

M. Peter Scontrino, Ph.D. _____

ORGANIZATIONAL PSYCHOLOGIST

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VITA

ACADEMIC TRAINING

B.A. -- 1967	Seattle University Seattle, Washington Major, Psychology
M.A. -- 1968	Michigan State University East Lansing, Michigan Major, Industrial/Organizational Psychology
Ph.D. --1971	Michigan State University East Lansing, Michigan Major, Industrial/Organizational Psychology

LICENSE/CERTIFICATION

State of Washington -- Licensed Psychologist
 Certified Flight Instructor & Commercial Pilot—Helicopter
 Center for Creative Leadership – 360 C ertification

PROFESSIONAL EXPERIENCE

1967	Teaching Assistant, Department of Psychology, Seattle University. Recitation instructor for undergraduate course in introductory statistics.
1967 -- 1970	Graduate Teaching/Research Assistant/Instructor, Department of Psychology, Michigan State University. Recitation instructor for undergraduate courses in introductory psychology and developmental psychology. Participated in the design, execution, and analysis of training programs to develop the teaching skills of graduate teaching assistants. Laboratory instructor for human learning and performance. Instructor for introduction to industrial psychology.
1970 - 1971	Field Training Internship, Thermotron Corporation, Holland, Michigan. Supervised practice of organization development techniques including personal interviews, surveys, team development, and individual consultation.
1971 -- 1973	Assistant Professor, Psychology Department and Psychology and Vocational Guidance Institute, Seattle University. Taught undergraduate courses in industrial psychology, introductory psychology, group dynamics, computer research methods, attitude theory and measurement. Taught graduate course in industrial psychology. Partner with Fallis & Associates, applied psychological consultants.

1973 -- 1975	Partner in Organizational Consultants of the Northwest offering professional services listed on the following pages. Research Assistant Professor, Organizational Research Unit, University of Washington.
1975 -- 2015	Owner of Scontrino-Powell. Private practice in industrial-organizational psychology offering professional services listed on the following pages.
2007 – 2019	Adjunct faculty member at Seattle Pacific University teaching graduate courses in performance management and stress in the workplace
2015 -- present	Senior consultant Scontrino-Powell, Inc..

PROFESSIONAL SOCIETIES AND OFFICES HELD

Member American Psychological Association

Fellow Society of Industrial and Organizational Psychology

Member Society of Human Resource Management

Chair, Puget Sound Assn. of Organizational Psychologists, 1992 - present

Council of Representatives, Wash State Psychological Association, 1999 – 2004

Board of Directors, Washington State Psychological Association, 2004 - 2008

Chair State Affairs Committee, Society of Organizational Psych., 2002 - 2010

BOARDS

Board of Directors, SMG, 1979 - 1981

Board of Directors, MPS Enterprises, Inc., 1995 - present

Board of Advisors, Ascentis Corporation, 2000 - 2008

Board of Directors, Northwest Specialty Foods, 2005 - 2010

Board of Directors, WhoCanHelp.com, 2009 – 2013

Board of Directors, Southeast Asia Foundation

OTHER

Fellow, Society of Industrial-Organizational Psychologists

Examiner on the 1996 Board of Examiners of the Washington State Quality Award

Editorial Review Board, The Personnel Administrator, 1980 - 1990

Editorial Review Board, Journal of Business & Psychology, 2000 - present

Book Reviewer, Personnel Psychology, 1976 - 2007

Society of Industrial-Organizational Psych. Program Committee 1993 - 1996

Society of Industrial- Organizational State Affairs Committee 1995 – 2005 & 2008 - 2012

Society of Industrial-Organizational Local Groups Committee 2016 - present

Certified flight instructor and commercial pilot for helicopters

CONSULTING EXPERIENCE

☐ EMPLOYEE SELECTION

- DESIGN OF PERSONNEL SELECTION SYSTEMS
- VALIDATION OF PERSONNEL SELECTION SYSTEMS
- DEVELOPMENT OF STRUCTURED INTERVIEWS
- DESIGN OF JOB ANALYSIS STRATEGIES
- DEVELOPMENT OF STRENGTH AND ENDURANCE SELECTION SYSTEMS

☐ EMPLOYEE PERFORMANCE MANAGEMENT

- DEVELOPMENT OF PERFORMANCE APPRAISAL SYSTEMS
- EVALUATION OF PERFORMANCE APPRAISAL SYSTEMS

☐ MANAGEMENT AND ORGANIZATION EFFECTIVENESS

- ORGANIZATIONAL ASSESSMENT
- ORGANIZATION EFFECTIVENESS PROGRAMS
- TEAM BUILDING
- EMPLOYEE ATTITUDE SURVEYS
- DESIGN AND FACILITATION OF MEETINGS AND RETREATS
- EXECUTIVE COACHING

☐ PRODUCTIVITY AND QUALITY PROGRAMS AND INCENTIVES

- DESIGN AND IMPLEMENTATION OF PRODUCTIVITY PROGRAMS
- DESIGN AND IMPLEMENTATION OF TOTAL QUALITY SYSTEMS
- REENGINEERING STUDY DESIGN AND IMPLEMENTATION
- GAINSHARING (GROUP INCENTIVE) SYSTEMS
- DESIGN OF EMPLOYEE INVOLVEMENT SYSTEMS

☐ EXPERT WITNESS TESTIMONY

TRAINING EXPERIENCE**☐ EMPLOYEE SELECTION PROGRAMS**

- JOB ANALYSIS TECHNIQUES
- VALIDATION OF SELECTION TECHNIQUES
- EFFECTIVE INTERVIEWING SKILLS
- FEDERAL AND STATE GUIDELINES ON EMPLOYEE SELECTION

☐ EMPLOYEE PERFORMANCE MANAGEMENT

- DEVELOPING PERFORMANCE APPRAISAL SYSTEMS
- MANAGEMENT BY OBJECTIVES
- GOAL SETTING TECHNIQUES
- CONDUCTING PERFORMANCE FEEDBACK AND REVIEW SESSIONS
- COACHING AND COUNSELING TECHNIQUES

☐ MANAGEMENT AND ORGANIZATION EFFECTIVENESS

- TEAM BUILDING
- FUNDAMENTALS OF SUPERVISION
- EXECUTIVE COACHING AND DEVELOPMENT
- CONDUCTING EMPLOYEE SURVEY FEEDBACK SESSIONS
- INTERPERSONAL COMMUNICATION SKILLS
- EMPLOYEE MOTIVATION
- PROBLEM SOLVING AND DECISION MAKING
- EMPLOYEE INVOLVEMENT TECHNIQUES

TRAINING EXPERIENCE -- CONTINUED

□ PRODUCTIVITY PROGRAMS AND INCENTIVES

- TOTAL QUALITY CONTROL
- REENGINEERING
- FAST SETUP TECHNIQUES
- STATISTICAL QUALITY CONTROL
- PRODUCTIVITY PROGRAM OVERVIEW
- GAINSHARING PLANS
- EMPLOYEE INVOLVEMENT SYSTEMS
- QUALITY OF WORK LIFE SYSTEMS
- LEAN MANUFACTURING AND CONTINUOUS IMPROVEMENT
- WASTE IN SERVICE ORGANIZATIONS

MAJOR RESEARCH, PUBLICATIONS, AND PAPERS

- Scontrino, M. P. (1968) *A study of the orientation program used by the residence halls at Michigan State University*, Master's Thesis, Library, Michigan State University, East Lansing, MI.
- Brainerd, C. J. & Scontrino, M.P. (1970) *Student Guide to Human Development*. Homewood, IL: Dorsey Press.
- Fitzgerald, H. E., McKinney, J. P., Brainerd, C. J. & Scontrino, M.P. (1970) *Instructor's Guide to Developmental Psychology: Studies in Human Development*. Homewood, IL: Dorsey Press.
- Scontrino, M. P. (1971) *The effects of fulfilling and violating group members' expectations about leadership style*, Doctoral Thesis, Library, Michigan State University, East Lansing, MI.
- Scontrino, M. P. (1972) An individual development approach to the training of college instructors. Paper presented to Workshop on Teaching Psychology, Western Psychological Association.
- Scontrino, M. P. (1972) The effects of fulfilling and violating group members' expectations about leadership style. *Organizational Behavior and Human Performance*, 8, 118 - 138..
- Ruh, R. A. Johnson, R. H., & Scontrino, M.P. (1973) The Scanlon Plan, participation in decision making, and job attitudes. *Journal of Industrial and Organizational Psychology*, 1, 36 - 45.
- Scontrino, M.P. (1972) An individual development to the training of college instructors. *Teaching of Psychology Newsletter*, June, 4 - 6.
- Gillo, M. W., Larson, J. R., Bons, P & Scontrino, M. P. (1974). Leader motivation and leadership behaviors in different situations: An integration of Fiedler's and Fleishman's leadership theories. Paper presented at Western Psychological Association.
- Larson, J. R. & Scontrino, M. P. (1974) The consistency of high school G.P.A., SAT Verbal, and SAT Math scores as predictors of college success: An eight-year study. Paper presented at Washington State Educational Research Association.
- Scontrino, M. P. (1974) Differential prediction of job and life satisfaction for men and women. Paper presented at American Psychological Association.
- Fiedler, J. & Scontrino, M. P. (1975) Survey of King County Employees' Opinion on County Performance Evaluation Procedures. Technical Report IER-206, Education Assessment Center, University of Washington.
- Larson, J. R., Fiedler, F. E., & Scontrino, M. P. (1975) Race as a moderator of perceptions of punishment power. Paper presented at Western Psychological Association.
- Scontrino, M. P., Goldsmith, D. N. & Kestell, J. R. (1975) Training for Corrections Personnel in Washington State. Olympia, WA: Law and Justice Planning Office.
- Larson, J. R., Fiedler, F. E., & Scontrino, M. P. (1975) Perceived leader behavior and control in racially homogeneous and heterogeneous dyads. Technical Report 75-69, Organizational Research Unit, University of Washington.
- Scontrino, M. P. & Fitzgerald, R. D. (1975) A report on the impact of the receptionist training program on attitudes and behavior. Paper presented at the Current Trends in Army Social Work Conference.
- Scontrino, M. P. (1976) Review of Jones, S. A. & Whittaker, P. Testing Industrial Skills. *Personnel Psychology*, 29, 300 - 302.

- Scontrino, M. P. (1977) Development of a performance evaluation training package for public sector managers. Paper presented at the Region X American Society for Public Administration Conference.
- Larson, J. R. & Scontrino, M. P. (1976) The consistency of high school grade point average and of the verbal and mathematical portions of the scholastic aptitude test of the college entrance examination boards as predictors of college performance: An eight year study. *Educational and Psychological Measurement*, 36, 439 - 443.
- Larson, J. R., Fiedler, F. E., & Scontrino, M. P. (1977) Perceived leader behavior and control in racially homogeneous and heterogeneous dyads. *International Journal of Intercultural Relations*, 111 - 117.
- Scontrino, M. P. (1977) Review of Sibson, R. E. Increasing Employee Productivity. *Personnel Psychology*, 30, 500 - 501.
- Scontrino, M. P. (1978) *Performance Evaluation Systems*. Washington, DC: National Training and Development Service.
- Scontrino, M. P. (1978) *Methods of Performance Evaluation*. Washington, DC: National Training and Development Service.
- Scontrino M. P. & Springer, H. C. (1978) *Formulating Objectives and Avoiding Errors*. Washington, DC: National Training and Development Service.
- Scontrino M. P. & Springer, H. C. (1978) *Employee Feedback and Development*. Washington, DC: National Training and Development Service.
- Scontrino, M. P. (1979) *Evaluating Employee Performance: A Manual for Local Governments*. Seattle, WA: Washington Local Government Personnel Institute.
- Scontrino, M. P. & Fleenor, C. P. (1978) *Performance Evaluation Manual*. Seattle, WA: University of Washington Personnel Office.
- Scontrino, M. P. (1979) Review of Sargent, H. Fishbowl Management: A Participative Approach to Systematic Management. *Personnel Psychology*, 32, 212 - 214.
- Scontrino, M. P. (1979) Review of Miner, M. G. & Miner, J. B. Employee Selection Within the Law. *Personnel Psychology*, 1979, 32, 465 - 467.
- Scontrino, M. P. & Fleenor, C. P. (1979) *Performance Evaluation Review Session*. (Videotaped role model performance review.) Seattle, WA: University of Washington Instructional Media Services.
- Scontrino, M. P. (1979) Review of Anderson, H. J. Primer of Equal Employment Opportunity. *Personnel Psychology*, 32, 636 - 637.
- Scontrino, M. P. (1979) Review of Quinn, R. P. & Staines, G. L. The 1977 Quality of Employment Survey. *Personnel Psychology*, 32, 798 - 801.
- Scontrino, M. P. (1980) Review of Johnson, R. G. The Appraisal Interview Guide. *Personnel Psychology*, 33, 213 - 214.
- Scontrino, M. P. (1980) Review of Dailey, C. A. & Madsen, A. M. How to Evaluate People in Business: The Track-Record Method of Making Correct Judgments. *Personnel Psychology*, 33, 448 - 450.

- Scontrino, M. P. (1980) Perspectives on industrial psychology. Paper presented at the symposium on Organization and Systems in Contemporary Psychology: Implications for Graduate Education, Universidad Regiomontana, Monterrey, Mexico.
- Scontrino, M. P. (1980) Evaluating Employee Performance. *Municipal Management: A Journal*, 1980, 2, 150 - 192.
- Scontrino, M. P. (1981) Review of Francis, G. J. & Milbourn, G., Jr. Human Behavior in the Work Environment: A Managerial Perspective. *Personnel Psychology*, 34, 424 - 425.
- Scontrino, M. P. (1981) Review of Bailyn, L. in collaboration with E. H. Schein. Living with Technology: Issues at Mid-Career. *Personnel Psychology*, 34, 650 - 651.
- Fleenor, C. P. & Scontrino, M. P. (1982) *Performance Appraisal: A Manager's Guide*. Dubuque, IA: Kendall Hunt Publishing Company.
- Scontrino, M. P. (1981) Review of Karlins, M. The Human Use of Human Resources. *Personnel Psychology*, 34, 853 - 855.
- Scontrino, M. P. (1981) Review of DuBrin, A. J. Human Relations: A Job Oriented Approach. *Personnel Psychology*, 1982, 35, 232- 233..
- Scontrino, M. P. (1981) Review of MacDonald, C. R. MBO Can Work: How to Manage by Contract. *Personnel Psychology*, 1982, 35, 435 - 437.
- Scontrino, M. P. (1982) Review of Kahn, R. L. Work and Health. *Personnel Psychology*, 35, 732 - 734.
- Scontrino, M. P. (1981) Review of Appley, L. A. & Irons, K. L. Manager Manpower Planning: A Professional Management System. *Personnel Psychology*, 1982, 35, 942 - 943.
- Fleenor, C. P. & Scontrino, M. P. (1982) Performance Appraisal and Productivity: A Natural Link. *Journal of Contemporary Business*, 11, 83 - 92.
- Scontrino, M. P. (1981) Review of Bronner, R. Decision Making Under Time Pressure. *Personnel Psychology*, 1983, 36, 221 - 223.
- Scontrino, M. P. (1982) Physical performance tests as selection criteria for chokersetting. Paper presented at the Forest Products Research Society.
- Fleenor, C. P. & Larson, J. R. & Scontrino, M. P. (1983) Goal setting and managerial feedback: A productivity model. Paper presented at the American Institute for Decision Sciences.
- Scontrino, M. P. (1983) Review of Fear, R. A. & Ross, J. F. Jobs, Dollars, and EEO: How to Hire More Productive Entry-Level Workers. *Personnel Psychology*, 36, 455 - 457.
- Scontrino, M. P. (1983) Review of Katz, A. S. The Professional Personnel Policies Development Guidebook. *Personnel Psychology*, 36, 679 - 682.
- Scontrino, M. P. (1981) Review of Kaufman, R. & Stone, B. Planning for Organizational Success: A Practical Guide. *Personnel Psychology*, 1983, 36, 1004 - 1007.
- Scontrino, M. P. (1981) Review of Williams, A. P. O. (Editor) Using Personnel Research. *Personnel Psychology*, 1984, 37, 162 - 165.
- Scontrino, M. P. (1981) Physical performance tests as predictors of task performance. Paper presented at the Ninth Psychology in the Department of Defense Symposium, 1984.

- Scontrino, M. P. (1981) Review of Henderson, R. I. Performance Appraisal. *Personnel Psychology*, 1984, 37, 520 - 521.
- Scontrino, M. P. (1981) Review of Schleh, E. D. How to Boost Your Return on Management. *Personnel Psychology*, 1984, 37, 811 - 813.
- Scontrino, M. P. (1981) Review of Sorcher, M. Predicting Executive Success. *Personnel Psychology*, 1986, 39, 157 - 159.
- Doolittle, T. L., Spurlin, O. & Scontrino, M. P. (1985) Validation of physical performance tests for the forest industry. *Forest Products Journal*, 35, 6, 19 - 25.
- Larson, J. R., Jr., Glynn, M. A., Fleenor, C. P. & Scontrino, M. P. (1985) Exploring the dimensionality of managers' performance feedback to subordinates. Paper presented at the Academy of Management Meeting, 1985. **This paper was awarded the Best Competitive Paper award.**
- Scontrino, M. P. (1986) Review of Roberson, C. Staying Out of Court: A Manager's Guide to Employment Law. *Personnel Psychology*, 1986, 39, 656 - 658.
- Larson, J. R., Jr., Glynn, M. A., Fleenor, C. P., & Scontrino, M. P. (1986) Exploring the dimensionality of managers' performance feedback to subordinates. *Human Relations*, 39, 1083 - 1102.
- Scontrino, M. P. (1987) Review of Weatherspoon, F. D. Equal Employment Opportunity and Affirmative Action: A Sourcebook. *Personnel Psychology*, 40, 195.
- Scontrino, M. P. (1988) Review of Reddin, W. J. How to Make Your Management Style More Effective. *Personnel Psychology*, 41, 443 - 445.
- Scontrino, M. P. (1988) Review of Luthans, F., Hodgetts, R. M., & Rosenkrantz, S. A. Real Managers. *Personnel Psychology*, 41, 852 - 854.
- Scontrino, M. P. (1989) Tapping Your Human Resources. *Seattle Business*, 74, 5, 22 - 23.
- Scontrino, M. P. (1989) Review of Merry, U. & Brown, G. I. The Neurotic Behavior of Organizations. *Personnel Psychology*, 42, 427 - 429.
- Scontrino, M. P. (1989) Review of Golembiewski, R. T. & Munzenrider, R. R. Phases of Burnout: Developments in Concepts and Applications. *Personnel Psychology*, 42, 895 - 898.
- Scontrino, M. P. (1990) Making Employees Valued Partners Takes Sting out of Their Repetitive Jobs. *Sound Business*, January, 36.
- Scontrino, M. P. (1990) Review of Cooper, G. L. & Robertson, I. T. (Eds.) International Review of Industrial and Organizational Psychology. *Personnel Psychology*, 43, 407 - 411.
- Scontrino, M. P. (1981) Review of London, M. Managing the Training Enterprise. *Personnel Psychology*, 1990, 43, 879 - 882.
- Scontrino, M. P. (1990) Gainsharing as a link between quality improvement and employee involvement. Paper presented at the Association for Quality and Participation Chapter Meeting.
- Scontrino, M. P. (1991) Review of Carnevale, A. P., Gainer, L. J., & Meltzer, A. S. Workplace Basics Training Manual. *Personnel Psychology*, 44, 177 - 179.
- Scontrino, M. P. (1991) Review of Fukuda, R. CEDAC: A Tool for Continuous Systematic Improvement. *Personnel Psychology*, 44, 422 - 424.

- Scontrino, M. P. (1991) Review of Ozeki, K. & Asaka, T. Handbook of Quality Tools. *Personnel Psychology*, 44, 688 - 689.
- McVean , B. & Scontrino, M. P. (1991) Cooperation and Involvement at Columbia Aluminum. *The Journal for Quality and Participation*, 14, 3, 54 - 57.
- Scontrino, M. P. (1992) Review of Brislin, R. W. The Art of Getting Things Done: A Practical Guide to the Use of Power. *Personnel Psychology*, 45, 225 - 227.
- Scontrino, M. P. (1992) Review of Hanks, R. S. & Sussman, M. B. (Eds.) Corporations, Businesses, and Families. *Personnel Psychology*, 45, 467 - 469.
- Scontrino, M. P. (1992) Review of Nadler, L. & Nadler, Z. Every Manager's Guide to Human Resource Development. *Personnel Psychology*, 45, 942 - 944.
- Scontrino, M. P. (1993) Review of Pestonjee, D. M. Stress and Coping: The Indian Experience. *Personnel Psychology*, 46, 465.
- Fleener, C. P. & Scontrino, M. P. (1993) Performance Appraisal and Productivity: A Natural (But Missing) Link. Paper presented at the Decision Sciences International Conference.
- Scontrino, M. P. (1994) Review of Moore-Ede, M. The Twenty-Four Hour Society: Understanding Human Limits in a World that Never Stops. *Personnel Psychology*, 47, 218 - 220.
- Scontrino, M. P. (1994) Review of Diamant, Louis (Ed.) Homosexual Issues in the Workplace. *Personnel Psychology*, 47, 668 - 670.
- Scontrino, M. P. (1994) Review of Czander, William M. The Psychodynamics of Work and Organizations. *Personnel Psychology*, 47, 933 - 935.
- Scontrino, M. P. (1994) Brainstorming to Better Problem Solving. *The Laborator*, 1,#3, 1 - 3.
- Scontrino, M. P. (1994) Prioritizing and Condensing Brainstormed Ideas. *The Laborator*, 1, #4, 3.
- Scontrino, M. P. (1994) The S-T-P Approach to Problem Solving. *The Laborator*, 1, #5, 3.
- Scontrino, M. P. (1995) Review of Suzuki, Tokutaro (Ed.) TPM in Process Organizations. *Personnel Psychology*, 48, 456 - 459.
- Scontrino, M. P. (1995) The "L" Shaped Decision Matrix. *The Laborator*, 2, #1, 1.
- Scontrino, M. P. (1995) Cause and Effect Diagrams: Key to Maintaining Group Focus. *The Laborator*, 2, #3, 1-2.
- Scontrino, M. P. (1995) Using Gainsharing as an Effective Productivity and Quality Improvement Tool. *The Journal for Quality and Participation*, 18, 4, 90 - 93.
- Scontrino, M. P. (1996) Review of Cohen-Rosenthal (Ed.) Unions, Management, and Quality: Opportunities for Innovation and Excellence.. *Personnel Psychology*, 49, 191 - 194.
- Scontrino, M. P. (1996) Review of Shackleton, Viv Business Leadership. *Personnel Psychology*, 49, 740 - 743.
- Scontrino, M. P. (1997) Review of Janelle Barlow and Claus Møller. A Complaint is a Gift: Using Customer Feedback as a Strategic Tool. *Personnel Psychology*, 50, 495 - 497.
- Scontrino, M. P. (1998) Coping Effectively with Life and Stress. *The Laborator*, 5, #5, 2 - 3.

- Scontrino, M. P. (2000) Review of Lisack, Michael R. & Hugh P. Gunz (Editors). Managing Complexity in Organizations. *Personnel Psychology*, 53, 1005 – 1008.
- Scontrino, M. P. (2002) Review of Kaufman, Bruce E. & Daphne Gottlieb Taras (Editors). Nonunion Employee Representation: History, Contemporary Practice, and Policy. *Personnel Psychology*, 55, 793 – 796.
- Gormanous, G. & Scontrino, M. P. (2002). Licensing challenges for I/O psychologists. Poster session presented at the Association of State and Provincial Psychology Boards Annual Meeting, October.
- Scontrino, M. P. (2003) Review of Pencavel John. Worker Participation: Lessons from the Worker Co-ops of the Pacific Northwest. *Personnel Psychology*, 2003, 56, 261 - 263.
- Scontrino, M. P. (2003) Review of Broom, Michael. The Infinite Organization: Celebrating the Positive Use of Power in Organizations. *Personnel Psychology*, 2003, 56, 767 - 770.
- Scontrino, M. P. (2003) Job Analysis: What do people really do on the job? *Washington Psychologist*, October, 58, #5, p 12.
- Scontrino, M. P. (2003) Designing an Employee Selection System. *Washington Psychologist*.
- Scontrino, M. P. (2004) Review of Sawyer, Keith R. Group Creativity: Music, Theater, Collaboration. *Personnel Psychology*, 57, 4, 1079 – 1081.
- Scontrino, M. P. (2004) Review of Wayne M. Bundy. Innovation, Creativity, and Discovery in Modern Organizations. *Personnel Psychology*, 57, 832 – 834.
- Scontrino, M. P. (2005) Review of Gregory E. Huszczo. Tools for Team Leadership: Delivering the X-Factor in Team Excellence. *Personnel Psychology*, 58, 839 – 841.
- Scontrino, M. P. (2006) Review of Schuman, Sandy (Editor) The IAF Handbook of Group Facilitation: Best Practices from the Leading Organization in Facilitation. *Personnel Psychology*, 59, 1, 271- 274.
- Scontrino, M. P. (2007) Review Schriesheim, C.A. & Neider, Linda L. (Editors) Power and Influence in Organizations: New Empirical and Theoretical Perspectives. *Personnel Psychology*, 60, 784 – 787.
- Scontrino, M. P. (2008) Employee Involvement and Scanlon. In Davis, P. W. & Spears, L. C. (Eds) *Scanlon EPIC Leadership*. Scanlon Foundation.
- Gormanous, G., Blanton, J., & Scontrino, M. P. (2010) A Guide for I-O Students (and Faculty) about Licensure. *The Industrial-Organizational Psychologist*, 47, 3, 11 – 15.
- Brannick, J., Cober, R., Gormanous, G., & Scontrino, M. P. (2010) Practitioner's Forum. *The Industrial-Organizational Psychologist*, 48, 2, 60 – 64.
- Scontrino, M. P. & Fleenor, C. P. (2012) *Performance Management Development Guide*. Applied HR Strategies. Kirkland, WA. (425)827-3881.