

**Curriculum Vitae:  
David Goomas**

Email: [dgoomas@gc.edu](mailto:dgoomas@gc.edu)

**Education**

University of Texas-Arlington, Arlington, Texas  
M.A. in Psychology

Thesis: “Partial reinforcement vs. consistent reinforcement: The effect of magnitude of reinforcement under delayed conditions of reinforcement”.

Southwest Missouri State University, Springfield, Missouri  
B.S. Honors in Psychology

**Teaching, Advising and Assessment Experience**

*Galveston College*, Galveston, Texas

August 2017 – present

- Adjunct Instructor – General Psychology (PSYC-2301), Statistics (PSYC-2317) and Biological Psychology (PSYC-2330); developed syllabus and overall structure, and administered all grades (Canvas); distance education
- Galveston College 2019-Performance Award nominee
- Continuing Education
  - MSSC (Manufacturing Skill Standards Council) instruction, assessment and testing
  - Certified Logistics Associate / Technician
    - [Wallenius Wilhelmsen Logistics](#), Port of Galveston
    - Galveston College – adult evening class
    - Ball High School – juniors and seniors
      - Organized field trips to Wallenius Wilhelmsen Logistics, Port of Galveston, Del-Monte, Galveston Independent School District Warehouse and Galveston Marina

*College of the Mainland*, League City, Texas

August 2017 – present

- Adjunct Instructor – General Psychology; developed syllabus and overall structure, and administered all grades (Blackboard™).
- Committee for Guided Pathways
- Upward Bound (Psychology)
- Continuing Education

- Adult Basic Education: GED and Basic Skills

*El Centro College, Dallas, Texas*

July 2010-January 2016

- Academic Advisor - Career Advisement, enrollment and TSI assessment
- Adjunct Instructor – Educational Framework, General Psychology, Developmental Psychology; developed syllabus and overall structure, weekly lab practicum, and administered all grades.
- District Office of Institutional Research
- Committee for Institutional Effectiveness
- Quality Enhancement Plan: Implementation team, Core Academy team
- Blackboard™ training, assessment and reviewer
- Faculty advisor – Psychology club
- Other Dallas County Community College District campuses and High Schools
  - *Cedar Valley College*- General Psychology
  - *Richland College* - Developmental Psychology
  - *Gilliam High School Collegiate Academy*- General Psychology (*dual credit*)
  - *Peak Preparatory Academy* – General Psychology (dual credit)
  - *Mountain View College* -General Psychology

*Tarrant County College District, Arlington, Texas*

August 2012– Dec 2013

August 2004– May 2005

Adjunct Instructor – General Psychology, Human Development, Student Success and career development. Developed syllabus and overall structure, weekly lab practicum, and administered all grades.

*Cedar Valley College, Lancaster, Texas*

August 1985– May 1994

Adjunct Instructor – Introduction to Computers, Data Communication and Continuing Education.

Developed syllabus and overall structure, weekly lab practicum, and administered all grades.

### **Supply Chain Consultant**

- Voxware
- Tamlin Software Developers
- RedPrairie
- EXE Technologies

*Implementations:* Warehouse management systems (WMS), labor-management systems (LMS), Enterprise Resource Planning (ERP) and manufacturing implementations, including consulting, information technology, business systems analysis, risk/time management, project management, onsite support, and workforce training.

*Quality Assurance:* Lead planning, monitoring, and control of testing activities for upgrades and implementations. Guiding and monitoring the analysis, design, implementation and execution of test cases and procedures for accounting, warehousing, enterprise resource planning and manufacturing software:

- BestBuy (consumer electronics) – Richfield, Minnesota
- Dean Foods (dairy manufacturing) – Dallas, Los Angeles, Salt Lake City, Boise, Denver, Great Falls
- PepBoys (automotive aftermarket) – Philadelphia, Atlanta, Indianapolis, Dallas, Los Angeles
- Jo-Ann Fabrics (arts and crafts retailer)- Hudson, Ohio
- Giant Eagle (regional retail grocery) – Pittsburgh, Pennsylvania
- Nash-Finch (grocery wholesale)- Baltimore, Maryland
- V&V Supremo (Mexican deli cheese manufacturer)- Chicago, Illinois
- Dominic’s (coffee manufacturing and distribution) – Tumwater, Washington
- Westfair Foods (retail grocery) – Calgary, Canada
- Loblaw’s (retail grocery) – Toronto, Canada
- Metro-Richelieu (retail grocery) – Montreal, Canada
- Forum Energy Technologies (oilfield products)– Houston, Texas
- Tejas Tubular (oilfield products)-Houston, Texas
- Ace Industrial Supply (industrial tools and supplies)-Burbank, California
- ProficientRx (FDA approved pre-packaged medications) – Thousand Oaks, California
- McLane Global Logistics – Houston, Texas
- Toppan Merrill – Sartell, Minnesota; Columbus, Ohio

### **Editorial Board**

Editorial Board - *Community College Journal of Research and Practice, 2012-present*

### **Reviewer**

- *Safety and Health at Work, 2015*
- *Journal of Organizational Behavior Management, 2010 – present*
- *Journal of Educational Computing Research, 2015*
- *Computers and Industrial Engineering, 2016*
- *International Journal of Production Research, 2016*

### **Memberships**

Southwestern Psychological Association (SWPA) – Full Member

### **Professional Service**

Reviewer for the session on Industrial / Organization Psychology, Southwestern Psychological Association, Baton Rouge, Louisiana, April 2022.

Reviewer for the session on Industrial / Organization Psychology, Southwestern Psychological Association, San Antonio, Texas, April 2021

Reviewer for the session on Industrial / Organization Psychology, Southwestern Psychological Association, Frisco, Texas, April 2020.

Reviewer for the Session on Psychometrics, Southwestern Psychological Association, Albuquerque, New Mexico, April 2019.

Chair: Session on Psychometrics, Southwestern Psychological Association, Albuquerque, New Mexico, April, 2019.

Reviewer for the Session on Industrial /Organizational Psychology, Southwestern Psychological Association, Houston, Texas, April 2018.

Chair: Session on Industrial/ Organizational Psychology, Southwestern Psychological Association, Houston, Texas, April 2018.

Reviewer for the Session on Industrial /Organizational Psychology, Southwestern Psychological Association, San Antonio, Texas, April, 2017.

Reviewer for the Session on Industrial /Organizational Psychology, Southwestern Psychological Association, Dallas, Texas, April, 2016.

Chair: Session on Industrial/ Organizational Psychology, Southwestern Psychological Association, Dallas, Texas, April, 2016.

Chair: Session on Computer Applications, I/O, Measurement, Southwestern Psychological Association, Ft. Worth, Texas, April, 2013.

## **Papers**

Goomas, D. T. (April 9, 2022). Southwestern Psychological Association, *Computerized Immediate Feedback on Food Safety Quality Control and In-Process Inspections at a Food Manufacturing Plant*. Baton Rouge, Louisiana.

Goomas, D. T. (April 6, 2021). Southwestern Psychological Association, *Immediate feedback on in-process-inspections at a food manufacturing plant*, San Antonio, Texas.

Goomas, D. T. (April 6, 2021). Southwestern Psychological Association, *Business Activity Monitoring Real-Time Scoreboard*, San Antonio, Texas.

Goomas, D. T. (April 6, 2019). Southwestern Psychological Association, *Factory Recall Analysis using a Systems Approach*, Albuquerque, New Mexico.

- Goomas, D. T. (April 13, 2018). Southwestern Psychological Association, *Efficiency and Accuracy of Manual versus Computerized Product Recall Systems: A Case Study*, Houston, Texas.
- Goomas, D. T. (April 1, 2017). Southwestern Psychological Association, *Computerized Immediate Feedback increases recall efficiency due to interlocking contingencies in manufacturing*, San Antonio, Texas.
- Goomas, D. T. (April 9, 2016). Southwestern Psychological Association, *Ergonomics improvement in a harsh environment using an audio feedback system*, Dallas, Texas.
- Goomas, D. T. (April 9, 2016). Southwestern Psychological Association, *Computer technology at a cheese manufacturing plant to meet the GFS Initiative*, Dallas, Texas.
- Goomas, D. T. (April 10, 2015). Southwestern Psychological Association, *IT-assisted equipment safety checks compliance improvement at a distribution center*, Wichita, Kansas.
- Goomas, D. T. (April 10, 2015). Southwestern Psychological Association, *Ergonomics Improvement In Order Selection in a Refrigerated Environment*, Wichita, Kansas.
- Goomas, D. T. & Isbell, T. (March 5, 2015). Texas Association for Institutional Research, *The challenges of institutional research in building a culture of evidence: A case study*, Addison, Texas.
- Goomas, D. T. & Isbell, T. (February 24, 2015). 15<sup>th</sup> annual Assessment Conference, Texas A&M University, *Computer-assisted rubric evaluation: Enhancing outcome and assessment quality*. College Station, Texas.
- Goomas, D. T., Baker, L. & Weston, M. B. (March 3, 2014). League for Innovation, *Information Literacy Partnership within the El Centro College Psychology Curriculum*. Anaheim, California.
- Goomas, D. T. (April 7, 2013). Southwestern Psychological Association, *Integrating Real-time Antecedent Rubrics via Blackboard 9.1™ into a Community College General Psychology Class*. Ft. Worth, Texas
- Goomas, D. T. (April 5, 2013). 8<sup>th</sup> annual Developmental Education Regional Forum, North Texas Community College Consortium, Tarrant County College–Trinity River Campus, *Establishing performance standards standardization rubrics: Meeting THECB objectives*. Ft. Worth, Texas.
- Weston, M. B. & Goomas, D. T. (February 19, 2013). 13<sup>th</sup> annual Assessment Conference, Texas A&M University, *Integrating Real-time Antecedent Rubrics via Blackboard 9.1™ into a Community College General Psychology Class*, College Station, Texas.

Goomas, D. T. & Ludwig, T. D (September, 2006). Association of Behavior Analysis, *Enhancing Incentive Programs with Proximal Goals and Immediate Feedback: Engineered Labor Standards and Technology Enhancements in Stocker Replenishment*. Atlanta, Georgia.

Ludwig, T. D. & Goomas, D. T. (September, 2006). Association of Behavior Analysis, *Voice Picking versus Bar Code Scanner: Providing Immediate Feedback to Increase Productivity and Reduce Errors*. Atlanta, Georgia.

McCain, G. & Goomas, D. T. (April, 1979). Southwestern Psychological Association, *The effect of magnitude of reinforcement following a single reinforced trial*. San Antonio, Texas.

McCain, G. & Goomas, D. T. (April, 1978). Southwestern Psychological Association, *An attempted replication of the partial reinforcement effect: Delay of reinforcement and schedule of partial reinforcement*. New Orleans, Louisiana

### **Publications**

Goomas, D. T. (2014). The impact of supplemental instruction: Results from an urban community college. *Community College Journal of Research and Practice*, 38, 1180-1184, DOI: 10.1080/10668926.2013.854182

Goomas, D. T. (2015). Integrating real-time antecedent rubrics via Blackboard™ into a Community college general psychology class. *Community College Journal of Research and Practice*, 39(2), 122-131, DOI: [10.1080/10668926.2012.761073](https://doi.org/10.1080/10668926.2012.761073)

Goomas, D. T. (2014). Testing a community college institutional effectiveness model for ‘academic transformation’ student success. *Community College Journal of Research and Practice*, 38(11), 1044-1048, DOI: 10.1080/10668926.2013.821046

Goomas, D. T. (2013). Technology usage among community college faculty in first-time-in-college classes: A call to standardization. *Community College Journal of Research and Practice*, 37(12), 1011-1015, DOI: 10.1080/10668926.2012.728170

Goomas, D. T. (2013). The effects of computerized visual feedback using flashing lights on order selection in large industrial settings: Productivity, accuracy, and cost justifications. *Journal of Organizational Behavior Management*, 33(3), 209-220, <http://dx.doi.org/10.1080/01608061.2013.815098>

Goomas, D. T. (2013). Forming a psychology club, *National Institute for Staff and Organizational Development*, 35(26).

Goomas, D. T. (2012). Immediate feedback on accuracy and performance: The effects of wireless technology on food safety tracking at a distribution center. *Journal of Organizational Behavior Management*, 32, 320-328. DOI:

10.1080/01608061.2012.729391

- Goomas, D. T. (2012). The impact of wireless technology on loading trucks at an auto parts distribution center. *Journal of Organization Behavior Management*, 32 (3), 242-252. doi: 10.1080/01608061.2012.698118
- Goomas, D. T. (2012). The impact of wireless technology on order selection audits at an auto-parts distribution center. *Journal of Organizational Behavior Management*, 32(2), 131-139. doi: 10.1080/01608061.2012.676505
- Goomas, D. T. (2012). Closing the gap: Merging student affairs, advising and registration. *Community College Journal of Research and Practice*, 36(1), 59-61. doi: 10.1080/10668926.2012.617652
- Goomas, D. T. (2012). The impact of wireless technology on inventory management at a dairy manufacturing plant. *Journal of Organizational Behavior Management*, 32(1), 26-43. doi: 10.1080/01608061.2012.646864
- Goomas, D. T. (2010). Replacing voice input with technology that provided immediate visual and audio feedback to reduce employee errors. *Journal of Organizational Behavior Management*, 30(1), 26-37. doi: 10.1080/01608060903472478
- Goomas, D. T. (2008). The effects of computerized auditory feedback on electronic article surveillance tag placement in an auto-parts distribution center. *Journal of Organizational Behavior Management*, 28(3), 188-197. doi:10.1080/01608060802251080
- Goomas, D. T. (2007). Electronic performance self-monitoring and engineered labor standards for “man-up” drivers in a distribution center. *Journal of Business and Psychology*, 27(1), 33-68.
- Goomas, D. T. (1982). Reward effects following single-trial acquisition training. *American Journal of Psychology*, 95(2), 275-285.
- Goomas, D. T. (1982). Pattern running under a 4NR schedule in acquisition. *Psychological Reports*, 50, 1007-1008.
- Goomas, D. T. (1982). Single-alternation pattern running in amygdalectomized rats. *Physiological Psychology*, 10(3), 368-370.
- Goomas, D. T. (1981). Comment on single trial acquisition. *Psychological Reports*, 49, 765-766.
- Goomas, D. T. (1981). Multiple shifts in magnitude of reward. *Psychological Reports*, 49, 335-338.

- Goomas, D. T. (1980). Schedule and delay of reinforcement: Extended training. *Psychological Reports*, 47, 107-110.
- Goomas, D. T. (1980). Delay of reinforcement: The role of extended training. *Psychological Reports*, 46, 411-414.
- Goomas, D. T. (1979). Effects of shifts in delayed food reward: Repeated shifts. *Psychological Reports*, 45, 219-222.
- Goomas, D. T. (1978). Effects of consistent to partial reinforcement or partial reinforcement in the Amsel frustration effect. *Psychological Reports*, 42, 529-530.
- Goomas, D. T. (1977). Retention of avoidance: Time since original training or time since shock. *Psychological Reports*, 41, 987-982.
- Goomas, D. T., Baker L. & Weston, M. B. (2015). Critical information literacy with the El Centro College Psychology curriculum. *Community College Journal of Research and Practice*, 39(1), 95-99, DOI: [10.1080/10668926.2013.836690](https://doi.org/10.1080/10668926.2013.836690)
- Goomas, D. T. & Clayton, A. (2013). New to college ‘academic transformation’ distance learning: A paradox. *Community College Journal of Research and Practice*, 37(9), 719-722. DOI: [10.1080/10668926.2013.774897](https://doi.org/10.1080/10668926.2013.774897).
- Goomas, D. & Czupryn, K. (2019). Using a learning management system common template in teaching adult basic education: Opportunities and challenges. *Community College Journal of Research and Practice*. <https://doi.org/10.1080/10668926.2019.1669229>.
- Goomas, D. T., Hamm, C., & Skinner, J. (1980). Runway performance of amygdalotomized rats: Magnitude of reinforcement and delay of reward. *Physiological Psychology*, 8(1), 97-100.
- Goomas, D. T. & Isbell, T. (2015). The challenges of institutional research in building a culture of evidence: A case study. *Community College Journal of Research and Practice*, 39(5), 489-494.
- Goomas, D.T., & Ludwig, T.D. (2007). Enhancing incentive programs with proximal goals and immediate feedback: Engineered labor standards and technology enhancements in stocker replenishment. *Journal of Organizational Behavior Management* 27 (1), 33-68. doi:10.1300/J075v27n01\_02
- Goomas, D. T., & Ludwig, T. D. (2009). Standardized goals and performance feedback aggregated beyond the work unit: Optimizing the user of engineered labor standards and electronic performance monitoring. *Journal of Applied Social Psychology*, 39 (10), 2425-2437.



- Goomas, D. T., & Ludwig, T. D. (2017) Computerized immediate feedback increases product recall efficiency due to interlocking contingencies in food manufacturing. *Journal of Organizational Behavior Management*. DOI: 10.1080/01608061.2016.1267067.
- Goomas, D. T. & Ludwig, T. (2021) Computerized immediate feedback on food safety quality control and in-process inspections at a food manufacturing plant, *Journal of Organizational Behavior Management*. DOI: 10.1080/01608061.2021.1975605.
- Goomas, D. T. & Pecina, A. (2013). The Lost Senior Year: Benefits of a Community College to an Urban Preparatory High School. *Community College Journal of Research and Practice*, 37(9), 719-722, doi: 10.1080/10668926.2013.774897
- Goomas, D. T., Smith, S. M., Ludwig, T. D. (2011). Business activity monitoring: Real time goals and feedback using an overhead scoreboard at a distribution center. *Journal of Organizational Behavior Management*, 31 (4), 196-209. doi: 10.1080/01608061.2011.589715
- Goomas, D. T. & Steele, M. K. (1980). The collapse effect and delay of reinforcement with amygdalectomized rats. *Physiological Psychology*, 8(4), 463-466.
- Goomas, D. T. & Weston, M. B. (2012). In-course instructor-guided service learning in a community college general psychology class. *Community College Journal of Research and Practice*, 36(5), 386-389. doi: 10.1080/10668926.2012.655953
- Goomas, D. T. & Weston, M. B. (2014) Establishing performance standards using common assignments and rubrics: Measurable and achievable student learning outcomes. *Community College Journal of Research and Practice*, 38(11), 1049-1052, DOI: [10.1080/10668926.2013.819791](https://doi.org/10.1080/10668926.2013.819791).
- Goomas, D. T. & Yeow, P. H. P. (2010). Ergonomics improvement in a harsh environment using an audio feedback system. *International Journal of Industrial Ergonomics*, 40, 767-774. doi:10.1016/j.ergon.2010.08.005
- Goomas, D. T. & Yeow, P. H. P. (2013). IT-assisted equipment checks system to improve safety check compliance: A case study at a distribution center. *Safety Science* , 60, 77- 86. <http://dx.doi.org/10.1016/j.ssci.2013.07.002>
- Isbell, T. & Goomas, D.T. (2014). Computer-assisted rubric evaluation: Enhancing outcomes and assessment quality. *Community College Journal of Research and Practice*, 38(11), 1193-1197, DOI: [10.1080/10668926.2014.899526](https://doi.org/10.1080/10668926.2014.899526).
- Ludwig, T. D. & Goomas, D. T. (2007). Performance, accuracy, data delivery, and feedback methods in order selection: A comparison of voice, handheld, and paper technologies. *Journal of Organizational Behavior Management*, 27(1), 69-107. doi:10.1300/J075v27n01\_03

Ludwig, T. D. & Goomas, D. T. (2009). Real-time performance monitoring, goal-setting, and feedback for forklift drivers in a distribution centre. *Journal of Occupational and Organizational Psychology*, 82, 391-403. doi:10.1348/096317908X314036

Yeow, P. H. P., & Goomas, D. T. (2014). Ergonomics improvement in order selection in a refrigerated environment. *Human Factors and Ergonomics in Manufacturing and Service Industries*, 24(3), 262-274. DOI: 10.1002/hfm.20374

Yeow, P. H. P. & Goomas, D. T. (2014). Outcome- and- behavior-based safety incentive program to reduce accidents: A case study of a fluid manufacturing plant, *Safety Science*, 70, 429-437, <http://dx.doi.org/10.1016/j.ssci.2014.07.016>

### **Accepted for Publication**

Goomas, D. T. Increasing warehouse worker performance using voice technology that provided immediate feedback: Personal performance productivity prompt, *Journal of Organizational Behavior Management*

Goomas, D. T. (2013). Forming a psychology club, *National Institute for Staff and Organizational Development*,

35(26).