

Robert Conrad Brusso

Education

- ***Masters of Science (Expected) May, 2010, Psychology, Quant Concentration***
Old Dominion University
Norfolk, VA
- ***B.S. Psychology May, 2007***
Virginia Polytechnic Institute and State University
Blacksburg, VA

Areas of Research

- Training and Development
- Technology Based Training

Other Areas of Interest

- Employee Wellness
- Internet Behavior

Manuscripts Under Revision/Review

Orvis, K. A., **Brusso, R.C.**, Wasserman, M. E., & Fisher, S.L. *E-nabled for e-learning? The moderating role of personality in determining the optimal degree of learner control in an e-learning environment.*

Selected Research and Manuscripts In Progress (Titles Tentative)

Orvis, K. A., *Bauer, K.N., & ***Brusso, R.C.** *The influence of task difficulty, feedback type, and trainee characteristics on motivation and performance in a videogame-based training environment.* *Authorship order not determined yet; listed alphabetically.

Brusso, R.C., Orvis, K. A., & Bauer, K.N. & Tekleab, A. G. *The impact of initial unrealistic goal setting on subsequent performance in a videogame-based training environment.*

Bauer, K.N., Orvis, K.A., **Brusso, R.C.**, & Tekleab, A. G. *Synthesizing roles of feedback, self-regulatory variables, and goal orientation in relation to upward goal revision.*

Technical Reports

*Bauer, K. N., **Brusso, R. C.**, Leffler, G. P., Loesch, M. E., Morganson, V. J., Oborn, K. L., & Orvis, K. A. (2008). Job Analysis of the Executive Director and Director of Volleyball Positions for Tidewater Volleyball Association: Results and Recommendations. Prepared for Tidewater Volleyball Association.

*Authors contributed equally; order of authorship is alphabetical

Presentations

Brusso, R.C., & Orvis, K.A. (2009, February). *Learner control and learning: A theoretical review of the moderating role of personality in e-learning environments*. Poster session presented at the annual meeting of the Industrial Organization/ Organization Behavior Graduate Student Conference, Chicago, IL.

Orvis, K.A., **Brusso, R.C.**, Wasserman, M.E., & Fisher, S.L. (2009, August). The moderating role of personality in determining the optimal degree of learner control in e-learning environments. In A. Towler & E. Ronan (Chairs), *Advances in e-learning and research*. Symposium conducted at the meeting of the Academy of Management, Chicago, IL.

Research Experience

September 2007- Current. Research Assistant. Old Dominion University

Supervisor: Karin Orvis Ph.D.

- **Game based training research:** This is an ongoing research project. Phase 1 of this project was completed August 2009. The project itself is related to certain individual differences (i.e. goal commitment) in game based training. For this particular study, the research group is utilizing a third party modification of the best-selling computer game Half Life 2. Duties include reviewing previous literature to adequately begin hypothesis formation and experimental design, creating a protocol for the study, adapting the game system to meet the requirements of the research question (editing source codes for the system itself and editing the environment), creating training for undergraduate research assistants, and running pilot participants.

Phase 2 data collection is expected to begin January 2010. This research is related to effects of unrealistic goal-setting.

- **Learner Control and Learning: The Moderating Role of Personality in E-Learning Environments.** This research is interested in individual differences (i.e. personality) that are hypothesized to moderate the relationship between learner control, satisfaction, engagement, and learning (i.e. declarative post test knowledge). The data is archival therefore no participants were run for these specific hypotheses. The data is from Orvis, Fisher, and Wasserman, M. (2009).

September 2006 - April 2007. Research Assistant. Virginia Polytechnic Institute and State University.

Supervisor: Roseanne Foti Ph.D. and Patrice Esson M.S

- **Online Personal Profiles and Selection:** Designing and conducting pilot research measuring the effect Internet profiles have on the sorority selection process when coupled with poor, ambiguous, or good initial, formal meetings. These results are generalizable due to the fact that sororities are organizations with many processes analogous to business organizations. Data were not collected for this study. Duties included reviewing literature on Internet use, Internet profiles, and employer hiring practices, creating IRB documents and experimental protocol, and running pilot participants.

January 2006 - January 2007. Research Assistant. Center for Applied Behavior Systems (CABS). Virginia Polytechnic Institute and State University

Supervisor: E. Scott Geller, Ph.D., Alumni Distinguished Professor

Responsibilities by Research Project:

- **Click It or Ticket:** This was a naturalistic study that involved viewing student drivers leaving designated campus parking lots and providing an intervention to those who were unbuckled. Duties included close observation of departing vehicles, providing a visual intervention, adhering to experimental protocol, and entering and validating data.
- **Community Safety (*Bicycle Helmet Safety and Credit Card Safety*)** These projects were community safety studies involving collection of baseline data so as to create an intervention. Following the intervention, post intervention phase data was measured and compared to the baseline. Duties included collecting data for campus wide intervention to increase bicycle helmet and crosswalk use, validating credit card use data recorded by research assistants, entering data into excel sheet for baseline measurement of credit card use.
- **Catch the Wave:** This project was a crosswalk usage safety study involving collection of baseline data so as to create an intervention. Following the intervention, post intervention data was measured and compared to the baseline. Duties included collecting data, adhering to protocol, entering data into Excel Log.
- **21st Birthday:** This study was designed to calculate alcohol consumption on the date of a 21st birthday celebration and provide an intervention to decrease BAC levels. Duties included preparing sight for experimental study, recruitment of participants, collecting participants BAC, administering surveys, and effectively handling multiple participants.
- **St. Patrick's Day BAC:** This study was designed to see the correlation between designated St Patrick's Day variables and BAC levels. Duties included preparing sight for experimental study, recruitment of participants, collecting participants BAC, administering surveys, and effectively handling multiple participants.
- **Tailgate BAC:** This study was designed to record the intoxication levels at home games during Virginia Tech's 2006 football season. Duties included preparing sight for experimental study, recruitment of participants, collecting participants BAC, administering surveys, and effectively handling multiple participants.
- **Downtown BAC:** This study was designed to see the correlation between designated downtown Blacksburg environmental variables and BAC levels. Duties included preparing sight for experimental study, recruitment of participants, collecting participants BAC, administering surveys, and effectively handling multiple participants.

Teaching Experience

August 2009 – Present. Graduate Teaching Assistant for Undergraduate Experimental Psychology. Old Dominion University.

Supervisor: Abby Braitman, MS

January 2009 – May 2009. Graduate Teaching Assistant for Undergraduate Experimental Psychology. Old Dominion University.

Supervisor: Ivan Ash, Ph.D.

Professional Experience

August 2008 – December 2008. Job Analysis consultant for Tidewater Volleyball

Association. Old Dominion University.

Supervisor: Karin Orvis, Ph.D.

Duties included forming a plan of action for the job analysis procedure, researching job analysis techniques and developing a thorough understanding of the job analysis process, interviewing Subject Matter Experts, creating and administering surveys, analyzing data, and reporting data and results of deliverables in a technical report for the organization.

January 2008 – May 2008, May 2007 – August 2007. Co-Op Compensation and Employee Benefits. Norfolk Southern Corporation.

Supervisor: Gloria Dana, *Assistant Vice President Human Resources*

Chris Williams, *Director of Human Resources*

Dennis Turner, *Manager of Retirement Plans*

Jim Waters, *Manager of Compensation*

Duties included analyzing data, creating statistical reports, completing daily administrative tasks, Compensation and Employee Benefits projects management, consolidating file room materials, creating file folders for numerous employment tasks, creating seminar on email overload management techniques, and creating protocols for project management.

March 2006 - April 2007. Data Reductionist, Research Assistant. Virginia Tech Transportation Institute (VTTI).

Supervisor: Charlie Klauer Ph.D. (*100 Car Naturalistic Driving Study*)

Miguel Perez Ph.D. (*Proprietary Study*)

Suzie Lee Ph.D. (*FOARE Study*)

Ron Gibbons Ph.D. (*On Road Study*)

Data Reductionist (*100 Car Naturalistic Driving Study, Proprietary Study, Intersection Study, FOARE Study*)

Duties included in depth viewing of video data, analysis of video data, completing data related questionnaires, data entry, data verification, using Excel to categorize data, using Excel to test for reliability, closely adhering to protocol, closely adhering to IRB human participant protocol, and obtaining IRB human participant certification

Research Assistant (*On Road Study*)

Duties included working with researchers to develop a protocol for the team of assistants to follow, following a detailed experimental protocol, setting up test stimuli for different

experimental conditions in a timely and accurate manner, and assist in the running of participants.

Leadership Experience

August 2009 – Present. Head Teaching Assistant for Undergraduate Experimental Psychology. Old Dominion University.

Supervisor: Abby Braitman, MS

Duties and Responsibilities: Select materials for all lab sections. Facilitate the delivery of materials and organization of class assignment schedules.

August 2009 – Present. Chief Executive Officer for Industrial/Organizational Psychology Student Association. Old Dominion University.

Duties and Responsibilities: Handle operations of the organization. Schedule and coordinate meetings. Represent the organization when necessary with the University and other students.

References

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