

## Alexandra M. Harris-Watson

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### ACADEMIC APPOINTMENTS

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| <b>Purdue University:</b> West Lafayette, IN              | 2024 – Present |
| Assistant Professor, Department of Psychological Sciences |                |
| <b>University of Oklahoma:</b> Norman, OK                 | 2022 – 2024    |
| Assistant Professor, Department of Psychology             |                |
| <b>Northwestern University:</b> Evanston, IL              |                |
| Postdoctoral Research Fellow, School of Communication     | 2020 – 2022    |
| Research Scientist, School of Communication               | 2019 – 2020    |

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### EDUCATION

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| <b>University of Georgia:</b> Athens, GA      |      |
| Ph.D. in Industrial-Organizational Psychology | 2020 |
| M.S. in Industrial-Organizational Psychology  | 2017 |
| <b>St. Olaf College:</b> Northfield, MN       |      |
| B.A. in Psychology, <i>magna cum laude</i>    | 2014 |

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### RESEARCH FOCUS

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Personality and individual differences at work, including applied psychometrics, selection, and assessment; interpersonal outcomes and collaboration at work, including teams, leadership, and collaboration with artificial intelligence

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### HONORS & AWARDS

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| Honorable Mention, SIOP Owens Scholarly Achievement Award (Best Paper) for<br>Carter et al., <i>Understanding job satisfaction in the causal attitude network (CAN) model</i>                 | 2020 |
| European Association for Work and Organizational Psychology (EAWOP) Best<br>Practitioner Poster Finalist for Harris et al., <i>Applicant Reactions to Ideal Point Measures of Personality</i> | 2019 |
| Herbert Zimmer Award for Research Scholarship<br><i>University of Georgia, I-O Psychology Department</i>  | 2018 |
| Donald L. Grant Award for Outstanding Master's Thesis<br><i>University of Georgia, I-O Psychology Department</i>  | 2018 |
| Dan Mack Award for Research Related to Individual Differences and Selection<br><i>University of Georgia, I-O Psychology Department</i>  | 2017 |

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### PUBLICATIONS

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**Harris-Watson, A. M.,** Miller, J. D., & Carter, N. T. (in press). The inhibitory effect of general mental ability on counterproductive work behavior: The case for an interaction. *Journal of Business and Psychology*.

- Harris-Watson, A. M.,** Larson, L. E., Lauharatanahirun, N., DeChurch, L. A., & Contractor, N. S. (2023). Social perception in human-AI teams: Warmth and competence predict receptivity to AI teammates. *Computers in Human Behavior, 145*.  
<https://doi.org/10.1016/j.chb.2023.107765>
- Javalagi, A. A., **Harris-Watson, A. M.,** & DeChurch, L. A. (2023). Zooming in and zoning out: Remote deliberation impairs team decision quality. *Group & Organization Management*.  
<https://doi.org/10.1177/10596011231169590>
- Larson, L. E., **Harris-Watson, A. M.,** Carter, D. R., Asencio, R., DeChurch, L. A., Kanfer, R., & Zaccaro, S. J. (2023). Staying apart to work better together: Team structure in cross-functional teams. *Academy of Management Discoveries, 9*(3), 320-338.  
<https://doi.org/10.5465/amd.2020.0238>  
*Note: Featured in Academy of Management Insights ([link here](#))*
- Harris-Watson, A. M.,** Kung, M., Tocci, M. C., Boyce, A. S., Weekley, J. A. Guenole, N., & Carter, N. T. (2022). The interaction between conscientiousness and general mental ability: Support for a compensatory mechanism in explaining task performance. *Journal of Business and Psychology, 37*, 588-871. <https://doi.org/10.1007/s10869-021-09780-1>
- Harris, A. M.,** McMillan, J. T., & Carter, N. T. (2021). Test-taker reactions to ideal point measures of personality. *Journal of Business and Psychology, 36*(3), 513-532.  
<https://doi.org/10.1007/s10869-020-09682-8>
- Crowe, M., Weiss, B., Sleep, C., **Harris, A. M.,** Carter, N. T., Lynam, D., & Miller, J. D. (2021). Fearless Dominance/Boldness is not strongly related to externalizing behaviors: An item response-based analysis. *Assessment, 28*(2), 413-428.  
<https://doi.org/10.1177/1073191120907959>
- Carter, N. T., Lowery, M., Williamson-Smith, R. L., Conley, K. M., **Harris, A. M.,** Listyg, B., Maupin, C. K., & King, R. T., & Carter, D. R. (2020). Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology, 105*(9), 959-993. <https://doi.org/10.1037/apl0000469>  
*Note: Received an Honorable Mention for the Owens Scholarly Achievement Award (best publication of the year in I/O psychology) from SIOP*
- Harris, A. M.,** McMillan, J. T., Listyg, B. J., Matzen, L. E., & Carter, N. T. (2020). Measuring intelligence with the Sandia Matrices: Psychometric review and recommendations for free Raven-like item sets. *Personnel Assessment and Decisions, 6*(3), 39-48.  
<https://doi.org/10.25035/pad.2020.03.006>
- Harris, A. M.,** Williamson, R. L., & Carter, N. T. (2019). A conditional threshold hypothesis for creative achievement: On the interaction between intelligence and openness. *Psychology of Aesthetics, Creativity, and the Arts, 13*(3), 322-337.  
<https://doi.org/10.1037/aca0000182>

Melson-Silimon, A., **Harris, A. M.**, Shoenfelt, E. L., Miller, J. D., & Carter, N. T. (2019). Personality testing and the Americans with Disabilities Act: Cause for concern as normal and abnormal personality models are integrated. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(2), 119-132.  
<https://doi.org/10.1017/iop.2018.156> [Focal Article]

**Note: Served as a secondary advisor for paper and related undergraduate thesis**

Weiss, B., Crowe, M., **Harris, A. M.**, Carter, N. T., Lynam, D., Watts, A. L., . . . Miller, J. D. (2019). Examining hypothesized curvilinear and interactive relations between psychopathic traits and externalizing problems in an offender sample using item response-based analysis. *Journal of Abnormal Psychology*, 128(7), 689-699.  
<https://doi.org/10.1037/abn0000462>

**Harris, A. M.**, Siedor, L., Fan, Y., Listyg, B., & Carter, N.T. (2016). In defense of the situation: An interactionist explanation for performance on situational judgment tests. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(1), 23-18.  
<https://doi.org/10.1017/iop.2015.110> [Commentary]

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## FUNDING & GRANT EXPERIENCE

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### As Principal Investigator or Co-Principal Investigator:

Project: Chen, M. (PI), Jung, H. (Co-PI), & **Harris-Watson, A. M.** (Co-PI). *The Effects of Artificial Intelligence in Workplace Social Networks*.

Role: Co-Principal Investigator

Agency/Funding Source: Collaborative Research Faculty Fellowship, University of Oklahoma, Dodge Family College of Arts and Sciences

Status: Funded 2024-2025 (full award: \$24,986)

Project: Jung, H. (PI), **Harris-Watson, A. M.** (Co-PI), & Chen, M. (Co-PI). *Understanding the Impacts of Artificial Intelligence on Workplace Social Networks: A Pilot Study*.

Role: Co-Principal Investigator

Agency/Funding Source: Institute for Community and Society Transformation Seed Grant Award, University of Oklahoma, ICAST/DISC

Status: Funded 2023-2024 (full award: \$25,000)

Project: **Harris-Watson, A. M.** (PI), *Development and Measurement of Implicit Teammate Theories*.

Role: Principal Investigator

Agency/Funding Source: Junior Faculty Summer Fellowship Program, University of Oklahoma, Dodge Family College of Arts and Sciences

Status: Funded 2023 (full award: \$7,000)

Project: **Harris, A. M.** (PI), *The effect of a personality-general mental ability interaction on job performance*.

Role: Principal Investigator

Agency/Funding Source: National Science Foundation Graduate Research Fellowship Program (NSF GRFP)

Status: Funded 2017-2020 (full award: \$138,000); Honorable Mention in 2016

**As Senior Personnel:**

Project: DeChurch, L. A. (Co-PI) & Contractor, N. (Co-PI), *STRONG: The Signatures of Collective Success: Structural and Semantic Markers to Measure Team Processes and States*

Role: Postdoctoral Researcher

Agency/Funding Source: Army Research Laboratory

Status: Funded 2019-2022 (full award: \$999,879)

Project: DeChurch, L. A. (Co-PI), Lamberson, P. J. (Co-PI), Uzzi, B. (Co-PI), & Contractor, N. (Co-PI), *Team Dynamics, Networks, and Assembly (Team DNA)*

Role: Postdoctoral Researcher

Agency/Funding Source: National Institute of Health (NIH)

Status: Funded 2015-2020 (full award: \$1,915,000)

Project: Carter, N. T. (PI), *Clarifying the Functional Form of the Personality Performance Relationship Using More Appropriate Measurement.*

Role: Lead Graduate Research Assistant

Agency/Funding Source: National Science Foundation (NSF)

Status: Funded 2016-2017 (full award: \$214,347)

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**PRESENTATIONS AT NATIONAL & INTERNATIONAL CONFERENCES**

(\*indicates a graduate or undergraduate student author at submission)

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**Chaired Symposia:**

**Harris-Watson, A. M.** & Larson, L. E. (Co-Chairs). (2022, April). *Technology as teammate: Advancing research on human-agent teams.* Symposium presented at the 37th Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

**Harris-Watson, A. M.**, Pendergraft, J. G., Outland, N. B. (Co-Chairs). (2021, April). *Research incubator: Methodological challenges in team composition research.* Alternative session presented at the 36<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Virtual.

**Harris, A. M.**, Pendergraft, J. G., Outland, N. B. (Co-Chairs). (2020, April). *Research incubator: Methodological challenges in team composition research.* Alternative session accepted to the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX. [Session withdrawn due to COVID-19]

**Harris, A. M.**, & Hughes, M. G. (Co-Chairs). (2018, April). *Of situations and responses: Unpacking the elements of situational judgment tests.* Symposium presented at the 33<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Carter, N. T., Daniels, M. A., **Harris, A. M.**, & Nolan, K. P. (Co-Chairs). (2017, April). *The SIOP Living History Series Presents: Sheldon Zedeck.* Presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Williamson, R. L., Castille, C. M., & **Harris, A. M.** (Co-Chairs). (2017, April). *Ideal point IRT modeling: Advances in personality assessment*. Symposium presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial Organizational Psychology, Orlando, FL.

Williamson, R. L., Castille, C. M., & **Harris, A. M.** (Co-Chairs). (2017, April). *Practical guidance for developing and implementing ideal point measurement models*. Panel presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial Organizational Psychology, Orlando, FL.

### **Paper & Oral Presentations:**

**Harris-Watson, A. M.**, Carter, D. R., Trainer, H., & Carter, N. T. (2024, April). *Preferences for Different Leadership Styles: The Impact of Follower Personality*. In A. Traylor, (Chair), K. Christensen (Co-Chair), M. Johnson (Co-Chair, & S. Zaccaro (Discussant). Exploring the Murky Intersection of Leadership and Followership [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Harris-Watson, A. M.**, Carter, D. R., Holland, S., Zaccaro, S., & DeChurch, L. A. (2023, October). *Trait Theory of Disconnected Leadership: Explaining Disagreements in Leader-Follower Perceptions*. Roundtable presentation at the Southern Management Association, St. Pete's Beach, FL.

**Harris-Watson, A. M.**, Larson, L. E., DeChurch, L. A., & Contractor, N. (2022, April). *Cool and calculating or warm and welcoming?: The relative importance of AI teammate attributes*. In A. M. Harris-Watson and L. E. Larson (Co-Chairs), *Technology as teammate: Advancing research on human-agent teams*. Symposium presented at the 37<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology.

**Harris-Watson, A. M.**, Larson, L. E., DeChurch, L. A., & Contractor, N. S. (2022, Jan.). *Calculating and friendly: The paradox of AI teammates*. Accepted at 20<sup>th</sup> European Association of Work and Organizational Psychology Congress, Glasgow, Scotland. [Conference canceled due to COVID-19]

**Harris-Watson, A. M.** & DeChurch, L. A. (2022, Jan.). *Zooming in and zoning out: Team decision-making during the COVID-19 pandemic*. Accepted at the 20<sup>th</sup> European Association of Work and Organizational Psychology Congress, Glasgow, Scotland. [Conference canceled due to COVID-19]

DeChurch, L. A. & **Harris-Watson, A. M.** (Multi)Team decision making. (2021, August). In I. Gokhman & L. A. DeChurch (Co-Chairs), *Innovations in Teaching (Virtual) Teamwork*. Professional development workshop (PDW) presented at the 81<sup>st</sup> Annual Meeting of the Academy of Management, Virtual.

**Harris-Watson, A. M.**, Xue, H., DeChurch, L. A., & Contractor, N. (2021, April). *Your next coworker could be a robot: What "type" will it be?* In J. Martin (Chair), *The Future of Team Composition: Robots, Cyber Teams, & Decision-Support Systems*. Alternative

session presented at the 36<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Virtual.

**Harris-Watson, A. M.** *Leadership takes two: Leadership from the perspective of both leader and follower.* Invited colloquium at Louisiana State University, Department of Industrial and Organizational Psychology, Virtual.

**Harris, A. M.,** Larson, L. E., DeChurch, L. A., Zaccaro, S. J., & Carter, D. R. (2020, July). *Disconnected leadership relations in teams: When informal leaders and informal followers report differing leadership networks.* Paper accepted to the 15<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, Seattle, WA. [Session withdrawn due to COVID-19]

**Harris, A. M.,** Larson, L. E., DeChurch, L. A., Zaccaro, S. J., & Carter, D. R. (2020, August). *Disconnected leadership relations in teams: When informal leaders and informal followers report differing leadership networks.* In C. T. Miller, S. Yoon, & N. Wellman (Co-Chairs), *Leadership in 20/20: Leveraging innovative methodologies to broaden and sharpen our sight.* Symposium accepted to the 80<sup>th</sup> Annual Meeting of the Academy of Management, Vancouver, British Columbia, Canada. [Session withdrawn due to COVID-19]

Larson, L. E., **Harris, A. M.,** Carter, D. R., Asencio, R., DeChurch, L. A., Kanfer, R., & Zaccaro, S. J. (2020, August). *Cross-disciplinary team design, communication overload, and innovation.* Paper presented at the 80<sup>th</sup> Annual Meeting of the Academy of Management, Virtual.

**Harris, A. M.,** Jones, J. M., Carter, D. R., Carter, N. T., & DeChurch, L. A. (2020, April). Social network analysis approach to personality fit in teams. In **A. M. Harris,** J. G. Pendergraft, & N. B. Outland (Co-Chairs), *Research incubator: Methodological challenges in team composition research.* Alternative session accepted to the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX. [Session withdrawn due to COVID-19]

**Harris, A. M. &** Carter, N. T. (2020, April). The inhibitory effect of general mental ability on CWB: A personality-GMA interaction. In C. L. Barratt (Chair), *Naughty by nature: An in-depth look at personality's role in employee deviance.* Symposium presented at the 35<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Virtual.

**Harris, A. M., &** Carter, N. T. (2018, April). Reinserting (and removing) situations in situational judgment tests. In **A. M. Harris &** M. G. Hughes (Co-Chairs), *Of situations and responses: Unpacking the elements of situational judgment tests.* Symposium presented at the 33<sup>rd</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Harris, A. M. &** Carter, N. T. (2018, March). *Intelligence, openness, and creativity: A conditional threshold hypothesis.* Presented at the 3<sup>rd</sup> Teams Incubator, Evanston, IL.

- Harris, A. M.,** McMillan, J. T., & Carter, N. T. (2018, Feb.). *Reactions to ideal point measures of personality*. Presented at the Annual Conference of Industrial and Organizational Psychology and Organizational Behavior, Tulsa, OK.
- Harris, A. M.,** Carter, N. T., & Tocci, M. C. (2017, April). Revisiting the personality-GMA interaction for job performance. In N. Guenole (Chair), *Discoveries in the measurement and function of personality at work*. Symposium presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial Organizational Psychology, Orlando, FL.
- Harris, A. M.,** Williamson, R. L., & Carter, N. T. (2017, April). Investigating curvilinearity with an ideal-point measure of openness. In R. L. Williamson, C. M. Castille, and A. M. Harris (Chairs), *Ideal point IRT modeling: Advances in personality assessment*. Symposium presented at the 32<sup>nd</sup> Annual Meeting of the Society for Industrial Organizational Psychology, Orlando, FL.
- Harris, A. M. &** Carter, N. T. (2016, Sept.). *Development and application of an ideal point measure of openness to experience*. Junior session presented at the Expert Meeting for Personality and Assessment, Oostduinkerke, Belgium.
- Siedor, L., Williamson, R. L., **Harris, A. M., &** Carter, N.T. (2016, April). Gender bias in measurement of the narcissistic personality inventory. In N.T. Carter and L. Guan (Co-Chairs), *Measurement equivalence of psychological measures: Gender, culture, and sampling sources*. Symposium presented at the 31<sup>st</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Panel Discussions:**
- Harris-Watson, A.M.,** Landers, R.N., & Jankovic, R.J., (2024, April). *What is human? Exploring the interconnection of humans and AI* [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Harris-Watson, A. M.** (Chair), Acton, B., Robertson, M., Traylor, A., & McCukser, M. (2023, April). *The in between: Postdocs for industrial/organizational psychologists*. Panel discussion at the 38<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
- Harris, A. M., (Chair), Contractor, N., Lauharatanahirun, N., Larson, L., **Harris-Watson, A. M.,** Schector, A. (2022, July). *Real research and artificial intelligence: Research design in human-AI teaming*. Panel discussion at the Interdisciplinary Network of Group Research (INGRoup) Annual Conference.
- Poster Presentations:**
- Masser, J.\*, Rice, J.\*, & **Harris-Watson, A. M.** (2024, May). *Developing a Measure of Agency and Communion from Facets of the Big 5*. Poster presented at the Association for Psychological Science Annual Convention, San Francisco, CA, United States.

- Choi, B.\*, Masser, J.\*, Romero, M. R.\*, Bisbey, T., & **Harris-Watson, A. M.** (2024, April). *Development and Measurement of Implicit Teammate Theories*. Poster presented at Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Harris, A. M.**, McMillan, J. T., & Carter, N. T. (2019, June). *Applicant reactions to ideal point measures of personality*. Poster presented at the 19<sup>th</sup> European Association of Work and Organizational Psychology Congress, Turin, Italy.  
*Note: Finalist for Best Practitioner Poster*
- Harris, A. M.**, Vande Griek, O. H., Melson-Silimon, A. T., & Carter, N. T. (2019, June). *Virtual work: Exploring a framework for psychological outcomes*. Poster presented at the 19<sup>th</sup> European Association of Work and Organizational Psychology Congress, Turin, Italy.
- Harris, A. M.**, McMillan, J. T., Matzen, L. E., & Carter, N. T. (2019, April). *The Sandia Matrices: Psychometric review of free intelligence item sets*. Poster presented at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
- Castille, C. M., Simonet, D. & **Harris, A. M.** (2019, April). *Psychometric network analysis and ideal points assessment: Developing ideal employees*. Poster presented at the 34<sup>th</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
- Harris, A. M.**, Guenole, N., Tocci, M. C., & Carter, N. T. (2018, May). *The interaction between conscientiousness and general mental ability: Support for a compensatory role of personality in task performance*. Poster presented at the 30<sup>th</sup> Association for Psychological Science Annual Convention, San Francisco, CA.
- Lowery, M., **Harris, A. M.**, & Carter, N. T. (2017, July). *Ideal point processes in IRT: Comparing the GGUM and normal PDF model*. Poster presented at the 2017 Meeting of the Psychometric Society, Zurich, Switzerland.
- Weiss, B., Crowe, M., Lamkin, J., Sleep, C., **Harris, A. M.**, Carter, N., Lynam, D., & Miller, J. D. (2016, October). *Assessing the relevance of fearless dominance to the construct of psychopathy through testing its curvilinear relations with externalizing behaviors*. Poster presented at the 30<sup>th</sup> annual conference for the Society for Research in Psychopathology, Baltimore, MD.
- Harris, A. M.**, Carter, N. T., Tocci, M. C., & Boyce, A. S. (2016, July). *Revisiting and refining interactions: The effect of a personality-general mental ability interaction on job performance*. Poster presented at the 2016 meeting of the International Personnel Assessment Council, Sacramento, CA.
- Conley, K. M., Vande Griek, O. H., Williamson, R. L., **Harris, A. M.**, & Carter, N. T. (2016, April). *Disposition or ability? Using IRT to solve the mindfulness mystery*. Poster presented at the 31<sup>st</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.



Williamson, R. L., **Harris, A. M.**, Maupin, C. K., King, R. T., & Carter, N. T. (2016, April). *Network psychometrics and the analysis of organizational surveys*. Poster presented at the 31<sup>st</sup> Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

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## PRESENTATIONS AT LOCAL OR INTERNAL MEETINGS

(\*indicates a graduate or undergraduate student author at submission)

Chatterji, M.\* , Ferguson, G.\* , Gonzalez-Gonzalez, M.\* , & **Harris-Watson, A. M.** (2024, April). *Predicting Implicit Leadership Theories with Personality*. Poster presented at the University of Oklahoma's Undergraduate and Graduate Student Research Conference, Psychology Graduate Student Association, Norman, OK.

**Harris-Watson, A. M.** (2023, April). *Staying apart to work better together: Team structure in cross-functional teams*. Brownbag Presentation given for the Department of Economics at the University of Oklahoma, Norman, OK.

**Harris-Watson, A. M.** & Jang, S. (2022, October). *The academic job market for I/O psychologists*. Presentation given to Industrial/Organizational Psychology graduate students at the University of Oklahoma, Norman, OK.

Parham, C.\* , Shin, J.\* , Ruppel, A.\* , **Harris, A. M.**, & Carter, N. T. (2017, April). *Exploring the relationship between personality traits and intelligence*. Poster presented at the University of Georgia's annual Psi Chi convention, Athens, GA.

Dille, D.\* , West, J. V.\* , **Harris, A. M.**, & Carter, N. T. (2017, April). *Predicting organizational citizenship behavior from personality: Application of trait activation theory using O\*NET work styles*. Poster presented at the University of Georgia's annual Psi Chi convention, Athens, GA.

Melson-Silimon, A.\* , **Harris, A. M.**, & Carter, N. T. (2017, April). *Trait activation theory and academic performance: Predicting academic performance from personality moderated by major*. Poster presented at the University of Georgia's annual Center for Undergraduate Research Opportunities, Athens, GA.

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## TEACHING EXPERIENCE

### University of Oklahoma

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| Introduction to Industrial Psychology (PSYC 5703; PhD seminar)               | Fall 2023              |
| Introduction to Industrial Organizational Psychology (PSYC 3753; 2 sections) | Spring 2023            |
| Personality at Work (PSYC 4920-001)  | Fall 2022, Spring 2024 |

*Note: New Course for the University of Oklahoma*

### Northwestern University

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| Organizational Assessment (COMM_ST 365)             | Summer 2021 |
| Personality and Communication at Work (COMM_ST 395) | Spring 2020 |

*Note: New Course for Northwestern University*

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**MENTORSHIP EXPERIENCE**


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**Service on Master's Thesis Committees, University of Oklahoma**

|   |                      |
|---|----------------------|
| Joseph Stewart (Committee Member, Psychology) | Defended Spring 2023 |
| Joshua Rice (Committee Member, Psychology)    | Defended Fall 2023   |
| Brandon Choi (Committee Member, Psychology)   | Defended Summer 2024 |
| Raechel Sanger (Committee Member, Psychology) | In Progress          |

**Service on Dissertation Committees, University of Oklahoma**

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|---|--------------------|
| Alexandra Beattie (Committee Member, Engineering) | Defended Fall 2023 |
| Ares Boira Lopez (Committee Member, Psychology)   | In Progress        |

**Supervision of Undergraduate Research Assistants, University of Oklahoma**

Gineka Ferguson (2023 – 2024)  
 McKenna Chatterji (2023 – 2024)  
 Mariana Gonzalez (2023 – 2024)

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**PROFESSIONAL AFFILIATIONS**


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Society for Industrial Organizational Psychology (SIOP), Member  
 Academy of Management (AOM), Member  
 Interdisciplinary Network for Group Research (INGRoup), Member

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**AD HOC REVIEWER**


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British Journal of Psychology  
 Journal of Research in Personality  
 Journal of Vocational Behavior  
 Personnel Assessment and Decisions  
 Society for Industrial and Organizational Psychology (conference reviewer)  
 Academy of Management (conference reviewer)  
 INGRoup (conference reviewer)

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**SERVICE & LEADERSHIP**


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| Committee Member, S. Rains Wallace Dissertation Award<br><i>Society for Industrial and Organizational Psychology</i>                        | 2024                  |
| Co-Chair, Early Career Faculty Consortium<br><i>Society for Industrial and Organizational Psychology</i>                                    | Aug. 2022 – May 2024  |
| Graduate Student Admission Committee<br><i>University of Oklahoma, Department of Psychology</i>   | Aug. 2022 – Aug. 2024 |
| Faculty Awards Committee<br><i>University of Oklahoma, Department of Psychology</i>   | Aug. 2022 – Aug. 2024 |
| Committee Member, Joyce & Robert Hogan Award for Personality and Performance<br><i>Society for Industrial and Organizational Psychology</i> | 2022                  |
| Director of Undergraduate Research Internship<br><i>Advancing Teams Leaders and Systems (ATLAS) Lab, Northwestern University</i>            | June – Aug. 2020      |

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| Organizational Effectiveness Consultant<br><i>Volunteer Program Assessment, University of Georgia</i>                        | Feb. 2018 – Aug. 2019    |
| Judge for Georgia Junior Science & Humanities Symposium<br><i>Office of Academic Special Programs, University of Georgia</i> | Feb. 2018, 2019          |
| Graduate Student Council<br><i>Psychology Department, University of Georgia</i>  | Aug. 2016 – May 2018     |
| Newsletter Chair<br><i>I/O Psychology Student Association, University of Georgia</i>   | 2015 – 2016, 2017 – 2018 |
| Vice President of Finance<br><i>I/O Psychology Student Association, University of Georgia</i>                                | Aug. 2016 – May 2017     |
| Judge for Psi Chi Convention<br><i>Psi Chi, University of Georgia</i>  | April 2016               |