The Applied Psychology Program at Southern Illinois University (SIU) is thrilled to enter 2020 and celebrate Applied Research Consultants’ (ARC’s) 38th 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.
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's post-graduation plans include consulting in the areas of applied and organizational psychology, as well as teaching at the university level.

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. She is currently a Senior Data Scientist at Nielsen in Baltimore, MD.

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.

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.

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. Colleen's post-graduate plans include teaching at a university as a Social Psychologist with a specialization in statistics.
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 Gamification, Learning, and how people interact with technology. He is currently manages Dr. Komarraju's lab. His current teaching assignment is working with UNIV 101 and Saluki Success.

Malinda Suprise received her B.A. in Psychology from the University of Texas at San Antonio and her M.A. in Applied Psychology from Southern Illinois University Carbondale. Her research interests surround social influence on workplace behavior, diversity and inclusion as part of the employee lifecycle, research methodology, and program evaluation. Malinda is passionate about applied research methods and statistics. She is currently a research assistant in the data management team for the University Core Curriculum Office and the Assistant Director of ARC. Following graduation, she plans to pursue a career as a research analyst and consultant.

Vilosh Veeramani has a M.A. in Psychology from The New School in New York, New York and Southern Illinois University. His thesis focused on understanding how the perception of racial diversity, color-blind racial ideology, and microaggressions affect individual outcomes in workplace. Currently, he seeks to identify how person-environment fit and sense of belongingness relate to each other in diverse environments. He is a fifth-year student in the Applied Psychology Program at SIU, where he is currently a Graduate Assistant for the College of Business. He is also a Senior Advisor in the Applied Research Consultants, and a member in Dr. Meera Komarraju's lab.

Sean Geraghty is from Louisville, Kentucky. He received his B.A. in Psychology from Indiana University Southeast in New Albany, Indiana and his M.A. in Applied Psychology from Southern Illinois University in Carbondale, IL. He is a fourth-year student in the Applied Psychology Program at SIU and is also a Graduate Teaching Assistant for the Peace Psychology and Industrial-Organizational Psychology courses in the School of Psychology. His research interests include workplace deviance, organizational justice and injustice, deviant personality traits in the workplace, 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. She is currently finishing her dissertation requirement for her Ph.D. Allysha presently works as a data scientist for Nielsen Holdings, Inc. where she is on the Nielsen Audio Behavioral Methods Team. 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.

Chasity Ratliff is a fourth-year doctoral candidate in the Applied Psychology Program at SIUC. She is currently Instructor of record for Introductory Research Methods & Statistics. Chasity is also a research assistant in Dr. Liana Peter-Hagene's Social Psychology and Law Laboratory and a Senior Advisor 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 cognitive and 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, and she received her M.A. in Applied Psychology from Southern Illinois University Carbondale (SIU). 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 Komarraju’s and Dr. Kathleen Schmidt's research labs. She is also a senior advisor for Applied Research Consultants. Following graduation, Millicent plans to pursue a career as a consultant.

Emily Galeza is from Erie, Pennsylvania. She received her B.S. in Psychology from Pennsylvania State University, Erie, and her M.A. in Psychology from Southern Illinois University, Carbondale. She is currently a Research Assistant for Dr. Liana Peter-Hagene in the Social Psychology and Law lab and a Research Assistant for the Provost's Office managing data for the University Core Curriculum. 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.

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 Graduate Univariate Statistics course. He works in Dr. Peter-Hagene’s Legal Psychology research lab, Dr. Komarraju’s lab, and will be joining Dr. Kang’s lab. His research interests include: moral and political debate, whistleblowing, blame attribution, and intergroup interaction and perception. 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 implicit social cognition, political identification and its impact on attitudes, and applied statistics. Erika currently works as a Graduate Research Assistant for the Office of Workforce Innovation and Research. She is also a member of the Social Cognitive and Bias (SCAB) Lab. Her postgraduate career goals include consulting and data analysis.

Miranda Nelson is from Kokomo, Indiana. She received her B.S. in Psychology from the University of Evansville. Her research interests include sentencing decisions and jury decision-making. She is currently a Graduate Teaching Assistant for the Social 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 teaching at the university level and conducting research.
Wenqian (Georgina) Zhou is from Hunan, China. She completed her B.A. in English from Shanghai International Studies University in China and earned her M.S. in Education (TESOL) from California State University Fullerton. Her current research interests include leadership development, organizational behavior, and areas at the intersection of social and I/O psychology. She is currently an instructor for PSY323 Organizational Psychology. Wenqian’s career plan is aligning with the scientist-practitioner route, which includes organizational consulting and faculty/researcher positions in the field of psychology.

IST YEAR STUDENTS

Stephen D. Berry was born in Mountain Home, AR. He received a B.S. in Psychology, a Certificate of Proficiency in Neuropsychological Testing, and a M.S. in Psychological Science at Arkansas State University in Jonesboro, AR. Currently, Stephen is pursuing a Ph.D. in Applied Psychology at Southern Illinois University Carbondale. At SIUC, he is employed with the School of Psychological and Behavioral Sciences as a Graduate Teaching Assistant for the undergraduate Research Methods and Statistics course. Additionally, he works as an associate consultant for Applied Research Consultants. Finally, he pursues research in Dr. Kathleen Schmidt’s Social Cognition and Bias Lab and Dr. Tamara Kang’s Barriers to Reducing Crime Lab to investigate broad topics in applied social psychology. Stephen’s current research interests include social attitudes and political psychology, motivation and social influence, and attitudes, behaviors, and cognition in the context of digital media.

Aarren Minneyfield received his B.A. in Psychology at Southern Illinois University Carbondale (SIUC). His research interests lie mostly within social and I/O psychology factors that influence productivity in organizations, such as: organizational motivation, leadership, diversity, group interactions, and effective management. He is currently the teaching assistant for PSYC323 Organizational Psychology, as well as a member of Dr. Yueh-Ting Lee's research lab. After graduation, Aarren hopes to become a management consultant and eventually wants to teach at the university level.

Christina Engelken was raised Olathe, Kansas. She completed her undergraduate study at Kansas State University with a B.S. in both Psychology and Sociology and went on to receive an M.A. from Sam Houston State University in Clinical Psychology. Her research interests include legal decision making, particularly in sexual assault and stalking cases. Christina is currently a graduate research assistant in Dr. Kang’s Barriers to Reducing Crime lab and Dr. Peter-Hagene’s Social Psychology and Law lab.
Promise Tewogbola is from Ondo State, Nigeria. He received his B.Sc in Physiology from the University of Ibadan, Nigeria, and his masters degree from Western Illinois University in Public Health. He is currently a Research Assistant at Core Institute. His research interests include delay discounting, decision making, behavioral economics, and health psychology. Upon graduation, Promise sees himself with a tenured position at an R1 university, while also providing consultancy services in the public health sector.

Braeden Hall is from Arkansas. He received his B.A. in Psychology and in Philosophy and Religious Studies from Hendrix College and his M.S. in Research Psychology from Avila University. He is currently a Graduate Research Assistant for Dr. Kathleen Schmidt’s Social Cognition research lab. His research interests include: measures of and interventions for implicit and explicit social bias, efficacy of diversity and inclusion education, multiculturalism, social change, meta-science and reproducibility in Psychology, pedagogy, and scientific collaboration. After graduation, Braeden hopes to teach and do research in a tenure track position or work as an independent research consultant.

Kortney Maedge is from the St. Louis area. She received her B.S. in Biology and Psychology with a minor in Chemistry and full university honors from Northern Illinois University. Her main research interests include evolutionary psychology and cultural/religious applications, personality, and academic motivation. She is currently a Graduate Teaching Assistant for the Introduction to Psychology course, and she is also involved in Dr. Meera Komarraju's research lab, Dr. Yueh-Ting Lee's research lab, and Dr. Kathleen Schmidt's research lab. After graduation, her career goals include consulting and teaching at the university level.

Adam Holbrook was raised in Albers, Illinois. He completed his undergraduate study at Southern Illinois University with a B.A in Psychology, a B.A. in Photography, and a minor in Neuroscience. He is currently pursuing an M.S. from Southern Illinois University in Applied Psychology. He plans on attending Southern Illinois University Edwardsville in Fall 2020 to pursue a M.S. in Computer Science. His research interests include computational cognitive psychology, data science, and evolutionary psychology.
Moriah Whitby is a graduate student from Rockford, Illinois. She received her B.A. in Psychology from Southern Illinois University in Carbondale 2019. Her research interests include: job attitudes, development in the workplace, placement, motivation, and human behavior. Moriah is continuing her education at SIUC as a student in the Accelerated Master's Program in Applied Psychology, which aligns with her interest in Industrial-Organizational Psychology.

Doug Sneddon is from Benton, Illinois. He received his B.A. in psychology from SIUC. He currently works as a Graduate Administrative Assistant for the Associate Provost for Academic Programs. He has a wide range of research interests that primarily surround organizational behavior and development. Following graduation, he plans to pursue a career as a consultant.

Tanya Rajayah was born and raised in Kuala Lumpur, Malaysia. She completed her undergraduate studies at Southern Illinois University Carbondale (SIUC) with a B.A. in Psychology. She then continued to pursue a Masters in Applied Psychology at SIUC through the newly implemented Accelerated Masters Program. Her interests include personality in the workplace, self-efficacy, and motivation. Tanya is currently a Graduate Assistant at the Achieve Program, working as a Junior Case Manager.

Cathy Jones is a transfer student from Whitwell Tennessee. She completed her undergraduate studies at Illinois State University with a B.S. in Psychology and is currently working to receive her M.A from Southern Illinois University in Applied Psychology. Her research interest include obedience and conformity, social norms in adolescents and the effects of childhood trauma.

Betty Akamani is a senior in the psychology program at Southern Illinois University. She received her Associate in Arts degree from John A. Logan College. Betty is currently a Research Assistant for Dr. Peter-Hagene in the Social Psychology and Law Laboratory. Her research interests are related to prejudice, implicit bias and psychosocial interventions.
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!

The accelerated master’s degree allows some undergraduate courses to count towards a non-thesis master’s degree.

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.
Applied Research Consultants in Action
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 in 2009. Since graduating, she has worked as a Consultants 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 numerous Fortune 500 companies, at the corporate offices of Starbucks, Amazon, and Boeing in Seattle, WA, where her work revolved around employee engagement, organizational research, and recruitment. She spent a few years back in the southern Illinois area, recruiting physicians for Southern Illinois Healthcare (SIH). Kristin just relocated back to Seattle where she works for Remitly, a private fintech company, as a Sr. Program Manager within their Talent Acquisition department - she has continued to direct ARC remotely for the interim.

FULL-TIME FACULTY

Dr. Eric A. Jacobs is the Interim Director of and an Associate Professor in the School of Psychological and Behavioral Sciences. 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 as well as Provost and Vice Chancellor of Academic Affairs at Southern Illinois University Carbondale. 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 has been a tenured Full Professor of Psychology since 2015. As a faculty member, Dr. Lee has been actively involved 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, evolutionary psychology, 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 over 110 refereed journal articles and peer-reviewed book chapters and produced eleven scholarly books.

Dr. Kathleen Schmidt is an Assistant Professor and the Undergraduate Psychology Program Director. 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 social evaluation, stereotyping, and identification. 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 an Assistant Director for the Psychological Science Accelerator, a distributed collaboration network committed to advancing the field of psychology.

Dr. Tamara Kang received her Ph.D. in Legal Psychology, M.A. in Clinical Psychology, and Quantitative Certificate from the University of Texas at El Paso. Prior to coming to SIUC she worked as a Project Manager on Dr. Robert Prentky’s federal grant at Fairleigh Dickinson University in New Jersey (2016-AW-BX-K004). Dr. Kang’s Barriers to Reduce Crime Lab conducts research to support crime prevention and reduce future criminal behavior. Specifically, her research investigates a wide variety of populations involved in the criminal justice system (e.g., individuals with a mental illness, probationers, individuals who have sexually offended, juveniles, women, and parents), and a wide variety of topics (e.g., translation of research into practice, stigmatization, mental health, subclinical disorders, judgment and decision-making, trauma, child maltreatment, implementation, evidence-based training, and assessment). She currently teaches multivariate statistics and univariate statistics at the graduate level and research methods and statistics at the undergraduate level.

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.

**ADJUNCT FACULTY:**

**Dr. Laura A. Rowald** is an Assistant Scientist within the School of Psychological and Behavioral Sciences who also serves as the Director of 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 and credits ARC for providing valuable experience that helped prepare her for the work she continues to do. Overall, her work consists of assisting higher education institutions across the nation with assessing the perceptions, beliefs, and attitudes relating to alcohol and other drug use among college students. She has represented Core Institute at multiple regional and national exhibit events at conferences along with numerous presentations and workshops using 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:**

**MANAGEMENT**

**Dr. Randall S. Davis** is an Associate Professor in the School of Management and Marketing in the College of Business and Analytics 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.

**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.*
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. 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 20 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 introductory statistics, psychometrics, multiple regression, factor analysis, structural equation modeling, and multilevel 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.
Publications


Book Chapters


Peer-Reviewed Conference Presentations


Zhou, W. Q. (2019, August). Female leadership - From a Daoist perspective. Poster presented at the meeting of American Psychological Association, Chicago, IL.


Technical Reports


Featured Applied Program Alumni Q&A

Raquel Mendizabal Martell, Ph.D.

What is your current job title and where you are currently working?
My current job title is Research Data Analyst and I am working at the University of Illinois.

What are your work responsibilities?
My job mainly consists of analyzing, aggregating, presenting, and reporting data. I help my department interpret the data that then helps guide decisions. In addition, I keep up with current trends in higher education, assessment, evaluation, and statistical methods and software to improve data collection and analysis. I also have the opportunity to work with all different areas of my department, as well as with students to help them learn assessment/ data analysis practices.

How did your time at SIU or participating ARC help prepare you for your current position?
ARC was instrumental in many ways in preparing me for my current position. Having the opportunity to consult in different departments within a university setting helped me understand some of the current trends in higher education and some of the biggest problems that university departments are looking to evaluate, understand, and improve. This has helped me in my current position. I think that having the opportunity to also learn how to communicate with clients in helping them assess and evaluate their needs was extremely helpful. Furthermore, survey methodology and report writing have been extremely useful in my current position. ARC allows students to implement what they learn in the classroom to the real-world.

What did you enjoy the most about SIU?
I really enjoyed the opportunity to have Dr. Komarraju as my adviser. She has been a great mentor and helped me grow immensely as a young professional.

What advice would you give to a smart, driven grad student about to enter the “real world”?

What advice should they ignore?
I would advise them to know their worth and also to take the time to critically examine their strengths and their areas of improvement. When you recognize your areas of improvement, you are more likely to develop a plan to work on them. Knowing your areas of strength is also imperative as a young professional.

If you could have a gigantic billboard anywhere with anything on it — metaphorically speaking, getting a message out to millions or billions — what would it say and why?
Open-mindedness, compassion, humility. I try to guide myself, personally and professionally, with these principles. They are helpful for my personal and professional growth while also allowing me to listen to others and give others a voice.
Nicholas Hoffman, Ph.D.

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

I am the Coordinator of Assessment and Online Graduate Programs for the College of Business and Analytics here at SIU.

What are your work responsibilities?

I am spearheading the breakdown and subsequent reconstruction of the program assessment methodology in the College of Business and Analytics towards the goal of continuous improvement and AACSB reaccreditation. I also oversee the operations of the online graduate programs for the College. As our student population is principally composed of highly experienced working professionals, most of whom have families, their expectations and demands are much higher than the average graduate student. I work to eliminate, reduce, and streamline roadblocks, bureaucratic hoops, and other forms of busy work that impede student learning.

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

One of the most important skills I developed in ARC was translating from research jargon to the lexicon and attention span of the layperson. For instance, when running a MANOVA, instead of going in depth on the numeric value of Pillai’s Trace or the violations of assumptions, we can choose to focus on what the statistics actually mean to the stakeholder(s), general limitations, and how to expand the research to make the findings more robust. While the primary audience for my assessment duties is composed of research faculty, they are not all familiar with applied, quasi-experimental, and other assessment methodology that may be outside the primary techniques they use in their program of research. Further, because people often view assessment of learning negatively, it is more difficult to get them to review the processes/data critically. Thus, it is very important for me to be able to convey information concisely, in a manner that is easy for them to understand. This gives me the greatest chance to get my stakeholders to appreciate what assessment can do for them.

What did you enjoy the most about SIU?

There are a lot of opportunities and areas to grow. Learning how to turn adversity (yours or a client’s) around to opportunity was very rewarding.

What advice would you give to a smart, driven grad student about to enter the “real world”? What advice should they ignore?

Be pragmatic, be confident, but ask questions. We are trained to effect positive change in programs, but we can only do that when the stakeholders understand what we are saying. In all applied research, we have to balance the technical correctness with the reality of the context in which the research must take place. Often times, new graduates will stand a bit too far on the side of technical correctness, at best only losing the attention of a client.

Most people have very limited understanding of assessment research, and are looking to you to have most if not all of the answers. Carry yourself with due confidence, you are the expert in the room. Even so, be confident enough to ask questions.

In terms of ignoring advice, I think there is truth in all advice given. Moderation in all things (even moderation) is key. If I had to pick one, I would say ignore the people telling you to do pro bono work after you graduate from ARC. Your time and expertise has value. Do not allow yourself to be devalued or it will become habitual, and send the message that your work (and by extension that of your peers) is not valuable.

If you could have a gigantic billboard anywhere with anything on it — metaphorically speaking, getting a message out to millions or billions — what would it say and why?

I would like to make people see how their own suffering is linked to the suffering of others and vice versa. We are increasingly divided into an “us versus them” mentality, and we need to recover from that.
Briana Huerta, MS.

What is your current job title and where you are currently working?
My current job title is “Client Service Analyst”. I work for the company N.O.R.C. within the AmeriSpeak department.

What are your work responsibilities?
Ensuring all client edits are programmed correctly, checking logic of the survey in pre- and post-programming, setting up contact plans and survey invites to our panelist, connecting with internal departments to move the survey through our launching process, MWF meetings for kickoff projects; TTH meetings for Wins and Loss meetings, survey translation for our Spanish speaking panelist, downloading data in SPSS, providing current data counts and progress of survey. Taking surveys out of field, and providing client updates.

How did your time at SIU or participating ARC help prepare you for your current position?
I truly believe I was able to land this position because of my time in ARC. I learned how to improve surveys, how to interact and work in group environments, dealing with client meetings, making deadlines all things I am responsible for in my current role.

What did you enjoy the most about SIU?
I enjoyed the small tight knit community within the applied department. Felt like a family dynamic and on the rough days that’s when the community of the applied program really helped me pushed through. Wouldn’t have made it without most of those folks.

What advice would you give to a smart, driven grad student about to enter the “real world”?
What advice should they ignore?
Work hard now so you can thank yourself later. Entering the real world has a lot of ups and downs and filled with uncertainty. Be certain in your skills that you have developed while at SIU and in ARC, let those skills be your rock, something no one can take away from you, let that drive your confidence. Advice to ignore: I never listen to the word “no” I never take no for an answer. There will always be an exception to the rule. By never listening to the word no, is exactly how I got to where I am now. Don’t listen to people when they tell you no, or that you can’t do something. Where there’s a will, THERE’S A WAY!

If you could have a gigantic billboard anywhere with anything on it — metaphorically speaking, getting a message out to millions or billions — what would it say and why?
There will never be another you. Be true to who you are and never give up. Why? These are things we can easily forget, and we need that reminder.

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