, *Human Performance*  
OB Division Program Committee, Academy of Management Meeting (1998)  
Program Committee, Society for Industrial and Organizational Psychology Conference (2000-2001,  
2002-2003)  
Member, *Human Studies Council*, Central Connecticut State University (2002 – present)

September 17, 2007