

VITA

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Educational Background

- 1988 Miami University, Oxford, OH, Ph.D., Clinical Psychology (APA Accredited Psychology Program)
- 1985 Miami University, Oxford, OH, M.A., Clinical Psychology
- 1982 Hobart College, Geneva, NY, B.A. *magna cum laude*, Psychology (High Honors), *Phi Beta Kappa*

Work Experience

- 2000 - (Present) Performance Assessment Network, Inc. Indianapolis, IN
Position: Chief Science Officer
Duties: Oversee professional and regulatory affairs; Provide oversight to team of IT professionals in the development of internet-based versions of assessments (over 600 to date) from nearly 50 test publishers and content owners; Internal and external consultation on assessment system design, psychometric issues, and test selection; Website usability and design.
- 1990 – 2000 Indianapolis Veterans Administration Medical Center and Indiana University School of Medicine, Indianapolis, IN
Position: Staff Psychologist and Assistant Professor of Clinical Psychology
Duties: Teaching and supervision of medical students, psychology interns, and psychiatry residents; Provision of psychotherapy and psychodiagnostic services to chemically dependent individuals; Led department-wide roll-out of electronic medical record; Director, Employee Assistance Program; Coordinator, Nicotine Dependence Program.
- 1988 – 2000 Methodist Hospital of Indiana, MetroHealth, Mental Health Department, Indianapolis, IN
Position: Staff Psychologist
Duties: Provision of treatment and assessment services to children, adolescents, adults and families in managed care setting.
- 1987-1988 Indiana University School of Medicine and Hospitals, Department of Psychiatry, Indianapolis, IN (APA Accredited Program)
Duties: Clinical Psychology Intern

Publications

Klion, R. (in preparation). Web-based clinical assessment. In K. Anthony & D.M. Nagel (Eds.) *Mental health and the impact of technological development*. Springfield, IL: Charles C. Thomas.

Klion, R. (2007). Web-based assessment: Observations and future developments. Personnel Testing Council of Greater Washington, DC Quarterly, III, 6-8.

Klion, R. (2007). Employee Screening and Assessment Trends for 2007. Talent Management, January 2007, 23-27.

Johnson, T.J, Pfenninger, D.P., & Klion, R.E. (2000). Constructing and deconstructing transitive diagnosis. In R. A. Neimeyer & J.D. Raskin (Eds.), *Constructions of disorder: Meaning-making frameworks for psychotherapy* (pp. 145-174). Washington, DC: American Psychological Association.

Klion, R.E. & Pfenninger, D.T. (1997). Personal construct psychotherapy of addictions. Journal of Substance Abuse Treatment, 7, 37-43.

Klion, R.E. & Pfenninger, D.T. (1996). Role constriction and Vietnam combat veterans. Journal of Constructivist Psychology, 2, 127-138.

Pfenninger, D. T. & Klion, R.E. (1995). Re-thinking hostility: Is it ever better to fight than switch? In G.J. Neimeyer & R.A. Neimeyer (Eds.) Advances in Interpersonal construct Psychology. Volume 3 (pp. 271-289). Greenwich, CT: JAI.

Pfenninger, D.T & Klion, R.E. (1994). Fitting the world to constructs: The role of activity in meaning making. Journal of Constructivist Psychology, 8, 151-161.

Klion, R.E. (1993). Chemical dependency: A personal construct theory approach. In L.M. Leitner & G. Dunnnett (Eds.), Critical issues in Personal construct psychotherapy, (pp. 279-301). Miami, FL: Krieger.

Klion, R.E. & Leitner, L.M. (1991). Impression formation and construct system organization. Social Behavior and Personality, 12, 87-98.

Klion, R.E. (1988). Construct system organization and schizophrenia: The role of construct ordination. Journal of Social and Clinical Psychology, 6 439-447.

Leitner, L.M. & Klion, R.E. (1986). Construct similarity, self-meaningfulness, and interpersonal attraction. Journal of Personality, 21, 101-107.

Klion, R.E. & Leitner, L.M. (1985). Construct elicitation techniques and the production of interpersonal concepts in children. Social Behavior and Personality, 13, 137-142.

Presentations (selected 2003 to present)

Klion, R. (accepted-June 2008). Non-Proctored Personnel Assessment: An Emerging Consensus? International Public Management Association Assessment Council (IPMAAC), Oakland, CA.

Klion, R. (2008). Current Issues in Internet Assessment - The Providers' View (Panelist). Society for Industrial and Organizational Psychology, San Francisco.

Klion, R. (2008). Verification of Non-Proctored Testing: Practical and Conceptual Considerations (Chair). Association of Test Publishers, Dallas, TX

Klion, R. (2007). In Pursuit of Testing Excellence: Ask the Experts Your Real Questions (Panelist), CLEAR (Council on Licensure, Enforcement, and Regulation), Atlanta, GA

Klion, R. (2006). Web-Based Assessment: Current Status and Future Directions. Personnel Testing Council of Southern California (PTC/SC). Redondo Beach, CA.

Klion, R. (2006). Developing Web-Based Versions of Current Assessments: Challenges and Benefits (Chair). International Public Management Association Assessment Council (IPMAAC), Las Vegas, NV.

Klion, R. (2006). Web-Based Assessment Programs: Where We Are and Where We Are Going. Ontario Society of Industrial/Organizational Psychologists, Ottawa, ON, Canada.

Klion, R. (2006). Implementing Web-Based Assessment Programs: Conceptual and Practical Considerations (Chair). Society for Industrial and Organizational Psychology, Dallas, TX.

Klion, R. (2006). Dynamic Testing: Technical Considerations and Developments. Society for Industrial and Organizational Psychology, Dallas, TX.

Klion, R. (2004). Applications of internet-based technology to personnel assessment. International Personnel Management Association Assessment Council, Seattle, WA.

Klion, R., Quigley, A., Ross, R., & Fico, J. (2004). Federal flight deck officer program: An integrated internet-based assessment system, Society for Industrial and Organizational Psychology, Chicago, IL.

Pfenninger, D. & Klion, R. (2003). Integrated web assessment solutions, International Military Testing Association, Pensacola, FL.

Klion, R., Pfenninger, D., Chiochio, F. & Callender, J. (2003). Cross-cultural test design for global selection programs, Association of Test Publishers, Orlando, FL.

Olsen, J., Klion, R., & Pfenninger, D. (2003). Individualized assessment of cognitive abilities via web and computer testing, Association of Test Publishers, Orlando, FL.

Klion, R., Chiochio, F., Lalonde, S., & Krudenier, B. (2003). Enabling internet-based selection and testing, International Personnel Management Association Assessment Council, Baltimore, MD.

Professional Affiliations

American Psychological Association
Society for Industrial and Organizational Psychology
Division of Clinical Psychology

Indiana Psychological Association

International Public Management Association Assessment Council (IPMAAC)

Personnel Testing Council of Metropolitan Washington, DC

Academic Appointments

Assistant Professor of Clinical Psychology, Department of Psychiatry, Indiana University School of Medicine, Indianapolis, IN (1990 - 2000)

Adjunct Assistant Professor of Psychology, Miami University, Oxford, OH (1996 – 2002)

Professional Activities (current)

Chair, Division of Industrial-Organizational Psychology, Association of Test Publishers. (2008)

Conference Co-Chair, Thirty-First Annual Conference, International Public Management Association Assessment Council (IPMAAC). (2007)

Vice-Chair, Division of Industrial-Organizational Psychology, Association of Test Publishers. (2007)

Secretary, Division of Industrial-Organizational Psychology, Association of Test Publishers. (2006)

Program Reviewer, Annual Conference, Society for Industrial and Organizational Psychology. (2003 to date)

Program Reviewer, Annual Conference, International Public Management Association Assessment Council (IPMAAC). (2004 to date)

Licensure and Registration

Indiana Psychologist Health Service Provider (20040378)

National Register of Health Service Providers in Psychology (41413)