

PROMOTION RECOMMENDATION  
The University of Michigan-Dearborn  
College of Arts, Sciences, and Letters

Marie P. Waung, associate professor of psychology, with tenure, Department of Behavioral Sciences, College of Arts, Sciences, and Letters, is recommended for promotion to professor of psychology, with tenure, Department of Behavioral Sciences, College of Arts, Sciences, and Letters.

Academic Degrees:

Ph.D.	1992	The Ohio State University, Columbus, OH
M.A.	1989	The Ohio State University, Columbus, OH
B.A.	1987	Miami University, Oxford, OH

Professional Record:

1999 – present	Associate Professor of Psychology (with tenure), Department of Behavioral Sciences, University of Michigan-Dearborn
1992 – 1999	Assistant Professor of Psychology, Department of Behavioral Sciences, University of Michigan-Dearborn

Summary of Evaluation:

Teaching: Professor Waung has been rated excellent in teaching. She consistently receives instructor ratings averaging 4.68 on a 5-point scale. She earns exemplary rankings both in her undergraduate and graduate courses while maintaining high standards for students, and teaching statistics courses which are often very challenging for undergraduate students in psychology. She has provided the graduate students with advanced instruction in statistics and research methods. High and sometimes perfect ratings are obtained on items that describe her as a knowledgeable, well-prepared, and enthusiastic instructor.

In teaching classes in her core area, industrial/organizational psychology, to both psychology and business majors, Professor Waung strives to develop increasing levels of relevance and engagement in the classroom. Her courses, particularly a newly developed course called Careers in Psychology, fit well with the UM-Dearborn Talent Gateway model of developing students' professional paths and job-related skills. In her Psychology in the Workplace course, students write on-line assignments that help them address their personal and work values and beliefs. In conjunction with faculty in the College of Business, she provides peer mentoring experiences, pairing MBA students with undergraduates. She was an early adopter of on-line learning and has continuously sought to update and perfect these courses. Her dedication is also demonstrated by the large number of student research projects she has supervised over the past eight years, including seven Masters theses or projects, six undergraduate Honors projects, and two Independent Studies. She is also generous with her time and talents as a secondary advisor on a large number of projects, helping students navigate research design and statistical methods.

Research: Professor Waung is rated as excellent in research. As the sole industrial/organizational psychologist in the department, she has worked to develop and maintain collaborative relationships both within and outside of the department and college. She has been creative and programmatic in her approach to studying phenomena that occur in the workplace as well as other settings. Professor Waung has developed a body of work that examines psychological aspects of employee recruitment,

hiring, and feedback. Her development of a unique taxonomy of communication in critical feedback provided by employers has been influential in allowing objective measurement and exploration by other researchers as it allows generalization of results. In recent years, Professor Waung devised a groundbreaking study of the use of video resumes. Her recent examination of self-promotion in resumes and cover letters has been viewed as filling a gap in the available literature. Two ongoing projects and recent funding through the M-Cubed program suggests she will continue to be an active researcher.

#### Recent and Significant Publications:

- Waung, M., McAuslan, P., DiMambro, J. M., & Wilzak, N. (in press). Impression Management Content in Resumes and Cover Letters. *Journal of Business and Psychology*.
- McAuslan, P., & Waung, M. (2016). Billboard Hot 100 songs: Self-Promotion Over the Past 20 Years. *Psychology of Popular Media Culture*.
- Waung, M., Hymes, R., Beatty, J. & McAuslan, P. (2015). Self-Promotion Statements in Video Resumes: Frequency, Intensity, and Gender Effects on Job Applicant Evaluation. *International Journal of Selection and Assessment*, 23, 345-360.
- Loeb, R. C., Waung, M., & Sheeran, M. (2015). Individual and Familial Variables for Predicting Successful Completion of a Juvenile Justice Diversion Program. *Journal of Offender Rehabilitation*, 25, 212-237.
- Waung, M., Hymes, R., & Beatty, J. E. (2014). The Effects of Video and Paper Resumes on Assessments of Applicant Personality, Social Skills, Mental Capability, and Resume Outcomes. *Basic and Applied Social Psychology*, 36, 238-251.
- Waung, M. & Brice, T. S. (2007). The Effect of Acceptance/Rejection Status, Status Notification, and Organizational Obligation Fulfillment on Applicant Intentions. *Journal of Applied Social Psychology*, 37, 2048-2071.
- Waung, M. & Jones, D. R. (2005). The Effect of Feedback Packaging on Ratee Reactions. *Journal of Applied Social Psychology*, 35, 1630-1655.
- Waung, M., & Brice, T. S. (2000). Communicating Negative Hire Information to Applicants: Fulfilling Psychological Contracts. *Journal of Business and Psychology*, 15, 247-263.

Service: Professor Waung is rated excellent in service. She has provided service that capitalizes on her expertise in organizational psychology as she applies notions of procedural justice as well as clear and effective communication with colleagues, mentees, and others. Most outstanding is Professor Waung's tremendous level of service to the discipline of psychology and the Department of Behavioral Sciences. She has served for over ten years as a member of the Behavioral Sciences Executive Committee and over seven years as the discipline representative for psychology. In this capacity, she managed scheduling of 60 course offerings by 17 full-time and 10 part-time faculty members. Management of additional tasks including fundraising, program reviews, assessment, and development of general education courses were all conducted in a thorough, fair, and efficient manner. Professor Waung has also applied her organizational expertise to the review of LEO faculty and mentoring of junior colleagues. Her innovative yet experienced approach to on-line teaching has been welcomed on committees such as the CASL On-Line Learning Committee, the Distance Learning Advisory Committee, and the University Curriculum and Degree Online Subcommittee. Contributions to the Faculty Senate, University Benefits Committee, and IRB are also notable. Most recently, she has joined the CASL Executive Committee.

External Reviewers:

Reviewer A: "Given that Dr. Waung is at an institution with a heavy teaching load (and emphasis), I would say that this total level of publication activity is above average when compared to her peers at comparable institutions."

Reviewer B: "Dr. Waung has published on a wide variety of topics including rejection letters, video resumes, self-promotion, performance feedback, juvenile justice programs, etc. It can be difficult to study such disparate topics, but her research reflects a deep understanding of the topics. Her I/O articles focus on important and under-researched topics."

Reviewer C: "The article is noteworthy due to the controls taken to assure the manipulations were effective and the analyses which verified this. The article also addresses a cutting edge issue and fills an obvious gap in the literature."

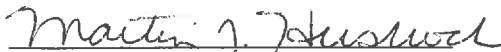
Reviewer D: "Most of her work is published in primarily social psychology journals, such as the Journal of Applied Social Psychology. These are high-quality journals with substantial impact factors."

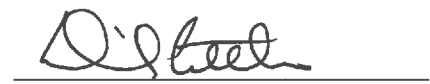
Reviewer E: "She has made contributions across several categories of I/O psychology, and her application of the relationship perspective makes her work exceptional and groundbreaking."

Reviewer F: "To summarize, I believe that Dr. Waung, ... , has a sound record of research that compares favorably to others who are similarly situated (in Master's level institutions). I am particularly impressed with her more recent research so I believe that her trajectory for continued excellence is good..."

Summary of Recommendation:

Professor Waung has made important collaborative, interdisciplinary research contributions in the area of industrial/organizational psychology and demonstrates evidence of continuing scholarship. She has demonstrated a strong commitment to teaching through innovative techniques that incorporate technology and foster research skills as well as career development. She makes a vast contribution towards engaged learning as a research mentor to a large number of undergraduate and graduate students. Her service to the discipline, college, and the university is exemplary. We are very pleased to recommend, with strong support of the College of Arts, Sciences, and Letters Executive Committee, Marie P. Waung for promotion to professor of psychology, with tenure, Department of Behavioral Sciences, College of Arts, Sciences, and Letters.

  
Martin J. Hershey, Dean  
College of Arts, Sciences, and Letters

  
Daniel Little, Chancellor  
University of Michigan-Dearborn