

## ANA HERNÁNDEZ

**1. License** in Psychology (Univ. of Valencia, 1992).

**2. PhD** in Psychology cum laude (Univ. of Valencia, 1998).

**3. Position in the University:** Associate Professor. Dpt. Methodology of the Behavioural Sciences. University of Valencia.

### **4. Teaching experience in Work and Organizational Psychology**

- Number of 5-year periods of teaching that have been positively evaluated by the University Commission according to the Spanish law: 1.
- Pre-graduate teaching: Psychometrics (1996/1997-1998/99, 2000/01-2001/02, 2004/05), Statistics (1994/95, 1998/99, 2001/02-2004/05), Data Processing (1995/96-2000/01), Research Methods: Basics (1996/1997, 1998/99-1999/2000, 2002/03-2003/04) Experimental Research Methods (2000/2001)
- Post-graduate doctoral studies. Advanced Research Methods. (since 2002/03 to 2004/05) in the Interuniversity Programme in Work and Organizational Psychology (quality awarded from Spanish Ministry of Education and Science)

### **5. Research:**

- number of 6-year periods of research that have been positively evaluated by a National Commission according to the Spanish law: 1.
- Member of the Research Unit on Work and Organizational Psychology of the University of Valencia.
- Member of the Research Unit on Structural Equation Modelling and Item Response Theory

Member of excellence R + D + I group awarded by Generalitat Valenciana 03/195 (from 2003 to 2006).

#### **- Recent publications:**

Hernández, A., Muñiz, J. y García-Cueto, E. (2000). Comportamiento del modelo de respuesta graduada en función del número de categorías de la escala. *Psicothema*, vol. 12 Supl. 2 pp.288-291

Hernández, A.; Espejo, B.; González-Romá, V. y Gómez. (2001). Escalas de respuesta tipo Likert. ¿Es relevante la alternativa indiferente? *Metodología de encuestas*, vol 3, pp.135-150

Hernández, A y González-Romá, V. (2002). Analysis of Multitrait-Multioccasion data: Additive vs. multiplicative models. *Multivariate Behavioral Research*, vol. 37, pp.59-87

Hernández, A. y González-Romá, V. (2003) Evaluating the Multiple-Group Mean and Covariance Structure Analysis model for the detection of Differential Item Functioning on polytomous ordered items. *Psicothema*, vol. 15, pp. 322-327.

Hernández, A.; Drasgow, F. y González-Romá, V. (2004). Investigating the functioning of a middle category by means of a mixed-measurement model. *Journal of Applied Psychology*, vol. 89, pp. 687-699.

González-Romá, V.; Tomás, I.; Ferreres, D. y Hernández, A (2005) Do items that measure self-perceived physical appearance function differentially across gender groups?. *Structural Equation Modeling: A multidisciplinary Journal*, vol. 12. pp. 157-171.

González-Romá, V.; Hernández, A. y Benito, J. (in press). Power and type I error of the multiple-group mean and covariance structure analysis model for detecting differential item functioning in graded response items. *Multivariate Behavioral Research*

- **Participation in granted research projects.**

- Perceptive climate, affective climate and dispersion theory. Antecedents and consequents on the climate configuration of work units. Proyectos de Investigación Científica y Desarrollo Tecnológico. Plan Nacional de I+D+I Ministerio de Educación y Cultura. 2000-2003. Research director: Vicente González Romá
- DIF detection on grading response items by means of CFA with latent mean and covariance structure: statistical criteria, practical criteria and DIF quantification. Convocatoria de ayudas para proyectos de investigación científica y desarrollo tecnológico. Generalitat Valenciana. Conselleria de Cultura, educació i esports. 2004-2005. Research director: Ana Hernández
- Diversity and performance in work teams. Convocatoria de ayudas para proyectos de investigación científica y desarrollo tecnológico (SEJ2004-07383-Psic). Ministerio de Educación y Ciencia. 2004-2007. Research director: Vicente González Romá

**6. Staff mobility:**

University of Illinois at Urbana-Champaign (USA). School of Psychology. Department of Psychology. Fritz Drasgow. 2001, 2002, 2003.

University of Oviedo (Spain). School of Psychology. Department of Psychology. José Muñiz. 1999

University of Barcelona (Spain). School of Psychology. Department of Methodology of behavioural Sciences. Juana Gómez Benito. 2000.

Universidad Autónoma de Madrid (Spain). School of Psychology. Department of Methodology of behavioural Sciences. Vicente Ponsoda. 2000