

Virgil Orr Junior Faculty Award Packet – Steven Toaddy:

Part 1: Activities to Benefit Students, Faculty, and University Community (selected) and
Performance Evaluations by Superior

Students:

1. Deploy “Flipped” active-learning techniques in all undergraduate and master’s (and some PhD) courses to enhance student depth of learning/engagement
2. Secured grant funding to educate Psychology doctoral students in “Flipped” instruction methods; guest lecture in graduate teaching courses about these methods
3. Chair and serve on dissertation committees within and without my program and department
4. Serve as advisor to and speak at functions of Psi Chi and Psychology Society to enhance student preparedness for graduate study in Psychology; serve as academic advisor to, cumulatively, over a hundred undergraduate and master’s students
5. Proposed, prepared, and delivered new courses at the undergraduate and graduate levels (1 undergraduate, 3 PhD) to enhance student preparation and have rearranged the combination of undergraduate and master’s courses to enhance learning-community effectiveness
6. Helped redesign the course schedule for my PhD program to promote program completion and graduate success
7. Advocated for and teach cross-listed courses to Tech Main Campus and Tech Barksdale students to improve the availability of available courses at the undergraduate and master’s level without increasing cost to the University
8. Partner with graduate students on various presentations and publications (see list, below)
9. As a member of Graduate Council, advocated for the reduction in required enrollment in several “dissertation”-type course hours during final stages of program completion to reduce financial burden on graduate students and to promote program completion
10. As a member of AROS consulting (an on-campus consulting group staffed by PhD students), have provided supervision to student project leads on numerous for-pay and pro-bono consulting initiatives

Faculty:

1. As member of University Senate (and Executive Board of same), have worked on/spearheaded initiatives to recommend to the administration to:
 - a. Update faculty office-hour/contact-hour policy
 - b. Set participation requirements on online course evaluations following best practice
 - c. Wrote the Memorandum of Understanding that ensured biennial surveying of the campus community by University leadership
2. Trained colleagues in “Flipped” teaching techniques
3. Generated a playlist of training modules for incoming faculty related to topics from, e.g., academic advising to reimbursement and travel procedures to mainframe access
4. Serve on multiple faculty search committees within my department

5. Coauthored my college's strategic plan

University:

1. As a member and chair of Honor Council and Behavioral Standards Committee, have helped maintain the quality of the University community by helping set students back on the right path following academic and behavioral lapses of judgment
2. As a member of the University's Active-Learning committee, have helped to set policy regarding instructional innovation and technology adoptions
3. Developed and have begun to deploy a series of dissertation-writing seminars to increase PhD completion rate in my program
4. As a member of an *ad-hoc* committee, streamlined course offerings across four master's programs in my department to decrease teaching costs whilst increasing uniformity and predictability of course offerings to students
5. Oversaw the consulting projects that led to the biennial University Survey and the formation of the University Climate Committee
6. Co-submitted an interdisciplinary grant proposal to enhance cross-collegiate collaboration and available funds

**COLLEGE OF EDUCATION
PERFORMANCE EVALUATION SUMMARY
(Completed by Department Chair)**

NAME: Dr. Steven Toaddy

EVALUATION PERIOD: 9/2013 – 3/2014

DEPARTMENT: Psychology & Behavioral Sciences

DATE: 3/27/2014

OVERVIEW: The purpose of this document is to facilitate the annual evaluation of faculty using the major criteria of instruction, research, and service/collegiality. The primary uses of this evaluation will be to assess performance, to suggest opportunities for improvement, and to provide the basis for employment decisions such as continuation, tenure, promotion, and merit increase. Faculty will provide documentation as appropriate.

EVALUATION PROCEDURE: Evaluation for instruction, research, and service can range between 0 – 25 with a rating of 0-9 = *Unsatisfactory*, 10-15 = *Acceptable*, 16-20 = *Outstanding*, and 21-25 = *Exemplary*. A minimum overall rating of 10 indicates you are meeting your obligations with regards to instruction, research/scholarly activity and service. Any individual score or overall score below 10 will be provided specific suggestions for improvement.

I. INSTRUCTION

*Weight (30% minimum) 50 X Rating 20 = 10.00

II. RESEARCH/SCHOLARLY PRODUCTIVITY

*Weight (30% minimum) 30 X Rating 13 = 3.90

III. SERVICE AND COLLEGIALITY

*Weight (20% minimum) 20 X Rating 16 = 3.20

*Total weight should equal 100 %

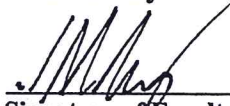
OVERALL Rating = 17.10

IV. NOTICE OF UNIVERSITY COMPLIANCE: Comments from the Department Chair.

Dr. Toaddy's goals for the 2014-15 AY include submission of a number of manuscripts that are in preparation. He received an instructional innovation grant in his first year of service, which allows him to further investigate the application and utility of the "flipped classroom" method, which has thus far been popular among his students. His record of service, particularly for a first-year professor, is outstanding and very much appreciated.

V. STATE OF PROGRESS BEING MADE TOWARD APPLICATION FOR TENURE AND/OR PROMOTION AS NECESSARY. Comments from the Department Head:

Dr. Toaddy's progress toward tenure and promotion is satisfactory.

 27 March 2014
Signature of Faculty Member Date

 3/27/2014
Signature of Department Chair Date

**COLLEGE OF EDUCATION
PERFORMANCE EVALUATION SUMMARY
(Completed by Department Chair)**

NAME: Dr. Steven Toaddy

EVALUATION PERIOD: 4/1/2014 – 3/31/2015

DEPARTMENT: Psychology & Behavioral Sciences

DATE: 4/20/2015

OVERVIEW: The purpose of this document is to facilitate the annual evaluation of faculty using the major criteria of instruction, research, and service/collegiality. The primary uses of this evaluation will be to assess performance, to suggest opportunities for improvement, and to provide the basis for employment decisions such as continuation, tenure, promotion, and merit increase. Faculty will provide documentation as appropriate.

EVALUATION PROCEDURE: Evaluation for instruction, research, and service can range between 0 – 25 with a rating of 0-9 = *Unsatisfactory*, 10-15 = *Acceptable*, 16-20 = *Outstanding*, and 21-25 = *Exemplary*. A minimum overall rating of 10 indicates you are meeting your obligations with regards to instruction, research/scholarly activity and service. Any individual score or overall score below 10 will be provided specific suggestions for improvement.

I. INSTRUCTION

*Weight (30% minimum) 40 X Rating 20 = 8.00

II. RESEARCH/SCHOLARLY PRODUCTIVITY

*Weight (30% minimum) 30 X Rating 15 = 4.50

III. SERVICE AND COLLEGIALITY

*Weight (20% minimum) 30 X Rating 20 = 6.00

*Total weight should equal 100 %

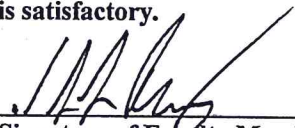
OVERALL Rating = 18.50

IV. NOTICE OF UNIVERSITY COMPLIANCE: Comments from the Department Chair.

Dr. Toaddy's goals for the 2014-15 AY include submission of a number of manuscripts that are in preparation. He received an instructional innovation grant in his first year of service, which allows him to further investigate the application and utility of the "flipped classroom" method, which has thus far been popular among his students. His record of service, particularly for a first-year professor, is outstanding and very much appreciated.

V. STATE OF PROGRESS BEING MADE TOWARD APPLICATION FOR TENURE AND/OR PROMOTION AS NECESSARY. Comments from the Department Head:

Dr. Toaddy's progress toward tenure and promotion is satisfactory.



Signature of Faculty Member

20 April 2015

Date



Signature of Department Chair

4/20/15

Date

**COLLEGE OF EDUCATION
PERFORMANCE EVALUATION SUMMARY
(Completed by Department Chair)**

NAME: Dr. Steven Toaddy

EVALUATION PERIOD: 4/1/2015-3/31/2016

DEPARTMENT: Psychology & Behavioral Sciences

DATE: 3/31/2016

OVERVIEW: The purpose of this document is to facilitate the annual evaluation of faculty using the major criteria of instruction, research, and service/collegiality. The primary uses of this evaluation will be to assess performance, to suggest opportunities for improvement, and to provide the basis for employment decisions such as continuation, tenure, promotion, and merit increase. Faculty will provide documentation as appropriate.

EVALUATION PROCEDURE: Evaluation for instruction, research, and service can range between 0 – 25 with a rating of 0-9 = *Unsatisfactory*, 10-15 = *Acceptable*, 16-20 = *Outstanding*, and 21-25 = *Exemplary*. A minimum overall rating of 10 indicates you are meeting your obligations with regards to instruction, research/scholarly activity and service. Any individual score or overall score below 10 will be provided specific suggestions for improvement.

I. INSTRUCTION

*Weight (30% minimum) 30 X Rating 20 = 6.00

II. RESEARCH/SCHOLARLY PRODUCTIVITY

*Weight (30% minimum) 30 X Rating 18 = 5.40

III. SERVICE AND COLLEGIALITY

*Weight (20% minimum) 40 X Rating 21 = 8.40

*Total weight should equal 100 %

OVERALL Rating = 19.80

IV. NOTICE OF UNIVERSITY COMPLIANCE: Comments from the Department Chair.

Documentation submitted and accepted.

V. STATE OF PROGRESS BEING MADE TOWARD APPLICATION FOR TENURE AND/OR PROMOTION AS NECESSARY. Comments from the Department Head:

Dr. Toaddy is a valued member of the PBS team. He teaches courses at the BA, MA, and PhD level and is a member of the core faculty committee for the I-O Psychology PhD program. This year, he contributed to the department's commitment for more doctoral graduates by leading 1 student to complete and 2 to propose their dissertations. He currently serves on 9 dissertation committees. Because the department is committed to increasing the number of doctoral completers, I endorse Dr. Toaddy's shift in his stated objectives for 2016-17 from submitting research for publication to chairing 2 students through to graduation and 6 students through the proposal stage. He will co-chair a panel discussion and present a poster. He contributed this year to revising SIOP's guidelines for training in master's and doctoral programs. In service to the department and university via AROS, he co-led and led the NOPD and LA Tech recruitment and retention projects, respectively. Dr. Toaddy's progress toward tenure and promotion is satisfactory.


Signature of Faculty Member

31 March 2016
Date


Signature of Department Chair

3/31/2016
Date

Part 2: Statement of My Beliefs regarding Activity Importance

In my view, the role of a faculty member is so much more than educator and/or researcher – I believe that a faculty member is also an advocate and an instrument for the improvement of their University family at all levels. If a faculty member is only teaching their classes, doing their research, holding office hours, and collecting their paycheck, I think that that person has failed to uphold their responsibilities to their University. Whilst the above activities are important and necessary, it is necessary also to look around at how the University is currently functioning and to bring one's energy and expertise to bear to improve that community.

Faculty are all of role models to students, advocates for instructional excellence within their own and others' classrooms, facilitators of their students' career placements and further studies, advocates for their fellow faculty and staff members, challengers of antiquated and ineffective policies and procedures, and citizens of their program, department, college, and University. When faculty are volunteering for, being elected to, and actively, thoughtfully, and enthusiastically participating in committees and organizations (like University Senate), they are much closer to actualizing their potential service to their University.

Even teaching and professional activity are opportunities to innovate, to improve student outcomes, and to enhance student employability and University reputation. Actively involving students in collaborative research projects and authorship opportunities and teaching the next generation of teachers how to best achieve advanced student outcomes leads to better-prepared students who spread and enhance the international reputation of their University.

In sum, I believe that faculty should seek the maximum sustainable breadth – in terms of types – and depth – in terms of energy invested – of campus involvement to the betterment of their students, their colleagues, and their University as a whole – values for which the Virgil Orr Junior Faculty Award was established in the first place. I aim to embody this belief and would that what has preceded this page and what follows it serves as testament to the success that I have met thus far; I'm honored to be nominated for consideration for this award.

Part 3: Selected list of Publications/Presentations

Note: List only includes collaborations with then-current Tech-PhD-student collaborators

- Patel, V., Toaddy, S. R., & Toaddy, T.W. (2018). The I-Opener: Earth, wind, and you're hired! Or: How I learned to stop worrying and love helping small businesses using I-O. *The Industrial-Organizational Psychologist*, 55(4).
- Doumit, D. J., & Toaddy, S. R. (2017). The I-Opener: Dress for success (What? Why?!). *The Industrial-Organizational Psychologist*, 55(2).
- Cai, Q., & Toaddy, S. R. (2017). The I-Opener: Workaholism – it's good! It's bad! It's inconsistently defined. *The Industrial-Organizational Psychologist*, 54(3).
- Reinecke, O. C., Toaddy, S. R., Cerasoli, C. P., Handler, C. A., Morelli, N., & Vaughn, D. (2017). *The I-O of the Future: Identifying and Closing Skill Gaps*. Panel presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology in Orlando, FL.
- Gloger, C., & Toaddy, S. R. (2016). The I-Opener: Working 9 to 5, what a way to make a living?. *The Industrial-Organizational Psychologist*, 54(1).
- Reinecke, O. C., & Toaddy, S. R. (2016). The I-Opener: We feel a change comin' on: I-O's rôle in the future of work. *The Industrial-Organizational Psychologist*, 53(4), 24-28.
- Belwalkar, B., & Toaddy, S. R. (2015). The I-Opener: Would you believe that we even fought over authorship order for this article?. *The Industrial-Organizational Psychologist*, 53(1), 83-89.
- Gloger, C., Toaddy, S. R., Desselles, M., Lobene, E., Murphy, S., & Pundt, L. (2016). *Let's try again: Strategies for increasing senior-level women in organizations*. Panel presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology in Anaheim, CA.
- Prabhu, N. & Toaddy, S. R. (2016). *Perceived support and overqualification as related to discretionary behaviors*. Poster presented at the 31st annual conference of the Society for Industrial & Organizational Psychology in Anaheim, CA.
- dickey, I. m., Toaddy, S. R., & Shipley, J. K. (2014, February). *Functions of self-injury in a transgender sample*. Poster presented at the 23rd Biennial Symposium for the World Professional Association for Transgender Health in Bangkok, Thailand.

Part 4: Selected list of Community/Service activities

Note: Service addressed in Part 1 omitted from this list

University:

- 2017-Present Louisiana Tech University College of Education Impact Strategic-Theme Committee
Member
- 2014-Present Louisiana Tech University Applied-Psychology M.A. Committee
Member
- 2014-Present Louisiana Tech University Industrial-Organizational Psychology Doctoral Student Group
Faculty Advisor
- 2013-Present Louisiana Tech University Industrial-Organizational Psychology PhD program, Core-Faculty Committee
Member
- 2013-Present Louisiana Tech University Industrial-Organizational Psychology PhD program, Admissions Committee
Member
- 2013-Present Louisiana Tech University Industrial-Organizational Psychology PhD program, Performance-Management Committee
Member
- 2013-2016 Louisiana Tech University College of Education Recruitment & Retention Committee
Member
- 2013-2015 Louisiana Tech University chapter of American Association of University Women
Faculty Co-advisor

Profession:

Personnel Psychology

- 2017-Present *Editor, Book Reviews*
- 2014-2017 *Member, Book Review Advisory Panel*
- 2014-Present Editorial Board, *The Industrial-Organizational Psychologist*
Member
- Society for Industrial & Organizational Psychology
- 2016-2018 *Chair, Electronic Communication Committee*
- 2015-2016 *Chair, Bridge-Builders Subcommittee, E&T Committee*
- 2014-2016 *Member, Guidelines-Revision Subcommittee, E&T Committee*
- 2014-2015 *Member, THEO Subcommittee, E&T Committee*
- 2013-Present *Member*
- 2013-Present *Ad hoc reviewer for Annual Conference submissions*

Community:

Provided oversight for consulting projects that served:

DART (Ruston)

GO CARE (Monroe)

New Orleans Police Department