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Where We Are Today

The Applied Psychology Program at Southern Illinois University (SIU) is thrilled to enter 2019 and celebrate Applied Research Consultants' (ARC's) 37th anniversary. 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 (2019)

Applied Students & ARC Associates

6TH YEAR STUDENT

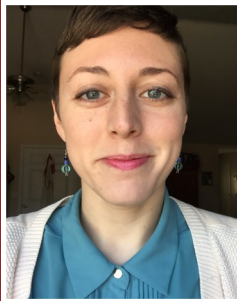


Joseph Narusis is from Woodstock, Illinois. He received his B.A. in Psychology with minors in Leadership Studies and General Business Administration from the University of South Florida in 2013 and his M.A. in Applied Psychology from Southern Illinois University in 2014. His research interests include leadership, personality, cultural values, selection, and online collaboration in the workplace. Joseph is currently a sixth-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.

5TH 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 two grants through the School of Medicine as well as the evaluator for the School of Social Work's re-accreditation data. Colleen's post-graduate plans include teaching at a university 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, narcissism, and evolutionary psychology. Richard is currently the instructor of undergraduate Social Psychology.

Emily Neuhoff is from Cleveland, Ohio. She currently works as a Data Scientist for Nielsen Holdings, Inc. where she works on the Nielsen Audio Behavioral Methods Team. She has a Master's in Applied Psychology from Southern Illinois University, and is finishing her dissertation requirement for her PhD. Her research interests include survey methodology, applied statistics, leadership, and organizational behavior. In her spare time, Emily enjoys going to concerts with her fiancé and spending time with her two dogs.



4TH YEAR STUDENTS

Alan Franklin is from O'Fallon, Illinois. He has a B.A. in Psychology from Southern Illinois University Carbondale, as well as a M.A. in Applied Psychology from the same institution. His main research interests are Motivation, Gamification, and how technology affects people. He is currently working in Dr. Komarraju's lab. He also works with the Research Methods and Statistics course.



Raquel Mendizabal Martell is from San Salvador, El Salvador. She received her B.A. in Psychology from Hope College in Holland, Michigan and her M.A. in Applied Psychology from Southern Illinois University. Her research interests include leadership of underrepresented groups, diversity, hiring and job fit practices, corporate social responsibility, 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 Surprise is a doctoral candidate at Southern Illinois University-Carbondale. Her research interests surround social influence within the workplace, program evaluation, and research methodology. Malinda currently works as a Research Assistant for the Provost's Office managing data for the University Core Curriculum. Following graduation, she plans to pursue a career as a researcher and consultant.





Viloshanakumaran Veeramani is a doctoral candidate in Southern Illinois University Carbondale. He is interested in investigating and understanding how racial diversity, color-blind racial ideology, and microaggressions affect individual outcomes in work place. Additionally, he is also interested in understanding how fit to an organization relates to the sense of belongingness. He is a fourth-year student in the Applied Psychology Program at SIU, where he is currently a Graduate Assistant for the Core Institute. He is also a senior advisor in the Applied Research Consultants, and he oversees studies in Dr. Meera Komarraju's lab.

3RD YEAR STUDENTS



Sean Geraghty is from Louisville, Kentucky. He received his B.A. in Psychology from Indiana University Southeast in New Albany, Indiana. He is a third-year student in the Applied Psychology Program at SIU and is also a Graduate Teaching Assistant for the Social Psychology and Organizational Psychology courses in the School of Psychology. 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 J. 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 the appraisal process of employees relating to workplace demands/stressors. She is a third-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, survey methodology, and data science.



Chasity Ratliff is a third-year doctoral candidate in the Applied Psychology Program at SIUC. She currently serves as a graduate research assistant in the Office of Workforce Innovation and Research. Chasity is also a research assistant in Dr. Liana Peter-Hagene's Social Psychology and Law Laboratory and an Associate Consultant for Applied Research Consultants. Her research interests are related to psychology and law, social behavior in the context of prejudice and punishment, and investigating how different emotional states can influence attitudes and judgments.

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 Assistant at SIU's Morris Library, and she is also involved in both Dr. Meera Komaraju's and Dr. Kathleen Schmidt's research labs. She is also an associate for Applied Research Consultants. Following graduation, Millicent plans to pursue a career as a consultant.



2ND 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 Research Assistant for Dr. Liana Peter-Hagene in the Social Psychology and Law lab. Emily is broadly interested in social psychology, with a focus in the areas of psychology and law, moral outrage, decision-making, and persuasive messaging. She is also currently an Associate for Applied Research Consultants.



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.



1ST YEAR STUDENTS

Adam Green is from the Seattle area of Washington State. He received his B.A. in Psychology from Central Washington University. He is currently a teaching assistant in the Introduction to Psychology Course and works in Dr. Peter-Hagene's Legal Psychology research lab. His research interests include: group behavior and decision making, facial and social mimicry, moral and legal issues surrounding public policies, as well as psycholinguistics. After graduation, Adam plans to enter either public research or academia.





Erika Kline received her B.S. in Psychology and her M.S. in Psychological Science from Shippensburg University of Pennsylvania. Her main research interests include in-group/out-group bias, political identification and its impact on attitudes, program evaluation, and applied statistics. Erika currently works as a Graduate Research Assistant for Dr. Kathleen Schmidt's Social, Cognitive, and Affective Bias (SCAB) lab in the psychology department. Her postgraduate career goals include consulting and political research for the federal government.



Miranda Nelson is from Kokomo, Indiana. She received her B.S. in Psychology from the University of Evansville. Her research interests are in the area of social psychology applications in legal contexts. She is currently a Graduate Teaching Assistant for the Introduction to Psychology course, and she is also involved in Dr. Liana Peter-Hagene's and Dr. Kathleen Schmidt's labs. Miranda's post-graduation plans include consulting in applied psychology areas and teaching at the university level.



Wenqian (Georgina) Zhou is from Hunan, China. She completed her B.A. in English from Shanghai International Studies University in China and her M.S. in Education (TESOL) from California State University Fullerton. She received an one-year Post-Baccalaureate training in psychology at University of California Berkeley. Her current research interests include leadership development, organizational behavior, human well-being, work-life balance, and areas at the intersection of social and I/O psychology. She is currently a Graduate Teaching Assistant for the Introduction to Psychology course. Wenqian's career plan is aligning with the scientist-practitioner route, which includes organizational consulting and faculty/researcher positions in the field of psychology.

ACCELERATED MASTER'S PROGRAM STUDENT



Briana Huerta graduated from Southern Illinois University with her bachelor's degree in psychology and is continuing her journey here at SIUC as an Accelerated Master's student. Prior to her graduation this May she will present research at this year's SIOP conference in Washington, DC. After graduation Briana plans to work as a data analyst.

UNDERGRADUATE INTERNS

Sarah Brown is a senior from Neoga, IL. Her undergraduate major is Psychology, but she is interested in a career in the field of Human Dimensions of Natural Resources. Currently, Sarah is a member of the Social Cognition and Bias Lab led by Dr. Kathleen Schmidt. After graduating, she plans to pursue a graduate degree in the Human Dimensions field.

Jessica Liberman is a 2018 graduate with her bachelor's of arts in Sociology and minor in Marketing from Sumner, IL. Her research interests lie in quantitative analysis and big data, its implications, as well as its limitations for predicting consumer behavior. She is currently pursuing a graduate degree in Market Research.

Kaylie McGrath will graduate from SIUC in May of 2019 with a Bachelor of Arts in Psychology. Kaylie has been involved in the Applied Research Consulting firm for three semesters as an intern. She has also been involved in the applied research lab working as a lab assistant for Dr. Komarraju for three years. Following graduation, she will be attending graduate school to earn her Specialist degree and pursue a career as a School Psychologist with the hopes of working as a practicing School Psychologist in an elementary school.

Doug Sneddon is a senior studying psychology from Benton, Illinois. After graduating this spring he will enter the Applied Psychology Accelerated Masters program at SIU. He is a first author of a poster presentation which will be presented at the SIOP national conference this April. After receiving his masters he hopes to find work in research consulting.



Accelerated Master's Degree Program

New To the Applied Program

The Applied Psychology Program at Southern Illinois University (SIU) Carbondale is thrilled to announce a combined bachelor and master's program designed for Psychology majors seeking employment as the next step!

This program will provide practical experience in consulting through a required practicum with Applied Research Consultants (ARC), as well as an educational background in research methods, statistics, and program evaluation.

Remembering M. Justin Miller, M.S.



APRIL 21, 1991 ~ JULY 9, 2018

M. Justin Miller was a 2009 graduate of Charlestown High School, a 2014 graduate of Indiana University Southeast, a 2017 Masters graduate of the University of Wisconsin-Stout in Menomonie, WI, and a Doctoral student in Applied Psychology at Southern Illinois University. He was 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 Komarraju's lab. He had a passion for food, music, dogs, and hiking. Justin was a wonderful person, an excellent student, and a dedicated member of ARC. He showed relentless drive to improve every day and had a wonderful knack for solving problems. His contributions while at SIU, and in ARC, will continue to be recognized and utilized by all.

Applied Program Faculty



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. She presented employee engagement survey results to healthcare leaders across the country. She has also worked for the corporate offices of Starbucks, 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.

ARC DIRECTOR

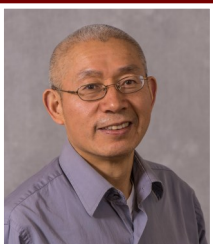


Dr. Eric A. Jacobs is the Interim Chair of and an Associate Professor in the Department of Psychology. He received his Ph.D. in Experimental Psychology from the University of Florida in 1997. He completed a post-doctoral fellowship at the University of Vermont and is now an Associate professor in the 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.

FULL-TIME FACULTY



Dr. Meera Komarraju is a Professor in Applied Psychology and Interim Provost of Southern Illinois University. 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. 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), industrial 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.

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.

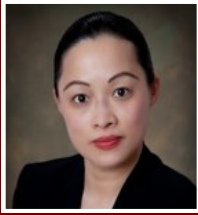


ADJUNCT FACULTY :

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 working in ARC helped prepare her for the work she has been doing within Core Institute™ since 2002. Overall, her work consists of assisting higher education institutions across the nation in assessing the perceptions, beliefs, and attitudes relating to alcohol and other drug use among college students. She has represented the Core Institute™ at multiple regional and national exhibit events at conferences along with numerous presentations and workshops using national 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:
MANAGEMENT**



Dr. Min Z. Carter is an Associate 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 in the *Journal of Applied Psychology*, *Journal of Management*, *Journal of Management Studies*, *Journal of Organizational Behavior*, *Journal of Business Ethics*, *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:
POLITICAL SCIENCE**



Dr. Randall S. Davis is an Associate Professor in the Department of Political Science and Director of the Master of Public Administration Program at SIU. He earned his Master of Public Administration degree from Northern Illinois University in 2008, and his Ph.D. in Public Administration from the University of Kansas in 2011. Dr. Davis began teaching at SIU in 2013 after two years as an Assistant Professor at Miami University in Oxford, OH. His primary interest focuses on the application of psychological theories to understand the factors related to work performance in the context of the public sector workplace. He has conducted research on several themes central to public management including the influence of goal ambiguity and goal conflict on employee performance, as well as the complex relationships between organizational structure, prosocial dispositions, and performance related work attitudes.

**AFFILIATED FACULTY BY DEPARTMENT:
QUANTITATIVE METHODS**



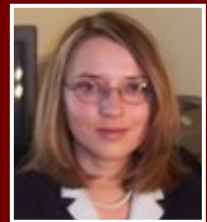
Dr. Todd Headrick is currently a Professor of Statistics, Measurement, Psychometrics, and Quantitative Methods at SIU. He received his Ph.D. from Wayne State University in 1997. His primary research interests are in the areas of Statistical Computing Methodology, Applied Mathematics, and Mathematical 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

(cont'd from previous page) 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).

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. Dr. Kowalchuk 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 worked at the University of Wisconsin-Milwaukee. Dr. Kowalchuk has published 40 peer reviewed articles and has over 48 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 program evaluator. Dr. Kowalchuk has been a Co-Principal Investigator on a National Institutes of Health (NIH) grant and a National Science Foundation (NSF) grant. She has also served as a program evaluator on three NSF funded grants. Total funding is approximately 7.5 million dollars. Dr. Kowalchuk teaches courses in Quantitative Research Methods, Inferential Statistics, Multiple Regression, Experimental Design, Survey Methods, and Program Evaluation.



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

- Davis, R. S., Stazyk, E. C., **Kochenour, A., & Neuhoff, E.** (2018). Coping with conflict: Examining the influence of PSM on perceptions of workplace stressors. *Review of Public Personnel Administration*. doi: 10.1177/0734371X18820096
- Morse, G. A., **York, M. M.**, Dell, N., Blanco, J., & Birchmier, C. (2017). Improving outcomes for homeless people with alcohol disorders: a multi-program community-based approach. *Journal Of Mental Health (Abingdon, England)*, 1–8. doi.org/10.1080/09638237.2017.1340617
- 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

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.
- 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 28th 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 2nd Annual Assessment Conference, Southern Illinois University, Carbondale, IL.
- Feeser K. M., Partridge J. A.** (2018, April) *Autonomy's Effect on Performance and Psychology: A Multivariate Approach to Sport*. Talk presented at the Western Kentucky University Sport Psychology Conference.
- Feeser, K. M.,** (2017, April) *Running for your life: Motivational factors for increased physical activity*. Talk presented at Midwestern Psychological Association Annual Meeting, Chicago, IL.
- Galeza, E. R., Bader, C. M., & Peter-Hagene, L. C.** (2019, August). *The Impact of Perceived Fear on Jurors' Judgements of Male and Female Police Officer Defendants*. Poster presented at the meeting of American Psychological Association, Chicago, IL.
- Galeza, E. R., Peter-Hagene, L. C., Bader, C. M., Green, C., Huerta, B., & Duzan, H.** (2019, August). *The Effects of Jury Gender Composition on Jurors' Cognitive Depletion and the Deliberation Process*. Paper presented at the meeting of American Psychological Association, Chicago, IL.
- Galeza, E. R., & Peter-Hagene, L. C.** (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.

- Green, A. C.,** Peter-Hagene, L. C., Knutson, D. (2019, March). *Purity, not Harm Concerns Predict Bathroom Bill Support and Aggression Toward Transgender People*. Poster presented at the American Psychology-Law Society Annual Conference, Portland, OR.
- Huerta, B., Ratliff, C. L.,** & 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.
- Kline, E.,** & Schmidt, K. (2019, April). *White Christians exhibit xenophobia but not religious bias against Muslims*. Talk presented at the 91st Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
- Kline, E.,** & Schmidt, K. (2019, August). *Implicit and explicit stereotypes vary by occupation*. Poster presented at the annual meeting of American Psychological Association, Chicago, IL.
- Mendizabal Martell, R. A.** & Komarraju, 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., & **York, M. M.** (2018, April). *The influence of violence in childhood home on suicide attempts*. Poster presented at Midwestern Psychological Association 2018 Annual Meeting, Chicago, IL.
- Morrison, M. M., **Franklin, A.,** Miller, M. J., **Veeramani, V., Weber, M.,** & Komarraju, M. (2018, April, accepted). *Social dominance predicts perceived cooperativeness of racial/ethnic groups*. Poster presented at Midwestern Psychological Association 2018 Annual Meeting, Chicago, IL.
- Morrison, M. M., Komarraju, 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.
- Naruis, J.** (2016, August). *Long-term orientation and the perceived effectiveness of authentic leadership behaviors*. Poster presented at the 124th Annual American Psychological Association (APA) Convention, Denver, CO.
- Naruis, 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.
- Nelson, M., Galeza, E. R.,** Peter-Hagene, L. C., & Washburn, A. N. (2019, March). *Effects of Use of Force Legitimacy Manipulation and Personal Prejudice on Punitiveness Towards Police Officers*. Poster presented at American Psychology Law Society (AP-LS), Portland, OR.
- 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 4th Annual Assessment Conference, Southern Illinois University, Carbondale, IL.
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Alumni Update

Featured Applied Program Alumni Q&A

Sofia Kluch, Ph.D.

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

I am currently the Director of Data Science at Gallup.

What are your work responsibilities?

I direct Gallup's data science, strategy and analytics consulting programs. My technical team of data scientists and engineers integrates novel tools, methods and data sources into consulting activities. The team facilitates predictive analytics, increases the speed of delivery, reduces the time and costs of additional data collection, and streamlines manual processes into automated systems — maximizing data management, use and analytic readiness.

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

My time with the Applied Research Consultants helped shape me as a consultant. My analytic and modeling coursework prepared me for the advanced analytic demands of my role. My amazing mentors, teachers, and advisors helped me work through complex research processes, learn to apply the research methodology and statistic skills from the classroom into real life, and developed my writing and professional skills.

What did you enjoy the most about SIU?

Developing lifelong skills, knowledge, partnerships, and friendships that have positioned me for career and personal success.

Megan Morrison, Ph. D.

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

Assistant Professor, Department of Psychology, Tennessee State University (TSU).

What are your work responsibilities?

TSU is primarily a teaching university, so most of my responsibilities fall within that realm. I typically teach Introductory Research Methods for psychology majors and Inferential Statistics for psychology majors. Class sizes are between 20-30 students. I also have a group of students I mentor in my research lab. Research and service are both part of my responsibilities, as they are part of the tenure/promotion requirements, along with teaching.



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

When I was at SIU, the Psychology department and Quantitative Methods department had a close relationship. I was able to take multiple statistics courses, in addition to my required courses, and earn a Graduate Certificate in Quantitative Methods. I was primarily hired to teach research methods and statistics courses, therefore, gaining that experience was invaluable as it made me stand out among the other applicants. Additionally, during my tenure in ARC, under the direction of Dr. Rhonda Kowalchuk, I was able to hone my statistical and consulting skills and build valuable relationships. For example, I was able to lead a project using SAS to analyze institutional data. That project later led to a publication as the clients wanted to continue working with me after the project ARC was contracted for ended.

What did you enjoy the most about SIU?

I appreciated the flexibility that the program at SIU offered. During my time there I was able to gain experience working with people from several departments including Psychology, Quantitative Methods, Business, and Criminology.

Daniel Nguyen, Ph. D.***What is your current job title and where you are currently working?***

I currently work as a Sr. Data Scientist within Workforce Data and Analytics at XPO Logistics.

What are your work responsibilities?

I designed their survey program, conduct statistical analyses, and present findings to executives.

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

ARC gave me an opportunity to consult with clients, look at broad data, analyze results, and deliver insights.

What did you enjoy the most about SIU?

SIU has many graduate programs and courses in other areas that can be utilized in any quantitative & industrial role.





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