

# The Applied Update

SPRING 2018 EDITION

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## Where We Are Today

The Applied Psychology Program at Southern Illinois University (SIU) is thrilled to enter 2018 and celebrate Applied Research Consultants' (ARC's) 36th year of existence. ARC provides research consulting services and training opportunities for students in the Applied Psychology doctoral program.

ARC is proud of its rich heritage of providing students with a broad curriculum that prepares students for careers in academia, research, government, and consulting.



Applied Research Consultants (2018)

## Applied Students & ARC Associates

### 6TH YEAR STUDENTS



**Heather Rosenthal** is from Jacksonville, Florida. She received her B.A. in Psychology from the New College of Florida. She currently works at SIU's Career Services as a graduate assistant. Heather's research interests include workplace dynamics and program evaluation. Her post-graduation plans include consulting in the area of I/O Psychology and teaching.



**Megan Morrison** is originally from Elberfeld, Indiana. She has a B.A. in Philosophy, a B.A. in English, and a B.S. in Psychology with a minor in Gender Studies from the University of Southern Indiana in Evansville, Indiana. She is interested in studying culture and diversity, more specifically related to intercultural couples, as well as stereotypes and prejudices. She is a Doctoral student in the Applied Psychology Program at SIU. Megan's post-graduation plans include either teaching at the post-secondary level or working with consulting organizations that focus on diversity and culture issues.

### 5TH YEAR STUDENTS



**Joseph Narusis** is from Woodstock, Illinois. He received his B.A. in Psychology with minors in Leadership Studies and General Business Administration from the University of South Florida in 2013 and his M.A. in Applied Psychology from Southern Illinois University in 2014. His research interests include leadership, personality, cultural values, selection, and online collaboration in the workplace. Joseph is currently a fifth-year student in the Applied Psychology program at SIUC. He currently is working as the instructor for Organizational Psychology (Psyc 323). Joseph's post-graduation plans include consulting in the areas of applied and organizational psychology, as well as teaching at the university level.

### 4TH YEAR STUDENTS

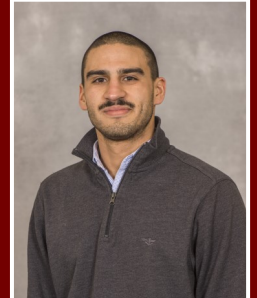


**Colleen Bader** is originally from Mesa, Arizona. She has a B.S. in Psychology with a minor in Sociology from University of Evansville in Evansville, Indiana and an M.A. in Applied Psychology from Southern Illinois University. She is interested in studying gender stereotypes and ambivalent sexism specifically those who break gender norms. She has been a graduate teaching assistant for numerous courses in many departments on campus. Currently, she is a graduate research assistant on one grant through the School of Social Work as well as the evaluator for the School of Social Work's reaccreditation data. Colleen's post-graduate plans include teaching at a university as a Social Psychologist with a specialization in statistics.

**Kristiana Feeser** is originally from Kingsport, Tennessee. She has a B.A. both in Psychology and Anthropology from Western Kentucky University in Bowling Green, Kentucky, and an M.A. in both Psychology and Kinesiology from SIU. Her research interests include exercise and sport psychology, motivation, and health communications. Currently she is a faculty member in the department of Kinesiology at SIU. After graduation, Kristiana plans to pursue a career in academia.



**Richard Montoya** was raised in Chicago Heights, Illinois. He completed his undergraduate study at Illinois State University with a B.S. in Psychology and went on to receive an M.A. from Southern Illinois University in Applied Psychology. His research interests include social identity, evolutionary psychology, and morality. Richard is currently the instructor of undergraduate Social Psychology.



**Emily Neuhoﬀ** is from Cleveland, Ohio. She has a B.A. in Psychology with a minor in Anthropology from The College of Wooster in Wooster, Ohio and an M.A. in Applied Psychology from Southern Illinois University Carbondale. Her research interests include organizational behavior, leadership, and organizational citizenship behaviors. She is also interested in applied statistics and program evaluation. Currently, Emily is a research assistant and data analyst for the Office of Workforce Innovation and Research in the Department of Workforce Education and Development. After graduation, Emily plans to pursue a career as a consultant.



### 3RD YEAR STUDENTS

**Alan Franklin** is from O'Fallon, Illinois. He has a B.A. in Psychology from Southern Illinois University Carbondale. His main research interests are Learning Methods, Motivation and Gamification. He is currently working in Dr. Komaraju's lab. He also works with the Social Psychology course.



**Raquel Mendizabal Martell** is from San Salvador, El Salvador. She received her B.A. in Psychology from Hope College in Holland, Michigan and a M.A. in Applied Psychology from Southern Illinois University. Her research interests include leadership of underrepresented groups, diversity, hiring and job fit practices, and motivation in the workplace. She is currently a Teaching Assistant in the College of Business. Raquel's post-graduation plans include consulting in the areas of Applied Psychology and I/O Psychology.





**Malinda Suprise** has a B.A. in Psychology from the University of Texas at San Antonio. Her research interests surround workplace behaviors and attitudes, training transfer, program evaluation, and research methodology. Malinda is currently a Graduate Teaching Assistant for Research Methods in Psychology. Following graduation, she plans to pursue a career as a consultant and educator.



**Viloshanakumaran Veeramani** has a M.A. in Psychology from The New School in New York, New York. He is interested in investigating and understanding how racial diversity, color-blind racial ideology, and microaggressions affect individual outcomes in work place. He is a third-year student in the Applied Psychology Program at SIU, where he is currently a Graduate Assistant for the Core Institute. He is also an associate in the Applied Research Consultants, and he oversees studies in Dr. Meera Komaraju's lab.



**Sean Geraghty** is from Louisville, Kentucky. He received his B.A. in Psychology from Indiana University Southeast in New Albany, Indiana. He is a second-year student in the Applied Psychology Program at SIU and is also a Graduate Teaching Assistant for the Online Master's of Business Administration program in the College of Business. His research interests include workplace deviance, organizational justice, personality, motivation, job satisfaction, and job crafting behavior. He is also an associate for Applied Research Consultants. Following graduation, Sean plans to pursue a career as a consultant.



**Allysha Kochenour** is from Millersburg, Pennsylvania. She has a B.S. in Psychology from Lock Haven University of Pennsylvania and a M.S. in Psychological Science from Shippensburg University of Pennsylvania. Her main research interests include applied statistics, research methodology, and psychometrics with a focus on psychological measurement in the workplace relating to employee success and retention. She is a second-year Applied Psychology student at SIU. Allysha currently works as a researcher for the Office of Workforce Innovation and Research, and serves as a statistical and methodological consultant for IL Nurse Aide Testing through the Department of Public Health. Allysha's post-graduation plans include consulting in the areas of applied psychology and research methodology, as well as teaching at the university level.

## 2ND YEAR STUDENTS

**Chasity Ratliff** is from Cape Girardeau, Missouri. She received a B.S. in Psychology, with a minor in Philosophy, from Southeast Missouri State University. She is currently a second-year student in the Applied Psychology Program at SIUC and serves as a Graduate Research Assistant for Dr. Liana Peter-Hagene, as well as an Associate for Applied Research Consultants. Her research interests are related to psychology and law, social behavior in the context of prejudice, and investigating how different emotional states can influence attitudes and judgements.



**Millicent Weber** is from Manistique, Michigan. She received her B.S. in Psychology with a minor in Management from Northern Michigan University. Her research interests are in the area of industrial/organizational (I/O) psychology and include workplace stress, counterproductive work behavior, job crafting, disability discrimination in the workplace, and human resource management. She is currently a Graduate Research Assistant for Dr. Kathleen Schmidt and helps conduct research on implicit biases, and she is also involved in Dr. Meera Komaraju's lab. She is also an associate for Applied Research Consultants. Following graduation, Millicent plans to pursue a career as a consultant.



#### 1ST YEAR STUDENTS

**Emily Galeza** is from Erie, Pennsylvania. She received her B.S. in Psychology and a minor in Sociology from Pennsylvania State University, Erie. She is currently a Graduate Teaching Assistant for the Introduction to Psychology courses at SIU, and works in the Social Psychology and Law lab with Dr. Liana Peter-Hagene. Emily is broadly interested in social psychology, with a focus in the areas of psychology and law, moral outrage, persuasion, and persuasive messaging. She is currently training to work as an Associate for Applied Research Consultants.



**M. Justin Miller** is a first-year doctoral student from the Louisville, KY metropolitan area. He received his B.S. in Psychology and G.C. in Liberal Studies from Indiana University. Justin received his M.S. in Applied Psychology (concentrations in I-O Psychology, Evaluation Research, and Health Promotion and Disease Prevention) from University of Wisconsin, Stout. Within the applied psychology program, his specialization is in Consulting Psychology and Psychometrics. His primary research interests are in measure development and validation, data-driven decision making, and training of organizational and business consultants. Secondly, Justin has research interests that span the fields of I-O Psychology (e.g., extra-role behaviors), social psychology (e.g., sexism & personality), positive psychology (e.g., engagement), and health psychology (e.g., suicide). He is currently a research assistant for the Office of Workforce Innovation and Research, assistant education coordinator for Illinois Nurse Aide Testing, associate consultant for the Applied Research Consultants, and researcher in Dr. Meera Komaraju's lab. After graduating, Justin will pursue tenure-track professorship.



**Mary York** is a southern Illinois native and originally hails from Springerton, IL. She received her B.A. in Sociology from the University of California, Santa Cruz and her Master of Social Work from Washington University in St. Louis. Her research interests lie broadly at the intersection of social and health psychology, with particular focus on examining the impact of prosocial emotions and health assets. Mary is also passionate about program evaluation and applied statistics, especially efforts aimed at improving the health of rural communities, and is a research assistant at the SIU School of Medicine Center for Rural Health & Social Service Development.



## UNDERGRADUATE INTERNS



**Malaya Downey** is a 3rd year senior majoring in Psychology, with a minor in Marketing. She is from Centralia, IL. She has interests in behavioral analysis, industrial organization, and consumer behavior. Her hopes are to work in marketing, specifically advertising, in the future.



**Briana Huerta** is a senior from Chicago, IL. She is studying psychology, with an interest in organizational behavior management. She is currently a part of SIU's Social Psychology and Law lab led by Dr. Peter-Hagene and will be presenting two posters at the annual MPA conference this April. After graduation this spring, Briana plans on continuing her education and furthering her research.



**Alyssa Meyers** is a senior from Girard, IL. She is majoring in Psychology with minors in Business Administration and Management. She is involved in several student organizations, including PSA, Psi Chi, Saluki Ambassadors, Chancellors Scholars Program, and is on the Inter-School Board for the St. Louis Area Undergraduate Research Symposium. Upon graduating in the spring, Alyssa plans to pursue graduate studies for I-O Psychology. Her research interests include leadership, team effectiveness, personnel selection, and diversity in the workplace.

## Applied Research Consultants 2018



## Applied Program Faculty

### ARC DIRECTOR



**Kristin Pankey** is the Director of Applied Research Consultants (ARC) at Southern Illinois University Carbondale (SIUC). Originally from southern Illinois, she received her M.S. from the Applied Psychology program at SIUC. Since graduating, she has worked as a Consultant for Morehead Associates in Charlotte, NC, later acquired by Press Ganey Associates, Inc. As a consultant, she presented employee engagement survey results to healthcare leaders across the country, guiding them in action planning and helping them to create strategies for improving engagement. She has also worked for the corporate offices of Starbucks Coffee Company, Amazon, and Boeing in Seattle, WA, where her work revolved around employee engagement, organizational research, and recruitment. Kristin currently works for Southern Illinois Healthcare (SIH) as a Physician Recruitment Specialist. On the side, she also consults for Alpha Omega Associates (AOA) on a variety of projects related to surveys, coaching, leadership development, and other organizational consulting.

### FULL-TIME FACULTY



**Dr. Eric A. Jacobs** is an Associate Professor in the Department of Psychology. He received his Ph.D. in Experimental Psychology from the University of Florida in 1997. He completed a post-doctoral fellowship at the University of Vermont and is now an Associate professor in the Applied Psychology and Brain and Cognitive Sciences programs. His research interests include human operant behavior, quantitative analyses of choice and decision-making (e.g., delay discounting, self-control, and impulsivity), applied behavior analysis, behavioral economics, behavioral ecology, and behavioral pharmacology.



**Dr. Meera Komarraju** is a Professor in Applied Psychology and Dean of the College of Liberal Arts. She holds doctorates in Applied Social Psychology from the University of Cincinnati (1987) and Industrial/Organizational Psychology from Osmania University in India. She has taught in the Departments of Psychology and Management at SIU since 1986, at the graduate and undergraduate levels. She has also taught in Hong Kong, Taiwan, and Singapore for the Department of Management's off-campus executive MBA program. Courses taught include: Introductory, Careers, Social, Cross-Cultural, Industrial/Organizational, as well as Managerial and Organizational Behavior. Her research interests focus on individual and sociocultural factors affecting student motivation and performance as well as gender and ethnicity/national origin in relation to leadership perceptions, barriers to leadership, and leader effectiveness. Dr. Komarraju is a Fellow of the American Psychological Association, Division 2, as well as the Midwestern Psychological Association.



**Dr. Liana Peter-Hagene** is broadly interested in applications of social psychological theories and methods to legal contexts. She studies extra-legal psychological factors (such as emotions, attitudes, and regulatory processes) that affect jurors' decision making in criminal cases. Her research interests include (1) the effects of emotional evidence and emotion regulation processes on jurors' understanding of the evidence and on their verdict decisions; (2) the effects of jury racial composition and jurors' gender on the deliberation process, cognitive performance, and verdict outcomes; (3) self-regulatory depletion, heuristic processing, and resistance to persuasion during group deliberations; (4) the effects of moral attitudes on verdicts in morally ambiguous cases. Dr. Peter-Hagene's work has been published in empirical journals

and has been funded by the National Science Foundation, the American Psychology-Law Society, and the Society for the Psychological Study of Social Issues. Dr. Liana Peter-Hagene has received her M.A. in Criminology, Law, and Justice (2011) and her Ph.D. in Social and Personality Psychology (2016) from University of Illinois at Chicago.

**Dr. Kathleen Schmidt** is an Assistant Professor and the Undergraduate Program Director in the Department of Psychology. She received her Ph.D. in Psychology from the University of Virginia in 2014. Before joining the faculty at SIU, Dr. Schmidt was a Visiting Assistant Professor at Wesleyan University and a Visiting Assistant Professor at the University of Virginia's College at Wise. Dr. Schmidt's primary area of research is social cognition. Much of her research explores implicit biases and the importance of attitudes, stereotypes, and self-concepts that exist outside of conscious awareness. She is a researcher for Project Implicit, a nonprofit organization that hosts an educational website promoting the dissemination and application of research on implicit social cognition. Dr. Schmidt's research interests also include reproducibility in Psychological Science. She has participated in many large-scale, international research collaborations designed to study and increase the quality of Psychological research. Dr. Schmidt serves as a chairperson for the Psychological Science Accelerator, a distributed collaboration network committed to advancing the field of Psychology.



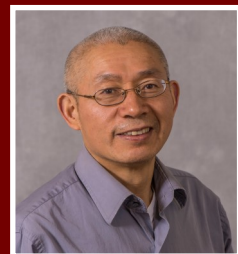
#### ADJUNCT FACULTY :

**Dr. Laura A. Rowald** is a Researcher III within the Department of Psychology who directs the day to day operations of the Core Institute. She is a Marine Corps veteran who served 6 years on active duty before returning home to southern Illinois. She received her Ph.D. in the Applied Psychology program from SIU in 2006. Her experience in ARC helped prepare her for the work she has been doing within Core for 16 years. Overall, her work consists of assessing the perceptions, beliefs, and attitudes relating to alcohol and other drug use among college student at higher education institutions across the nation. She has represented the Core Institute at multiple regional and national exhibit events at conferences along with numerous presentations and workshops using national Core data. To date, the program has the largest database on alcohol and other drug use at post-secondary educational institutions with over 3 million surveys completed.



#### AFFILIATED FACULTY BY DEPARTMENT: PSYCHOLOGY – BRAIN & COGNITIVE SCIENCES

**Dr. Yueh-Ting Lee** is a Professor in the Department of Psychology where he has also served as the Dean of the Graduate School since 2015 at Southern Illinois University Carbondale. Dr. Lee is a Professor in both the Applied Psychology and the Brain and Cognitive Sciences programs. His research interest includes accuracy and inaccuracy of categories/stereotypes and totemic mind, evolution, group dynamics (leadership and organizational behavior), intergroup and interpersonal perception and relations (e.g., inter-ethnic and intercultural conflict, prejudice, stigma, social identity and social justice), human beliefs (e.g., spirituality, religion and other beliefs), Shamanism/Daoism, altruism, personality and individual differences, and human health (e.g., stress, physical activities, and nutrition), intercultural identities, stereotyping and categorical thinking, spirituality/religion (particularly Daoism), and health psychology (e.g. stress, physical activity and nutrition related to health). Dr. Lee has authored and co-authored approximately 100 refereed journal articles and peer-reviewed book chapters and produced several scholarly books.



#### AFFILIATED FACULTY BY DEPARTMENT: MANAGEMENT



**Dr. Min Z. Carter** is an Assistant Professor of Management at College of Business, Southern Illinois University. She received her Ph.D. in Management from Auburn University. Prior to joining SIU, she completed a two-year post-doctoral program at Auburn University, and served on faculty at Troy University. She also received her MBA from Troy University and BS in Mechanical Engineering from Zhejiang University. Her research interests include leadership and motivation, organizational justice, social exchange, and contextual and multilevel issues. Her research has been published or in press in the *Journal of Applied Psychology*, *Journal of Management*, *Journal of Organizational Behavior*, *Journal of Business Ethics*, and *Group & Organization Management*, and *Personality and Individual Differences*. She has served as an ad-hoc reviewer for the *Journal of Applied Psychology*, *Personnel Psychology*, *The Leadership Quarterly*, among others.



**Dr. Steve Karau** is the Gregory A. Lee Professor of Management at SIU. He received his Ph.D. in Social Psychology from Purdue University. Before coming to SIU, Karau previously taught at the University of Toledo, Clemson University, and Virginia Commonwealth University. He conducts research on a range of organizational behavior issues, with a special focus on motivation within groups, team performance, ethical issues in management, gender differences in leadership, and personality. He has published more than 40 articles in a variety of top management and psychological journals, including the *Journal of Business Research*, the *Journal of Business Ethics*, *Psychological Review*, *Psychological Bulletin*, and the *Journal of Personality and Social Psychology*, and his articles are frequently cited by other scholars. Dr. Karau also serves on the editorial boards for a number journals including *Leadership Quarterly*, *Group and Organization Management*, *Group Dynamics*, and *Psychology of Women Quarterly*.

#### AFFILIATED FACULTY BY DEPARTMENT: QUANTITATIVE METHODS

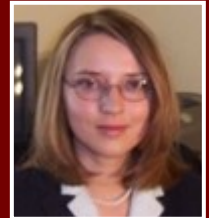


**Dr. Todd Headrick** is currently a Professor of Statistics, Measurement, Psychometrics, and Quantitative Methods at SIU. He received his Ph.D. from Wayne State University in 1997. His primary research interests are in the areas of Statistical Computing Methodology, Applied Mathematics, and Mathematical Statistics. He has published over 55 articles, which appear in such journals as: *Psychometrika*, *Journal of Educational and Behavioral Statistics*, *Journal of Probability and Statistics*, *Computational Statistics and Data Analysis*, *Statistica Neerlandica*, *Australian and New Zealand Journal of Statistics*, *ISRN Applied Mathematics*, *ISRN Probability and Statistics*, and *the American Journal of Mathematics and Statistics*. He is also the author of the book *Statistical Simulation: Power Method Polynomials and Other Transformations*, which was listed as number 20 on the Library Journal.com best sellers in Mathematics (2010). In 2008, he received an Outstanding Scholar Award.

**Dr. Jennifer Koran** is Associate Professor of Quantitative Methods and Affiliated Professor of Applied Psychology at Southern Illinois University Carbondale. She received her Ph.D. from the University of Maryland and joined SIU in 2009. Dr. Koran helps social scientists measure, study, and evaluate human behavior so that research results are more accurate, reliable, and clear. Having worked for a psychological assessment center, academic institutions, and educational testing companies, she has been helping people understand technical aspects of measurement, data, and statistics in the social sciences for more than 17 years. Dr. Koran's current research focuses on issues in factor analysis, structural equation modeling, and analysis of longitudinal data. Dr. Koran has published in *Structural Equation Modeling: A Multidisciplinary Journal*, *Multivariate Behavioral Research*, *Educational and Psychological Measurement*, *Journal of Modern Applied Statistical Methods*, *Measurement and Evaluation in Counseling and Development*, *Assessment*, and *Behaviour Research and Therapy*, and serves as a reviewer for several professional journals. Dr. Koran teaches graduate courses in research design, introductory statistics, multiple regression, factor analysis, structural equation modeling, multilevel modeling, and growth modeling.



**Dr. Rhonda K. Kowalchuk** is an Associate Professor of Quantitative Methods at SIU. Dr. Kowalchuk has served as the Director of Applied Research Consultants in the Department of Psychology from June 2014 to May 2016. She received her Ph.D. in Psychology from the University of Manitoba, Canada in 2000. She joined SIU in 2004 and prior to that she worked at the University of Wisconsin-Milwaukee. Dr. Kowalchuk has published 36 peer reviewed articles and has over 30 presentations at professional conferences. Her research interests are in the areas of Applied Statistics, Experimental Design, Monte Carlo Methods, Survey Research, and Program Evaluation. The goal of her methodological research is to provide recommendations to improve the quality of data analyses. Other research related activities involve working as a statistical consultant and evaluator. She has served as a program evaluator on three National Science Foundation (NSF) funded grants and is currently a Co-PI on an NSF funded project. Dr. Kowalchuk teaches courses in Quantitative Research Methods, Inferential Statistics, Multiple Regression, Experimental Design, Survey Methods, and Evaluation Methods.



**Dr. Yanyan Sheng** is a Professor of Quantitative Methods at SIU. She received her Ph.D. from the University of Missouri-Columbia in 2005. Her primary research interests focus on modeling dichotomous responses in educational and psychological measurement using advanced modern statistics, and specifically, on developing and applying complex, yet efficient Bayesian hierarchical item response models. Dr. Sheng was recipient of the APA 2006 Division 5 (*Measurement, Evaluation & Statistics*) Distinguished Dissertation Award, and the 2014 SIU COEHS Scholar Excellence Award. She has published over 40 peer-reviewed articles, 8 book chapters, 4 conference proceedings, and a book. She has also co-edited a book on series game analytics. Dr. Sheng has reviewed articles for 19 different journals in measurement/statistics and is currently the Associate Editor of the *International Journal of Quantitative Methods in Education* and *Frontiers in Quantitative Psychology and Measurement*.



## Applied Psychology Student Research

### Publications

- Komaraju, M., Nadler, D. & **Morrison, M. M.** (in press). *Self-Efficacy Scale*. Entry submitted to Virgil Zeigler-Hill & Todd K. Shackelford (Eds.) *Encyclopedia of Personality and Individual Differences*. Springer International Publishing AG, Switzerland.
- Miller, M. J.**, Wisner, D., Stoeklen, P., & Edwards, T. D. S. (2017). University of Wisconsin, Stout campus climate: University staff job satisfaction. *Journal of Student Research*, 16, 184-196.
- Neuhoff, E.M., Feeser, K.M.**, Sutherland, K., & Hovatter, T.W. (2016). Flesch-Kincaid reading grade level re-examined: Creating a uniform method for calculating readability on a certification exam. *Online Journal for Workforce Education and Development*, 9(1).
- Neuhoff, J. G., Schott, S. A., Kropf, A. J., & **Neuhoff, E. M.** (2014). Familiarity, expertise, and change detection: Change deafness is worse in your native language. *Perception*, 43(2-3), 219-222. doi:10.1068/p7665
- Rattan, A., Savani, K., Komaraju, M., **Morrison, M. M.**, Boggs, C., & Ambady, N. (in press). Meta-lay theories of scientific potential drive STEM sense of belonging. *Journal of Personality and Social Psychology*.
- Stoeklen, P., Sullivan, J., **Miller, M. J.**, Drzakowski, M., & King, S. (2017). eStout: A digital learning environment program case study. *On the Horizon*, 25(4), 1-8. doi:10.1108/OTH-02-2017-0005

### Peer-Reviewed Conference Presentations

- Bader, C. M.** & Etcheverry, P. E. (October, 2015). *The emotional and cognitive perceptions of female versus male police officers: A pilot study*. Poster session presented at the Annual Indiana Academy of the Social Sciences Conference, Evansville, IN.
- Carducci, B. J., **Miller, M. J.**, & Kaparo, D. (2017, October). *Help wanted: A systematic comparison of the KSAs desired by potential employers of psychology majors by psychology students and potential employers*. Paper presented at the Society for the Teaching of Psychology's 16th Annual Conference on Teaching (ACT), San Antonio, TX.
- Feeser, K.M., & Franklin, A.M.** (2017, February). *Applied Research Consultants: Student Engagement within a Vertical Practicum Structure*. Talk presented to the 4th Annual Assessment Conference, Southern Illinois University, Carbondale, IL.
- Feeser, K.M. & Neuhoff, E.M.** (2016, May). *Learning styles predict standardized test performance on CNA exam*. Poster to be presented at the 28<sup>th</sup> Annual Association for Psychological Science (APS) Convention, Chicago, IL.
- Feeser, K.M., Neuhoff, E. M.**, Palmer, J. C., **Narusis, J. D.**, **Gilson, N.**, **Jaffe, H.**, **Morrison, M. M.**, & Kowalchuk, R. K. (2015, October). *Applied Research Consultants: A vertical practicum model for graduate assessment and evaluation training*. Paper presented to the 2<sup>nd</sup> Annual Assessment Conference, Southern Illinois University, Carbondale, IL.
- Galeza, E.** (2018, April). *Effects of jury gender composition on women's cognitive depletion during deliberation*. Paper presented at the 90th Annual Meeting at the Midwest Psychological Association, Chicago, IL.
- Huerta, B., **Ratliff, C.**, & Peter-Hagene, L. (2018, April). *Leniency bias and race salience in mock juries*. Poster presented at the 90th Annual Meeting at the Midwest Psychological Association, Chicago, IL.

- Jaffe, H.E., Neuhoﬀ, E.M., & Jones, E.E.** (2015, May) *The predictive power of individual personality traits on keeping others in the loop*, Poster presented at the Meeting of the Midwestern Psychological Association, Chicago IL.
- Komaraju, M., Eagly, A. H., Nadler, D. R., Morrison, M. M., & Palmer, J. C.** (2015, May). Biased workers or a changing of times? How students and workers differ in their perceptions of leaders. In J. T. Nadler (Chair) *Workplace diversity: Gender, culture, and ethnicity*. Symposium conducted at the 87<sup>th</sup> Midwestern Psychological Association Annual Meeting, Chicago, IL.
- Komaraju, M., Morrison, M. M., Nadler, D. R., Palmer, J. C., & Eagly, A. H.** (2015, May). *The Obama generation: Leader ethnicity and gender affect leadership perceptions*. Talk presented at the 87<sup>th</sup> Annual Midwestern Psychological Association Meeting, Chicago, IL.
- Mendizabal Martell, R. A. & Komaraju, M.** (2017, October). *Beyond race: The interplay of race an acculturation on leader perception*. Paper presented at the Midwest Academy of Management (MAM) Conference , Chicago, IL.
- Miller, M. J., Woodward, L. E., Carducci, B. J., & Schwartz, A.** (2018, April). *In his own words to his victim: A linguistic analysis of the Toy Box Killer*. Poster presentation at the 2018 meeting of Western Psychological Association, Portland, OR.
- Miller, M. J., & Stachowski, A.** (2018, April). *The influence of dark personality on counterproductive work behaviors*. Poster presentation at the 33<sup>rd</sup> Annual Conference for the Society of Industrial-Organizational Psychology, Chicago, IL.
- Miller, M. J., & York, M. M.** (2018, April). *The influence of violence in childhood home on suicide attempts*. Poster presentation at Midwestern Psychological Association 2018 Annual Meeting, Chicago, IL
- Morrison, M. M., Franklin, A., Miller, M. J., Veeramani, V., Weber, M., & Komaraju, M.** (2018, April, accepted). *Social dominance predicts perceived cooperativeness of racial/ethnic groups*. Poster presentation at Midwestern Psychological Association 2018 Annual Meeting, Chicago, IL.
- Morrison, M. M., Komaraju, M. & Veeramani, V.** (2017, April). *Shades of Black: Effects of race, class, and age on perceptions of students*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Morrison, M. M., Kroner, D., & Lowder, E. M.** (2017, March). Application of the V Level risk assessment approach: Validation and implications for ethnicity and race. In S. L. Desmarais (Chair). *Racial bias in structured assessments of recidivism risk*. Symposium conducted at the American Psychology-Law Society Annual Meeting, Seattle, WA.
- Morrison, M. M., Komaraju, M., & Kowalchuk, R.K.** (2016, May). *Effect of sample and relationship type on cohesion and consensus facets of dyadic adjustment*. Poster presented at the annual meeting of Association for Psychological Science, Chicago, IL.
- Morrison, M. M., & Komaraju, M.** (2015, May) *Effect of Culture on Relationship Satisfaction, Dyadic Adjustment, and Commitment*. Poster presented at the meeting of Association for Psychological Science, New York, NY.
- Morrison, M. M., & Komaraju, M.** (2015, May) *Are Intracultural or Intercultural Romantic Relationships More Successful?* Oral Presentation at the meeting of Midwestern Psychological Association, Chicago, IL.
- Nadler, D. R., Morrison, M. M., Komaraju, M., & Litteford, L.** (2015, May) *Gender and Race/Ethnicity of Instructors and Students Influence Perceptions of Diversity Course Instructors*. Poster presented at the meeting of Association for Psychological Science, New York, NY.

- Narusis, J.** (2016, August). *Long-term orientation and the perceived effectiveness of authentic leadership behaviors*. Poster to be presented at the 124<sup>th</sup> Annual American Psychological Association (APA) Convention, Denver, CO.
- Narusis, J. D., Kowalchuk, R. K., Neuhoﬀ, E. M., Palmer, J. C., DeRuntz, B. D., & Nicklow, J. W.** (2015, April). *Leadership development program: Investing in future leaders*. Poster presented at the annual meeting of the American Educational Research Association, Chicago, IL.
- Neuhoﬀ, E.M., Kochenour, A.J., & Hovatter, T.W.** (2017, February). A tale of two surveys: Best practices in survey methodology and research. Paper presented to the 4<sup>th</sup> Annual Assessment Conference, Southern Illinois University, Carbondale, IL.
- Neuhoﬀ, E.M., Kochenour, A.J., & Hovatter, T.W.** (2017, February). *A tale of two surveys: Best practices in survey methodology and research*. Paper presented to the 4<sup>th</sup> Annual Assessment Conference, Southern Illinois University, Carbondale, IL.
- Neuhoﬀ, E.M., & Feeser, K.M.** (2015, October). *Flesch-Kincaid in Microsoft Word: Inconsistent calculations in readability*. Paper presented to the 2<sup>nd</sup> Annual Assessment Conference, Southern Illinois University, Carbondale, IL.
- Neuhoﬀ, E. M., Kowalchuk, R. K., Palmer, J. C., Birchler, K. D, Narusis, J. D., & DeRuntz, B. D.** (2015, July). *Leadership development program: Increasing achievement in the engineering leaders of tomorrow*. Poster presented at the 25<sup>th</sup> Association of Leadership Educators (ALE) Annual Conference, Washington, D.C.
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## Alumni Update

### Featured Applied Program Alumni Q&A

#### **Randie Chance, Ph.D.**

##### **What is your current job title and where you are currently working?**

My title is Staff Services Manager II for the Office of the Attorney General, California Department of Justice. I essentially serve as lead researcher and manager of the Department of Justice Research Center.

##### **What are some of your work responsibilities?**

My work responsibilities consist of serving as the department liaison to nearly all research needs. I serve as lead researcher and also manage the department's research staff. However, during my nearly four years with the department, I've created and stood up the department's first Research Center, so a lot of my work has been administrative in addition to research. Creating a Research Center within state government is no small task.

##### **How did your time at SIU or participating in ARC help prepare you for your current position?**

I think ARC prepares you for understanding what it's like to have a client—which is very different than working as an academic where you mostly work for yourself. As a consultant you learn the importance of managing relationships and about how to think beyond how the project serves you and your career. I also think the applied aspect of ARC and the program at SIU helps us to be successful in the applied research world. The nature of the research we do and the situations that present themselves to us are simply different than in other types of studies.

##### **What did you enjoy the most about SIU?**

I enjoyed the students I met most. Many of the students I met, I am still in contact with and some of us still do research together and even vacation together.

#### **John Lambertus, M.A.**

##### **What is your current job title and where you are currently working?**

Senior Stakeholder Research Analyst with the Indiana Public Retirement System in Indianapolis, IN.

##### **What are some of your work responsibilities?**

I am responsible for the development, implementation, and analysis of essentially all of our market research. I am still relatively new with this organization, so I'm still learning as I go.

**How did your time at SIU or participating in ARC help prepare you for your current position?**

ARC was the reason I attended SIU Carbondale. The program provided various opportunities to apply classroom theory to real world business problems. You never know what type of project was going to come up next, so being versatile and learning on the job was a valuable skill learned.

**What did you enjoy the most about SIU?**

There were lots of things I enjoyed during my time at SIU. Being a Teaching Assistant for courses was always interesting. The ability to be involved in research labs was also great experience. I also enjoyed the free tickets to sporting events on campus.

**Alen Avdic, Ph.D.**

**What is your current job title?**

I am currently a Research Statistician.

**How did your time at SIU or participating in ARC help prepare you for your current position?**

I recognize the importance of ARC more now in the hindsight than when I was the student. There are many skills I've gained that I think are important for success. Having a stronger statistical background, such as exposure to advanced statistics, data modeling, big data, different statistical packages, etc., is valuable, and organizations will look for people who can demonstrate these skills. I can't overestimate the importance of communication skills, emotional intelligence, network building mindset, and team mentality. This may not be everybody's top of mind, especially people with technical inclinations like myself, but many of the soft skills are learnable if people are aware and mindful about it. This is an important component of the business mindset, and super important for success in the applied area.





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