

**INSIDE THIS
ISSUE:**

**Where We
Are Today** 1

Student Bios 2-7

Faculty Bios 10-13

**Selected
Student
Research** 14-17

**Alumni
Update** 18-20

Where We Are Today

The Applied Psychology Program at Southern Illinois University (SIU) is thrilled to enter 2021 and celebrate Applied Research Consultants' (ARC's) 39th 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 (2020)

Applied Students & ARC Associates



8TH 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's post-graduation plans include consulting in the areas of applied and organizational psychology, as well as teaching at the university level.



7TH YEAR STUDENT

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.



6TH YEAR STUDENT

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. Komaraju's lab. His current teaching assignment is working with UNIV 101 and Saluki Success.



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 work place. 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 Komaraju's lab.

5TH YEAR STUDENT

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 Komaraju'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.

**4TH YEAR STUDENT**

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 the Provost's Office managing course assessment 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 a senior advisor for Applied Research Consultants and a researcher for the trial consulting support service Scientific Resources for the Law (SRL). Following graduation, Emily plans to pursue a career in research or trial consulting.

**3RD YEAR STUDENTS**

Adam Green is from Washington State. He received his B.A. in Psychology from Central Washington University and his M.A. in Applied Psychology from Southern Illinois University Carbondale. He is involved in Dr. Tamara Kang's Barriers to Reducing Crime Lab, Dr. Yueh-Ting Lee's Research lab, and Dr. Meera Komaraju's Research Lab. His research interests range from morality and moral psychology to pro-social behaviors such as organizational whistleblowing. He currently plans to enter academia after graduation.



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 received her B.S. in Psychology from the University of Evansville, and her M.A. in Psychology from SIU. She currently works as teaching assistant for Multivariate Statistics. Her research interests include perceptions of defendants with minor children, juvenile sex offenders, and child victims of sexual abuse. Additionally, she is interested in child autonomy for decision-making. She is currently working towards her PhD in Psychology and her Graduate Certificate in Quantitative Methods at SIU. Miranda's post-graduation plans include data analytics, statistical consulting, and pursuit of her own research interests.



Wenqian Zhou (Georgina) completed her B.A. in English from Shanghai International Studies University in China and her M.S. in Education from California State University Fullerton. She is a PhD candidate in the Applied psychology program at SIUC. Her research interests include leadership, work meaningfulness, talent management, and areas at the intersection of social and I/O psychology. She is currently the instructor for PSY323 Organizational Psychology at SIUC. Wenqian's career plan is aligning with the scientist-practitioner route, which includes organizational consulting and faculty/researcher positions in the field of psychology.

2ND YEAR STUDENTS



Stephen D. Berry, currently an Associate Consultant at ARC, has a B.S. in Psychology and a M.S. in Psychological Science from Arkansas State University. He is now pursuing a Ph.D. in Applied Psychology at Southern Illinois University Carbondale (SIUC), where he is a teaching assistant for the Online M.B.A. Program and a research assistant in Dr. Kathleen Schmidt's Social Cognition and Bias Lab. Stephen's research interests are at the intersection of social psychology and industrial/organizational psychology. Examples include attitudes (e.g., social, organizational, political), media (e.g., censorship by proxy), and organizational behavior (e.g., corporate social responsibility). Professionally, Stephen intends to become a consultant or data scientist after graduating from SIUC.



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.

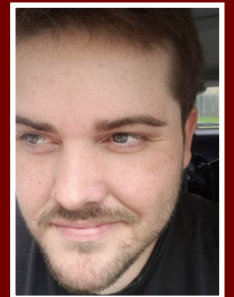
Promise Tewogbola is from Ondo State, Nigeria. He received his B.Sc in Physiology from the University of Ibadan, Nigeria, and his masters degree from Western Illinois University in Public Health. His research interests include behavioral economics, delay discounting, and health psychology. Upon graduation, Promise sees himself with a tenured position at an R1 university, while also providing consultancy services in the public health sector.



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 a teaching assistant for the undergraduate PSYC 311 course.



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, motivation, and personality in the workplace. She is currently a lecturer for the Introduction to Psychology course, and she is also involved in Dr. Meera Komaraju'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.



1ST YEAR STUDENTS



Aradhna Mohan received her B.A in Psychology, Sociology, and Economics from Christ University in Bangalore, India and went on to complete her M.S. in Psychological Counseling from Montfort College in Bangalore, India. Her research interests involve exploring women's experiences in the workplace, specifically with how gender and culture coalesce to impact women's career decisions, experiences of women in leadership positions, and gendered interaction patterns at the workplace. Her goals after graduation include professional consulting as well as teaching at a university.



Victoria Arndt is originally from California and currently lives in Northern Indiana. She received her B.A in Psychology with a minor in Criminology from Maryville University in St. Louis in 2019. She is currently a teaching assistant for undergraduate social psychology and organizational psychology courses. Her research interests include social and academic motivations and experiences in college students. After graduation her plans are to teach and to continue researching in the field.



Jennifer Brantley is from Monroeville, Alabama. She received her B.A. in Political Science and her M.S. In Psychology from the University of South Alabama in Mobile. Her research interests involve developing tests and measures of 21st Century Skills in institutional and organizational settings as well as studying the value of phronetic leadership and tacit knowledge transfer across a broad range of leadership roles, including academic, government, settings. Jennifer currently serves as a Teaching Assistant for undergraduate Peace Psychology and Psychology of Work & Play courses, and in Dr. Yue-Ting Lee's research lab. Her career goals include research consulting and public speaking and teaching at the university level.

ACCELERATED MASTER'S PROGRAM STUDENTS

Betty Akamani received her B.A. in Psychology from Southern Illinois University, Carbondale. She is currently pursuing a M.S. from Southern Illinois University in Applied Psychology. She is a Research Assistant in Dr. Tamara Kang's Barriers to Reducing Crime Lab. Her current research interests are attitudes, bias, prejudice, child trauma, and interventions.



Accelerated Master's Degree Program

New To the Applied Program

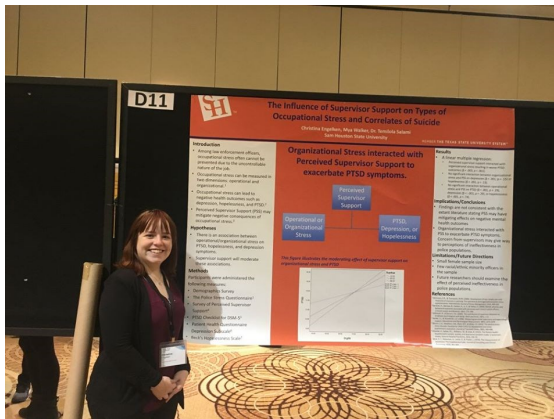
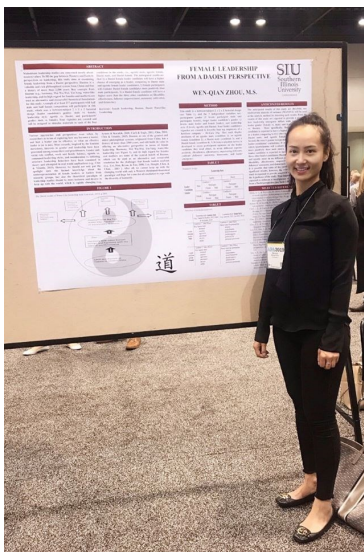
The Applied Psychology Program at Southern Illinois University (SIU) Carbondale is thrilled to announce a combined bachelor and master's program designed for Psychology majors seeking employment as the next step!

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



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.

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), peace psychology, psychology of work, 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. 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

ADJUNCT FACULTY:

AFFILIATED FACULTY BY DEPARTMENT: MANAGEMENT



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*.



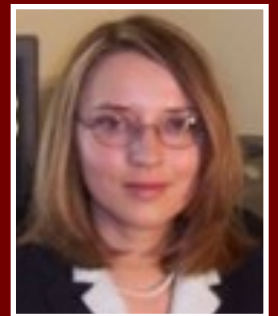
Dr. Min Z. Carter is an Associate Professor of Management at College of Business, Southern Illinois University. She received her Ph.D. in Management from Auburn University. Prior to joining SIU, she completed a two-year post-doctoral program at Auburn University, and served on faculty at Troy University. 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.

**AFFILIATED FACULTY BY DEPARTMENT:
QUANTITATIVE METHODS**

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.



Selected Applied Psychology Student Research

Publications

- Aung, N., & **Tewogbola, P.** (2019). The impact of emotional labor on the health in the workplace: a narrative review of literature from 2013–2018. *AIMS public health*, 6(3), 268.
- 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
- Heady, C. M., Fyn, A. F., Foster-Kaufman, A., Hosier, A., & **Weber, M. A.** (in press). Contributory factors to academic librarian turnover: A mixed-methods study. *Journal of Library Administration*, 60(6).
- Wang, F. -Y., Lee, Y. -T., **Zhou, W.-Q.,** & Wang, Z. -D. (2019). Daoist contributions to sciences in ancient China. In Y. -T. Lee & L. Holt (Eds.), *Dao and Daoist ideas for scientists, humanists, and practitioners*. New York, NY: Nova Science Publisher Inc.
- Lee, Y-T., Jamnik, M. **Maedge, K.,** & Chen, W-T (2020). The Darwin-God dilemma: A totemic approach to the meaning of life and human existence. *Evolutionary Behavioral Sciences*, 14 (4), 355-361.

Book Chapters

- Wang, F. -Y., Lee, Y. -T., **Zhou, W.-Q.,** & Wang, Z. -D. (2019). Daoist contributions to sciences in ancient China. In Y. -T. Lee & L. Holt (Eds.), *Dao and Daoist ideas for scientists, humanists, and practitioners*. New York, NY: Nova Science Publisher Inc.
- Lee, Y. T., Zhao, Y., **Montoya, R.,** & Xu, C. (2019). Nature as the common theme of Daoism, totemism, and Darwinism: The evolutionary crossroads of sciences and humanities. In Y. T. Lee & L. Holt (Eds.), *Dao and Daoist Ideas for Scientists, Humanists, and Practitioners* (37-64). New York: Nova Science Publishers, Inc.

Peer-Reviewed Conference Presentations

- Galeza, E.,** Bader, C., & Peter-Hagene, L. (2020, March). *Male, but not Female Officers are Penalized by Trial Jurors when Use of Fatal Force is Attributed to Fear*. Paper presented at the American Psychology-Law Society Annual Conference, New Orleans, LA.
- 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.

- 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.
- 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.
- 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.
- Sneddon, D., Huerta, B., Surprise, M., & Veeramani, V.**, (2019, April). *Is This Job a POS? Mentoring, Perceived Organizational Support, and Turnover*. Paper presented at the Society for Industrial and Organizational Psychology Annual Meeting, National Harbor, MD.
- Suprise M., Veeramani, V., Franklin, A., & McClurg, S.** (2019, April). *Famous in a Small Town: Exploring Elite Social Networks in Rural Communities*. Talk presented at the College of Applied Sciences and Arts Annual Faculty Flash Talks, Carbondale, IL.
- Veeramani, V., Morrison, M. M., Birkla, D., Brooks, V., McGrath, K., Wood, S., & Komarraju, M.** (2018, April). *It is not that simple: Effects of ethnicity and gender on job related attributes*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL
- Zhou, W. Q.** (2019, August). *Female leadership - From a Daoist perspective*. Poster presented at the meeting of American Psychological Association, Chicago, IL.
- Zhou, W. -Q., Rajayah, T., & Lee, Y. -T.** (August, 2020). Cooperate or compete? Machiavellians' influence tactics in a workplace dilemma. Poster presentation at American Psychological Association 2020 Convention, Washington, DC.
- Zhou, W. -Q., & Lee, Y. -T.** (April, 2020). Rethinking gender and leadership: A lesson from Daoist leadership style. Symposium presentation (Daoist Cognition and Application: Connecting Western with Eastern Thinking) at Midwestern Psychological Association 2020 Annual Conference, Chicago, IL.
- Zhou, W. -Q., & Lee, Y. -T.** (April, 2020). Rethinking gender and leadership: A lesson from Daoist leadership style. Symposium presentation (Daoist Cognition and Application: Connecting Western with Eastern Thinking) at Midwestern Psychological Association 2020 Annual Conference, Chicago, IL. (Canceled due to COVID-19)

Technical Reports

- Berry, S., Galeza, E., Weber, M., Kline, E., Nelson, M., Green, A., Engelken, C., Whitby, M., Mohan, A., Arndt, V., Surprise, M., & Davis, R.** (2021). Illinois Department of Transportation road safety campaign: The effectiveness of public service messages to reduce driving while impaired among Illinois men aged 18 to 35 [Technical report prepared for the Illinois Department of Transportation]. Applied Research Consultants, School of Psychological and Behavioral Sciences, Southern Illinois University Carbondale.
- Veeramani, V., Berry, S., Engelken, C., Kline, E., Nelson, M., Holbrook, A., Rajayah, T., Sneddon, D., Akamani, B., Surprise, M., & Pankey, K.** (2020). WSIU Public Broadcasting: Audience Analysis [Technical report prepared for WSIU Public Broadcasting]. Applied Research Consultants, School of Psychological and Behavioral Sciences, Southern Illinois University Carbondale.
- Nelson, M., Galeza, E., Kline, E., Green, A., Zhou, W., Engleken, C., Berry, S., Rajayah, T., Tewogbola, P., Akamani, B., Whitby, M., Jones, C., Surprise, M., & Pankey, K.** (2020). The 2020 Faculty & Staff Diversity Survey and Analysis. Technical Report prepared for the Office of the Associate Chancellor for Diversity. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
- Green, A., Wenqian, Z., Galeza, E., Kline, E., Rajayah, T., Sneddon, D., Weber, M., Veeramani, V., Surprise, M., & Pankey, K.** (2020). SIU 2020 Chancellor Search Survey. Business Report prepared for the SIU Board of Trustees and System President at Southern Illinois University Carbondale. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
- Galeza, E. R., Ratliff, C. L., Kline, E. D., Huertas, B. C., Nelson, M. M., Green, A. C., Sneddon, D. A., Brown, S. A., & Pankey, K. N.** (2019) *Applied Psychology Alumni Survey*. Academic Report prepared for Dr. Franca, Dr. Rehfeldt, and Dr. Habib on behalf of the Higher Learning Commission Subcommittee. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
- Kline, E. D., Kochenour, A. J., Ratliff, C. L., Surprise, M. C., Nelson, M. M., York, M. M., & Pankey, K. N.** (2019). *Psychology Graduate Degree Program Survey*. Technical Report prepared for the Psychology Department. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
- Franklin, A. M., Galeza, E. R., Ratliff, C. L., Weber, M. A., Brown, S. A., Leiberman, J. N., & Pankey, K.** (2018). *McNair Scholars Program Evaluation*. Technical Report prepared for the McNair Scholars Program. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
- Franklin, A., Ratliff, C.L., Veeramani, V., Surprise, M., & Mendizabal Martell, R. A.** (2018). *2017-2018 Campus Climate Report*. Technical report prepared for the Accreditation Coordinator at Southern Illinois University. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
- Franklin, A., Ratliff, C.L., Weber, M., & Galeza, E.** (2018). *McNair Scholars program evaluation*. Technical report prepared for the Director of the Southern Illinois University McNair Scholars Program. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
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Alumni Update



Emily Neuhoff Ph.D.

What is your current job title and where you are currently working? Senior Data Scientists at Neilson Media.

What are your work responsibilities? What is a typical day like for you? I work in radio, so instead of looking at who is watching, I'm collecting data about who is listening. I like a lot of things about my job. Every day is different. I work with a team and I still use a lot of survey methodology (qualitative and quantitative). I'm currently working on a big project studying headphone use. I work with focus groups and proof and create radio diaries throughout the year. There is a lot of flexibility, I love that I get to set my own schedule for the most part.

How did your time at SIU or participating ARC help prepare you for your current position? ARC was the big one! I really dug into ARC, the biggest thing that gave me an advantage going into the workforce was my experience working with clients, writing up MOA's. Client experience and being able to work independently are two of the most important skills I learned at SIU that still help me in my current job, where I have a very client facing position.

What did you enjoy the most about SIU? I enjoyed participating in ARC the most. Doing ARC Projects! That's how I realized that's what I really wanted to do rather than academia. The experiences that you get in ARC are invaluable, it was for sure my favorite part.

What advice would you give to a smart, driven grad student about to enter the "real world"? You know more than you think you do! So, if you are looking at a job and you don't have the 5 years' experience for instance or meet some of the other criteria in the job description, still go ahead and apply. Advertise your skills and promote what you are good at! Cast a wide net.

What advice should they ignore? Ignore the feeling that you are not qualified.

What surprised you most going through the year 2020 and its complications due to the Coronavirus pandemic? I was most surprised at how quickly businesses were able to shift to being all online. People I knew thought that they didn't have a job that they could do online, and the decline of the traditional 9-5 workday.

If you could have a gigantic billboard anywhere with anything on it — metaphorically speaking, able to get a message out to millions — what would it say and why? Keep going! At times in graduate school, I felt stuck. I would say, even if you don't feel like you are making progress, you probably are. Forward momentum is important, keep going.

Doug Sneddon Ph.D.

What is your current job title and where you are currently working? I am currently employed at Purdue University as a data scientist with the Military Family Research Institute (MFRI).

What are your work responsibilities? All things data! I work with data for all of the ongoing projects at MFRI. I am involved in everything from data management (cleaning, restructuring, etc.), data analysis, and data visualization. I do small amounts of survey work in Qualtrics when needed. Additionally, I work with undergraduate students involved in MFRI to assist them with their own research projects.

How did your time at SIU or participating ARC help prepare you for your current position? Some of the things I do on a daily basis are things I learned while working in ARC. While the projects I currently work on are much larger in scale, ARC served as a fantastic “onboarding” experience that carried over after graduating.

What did you enjoy the most about SIU? The people in the Applied Program. Often times students in the program (PhD and 4+1) have to work together to learn new and/or necessary material. I experienced a high level of comradery that I will always be grateful for.

What advice would you give to a smart, driven grad student about to enter the “real world”? Job postings nowadays are wild! You need 10 years of experience with a program that has been out for 7 years for an entry level job. Pay attention to what experience is needed for a job, but don’t count yourself out if you don’t check every box.

When I was applying for jobs there were often times I would meet 50-75% of the requirements, but I would still be missing a few key pieces. On those pieces I would ask myself, “Can I reasonably learn this to do the job effectively?”. If that answer was “Yes”, I applied. I would encourage the same.

What advice should they ignore? Negotiating salary isn’t everything. It’s important to know your worth, but there are other things an organization can give you that will help you in the long run outside of salary.

What surprised you most going through the year 2020 and its complications due to the Coronavirus pandemic? How many people can’t figure out how to wear a mask properly.

If you could have a gigantic billboard anywhere with anything on it — metaphorically speaking, able to get a message out to millions — what would it say and why? Personal responsibility is the key to your success.



Alumni Update



Ally Kochenour Ph. D.

What is your current job title and where you are currently working? Data scientist at Nielsen Global Media

What are your work responsibilities? Generally, my work responsibilities are maintaining the health of our panel. Which boils down to doing research on how best to recruit, incentivise, and maintain panelists. This research typically includes surveys, focus groups, in-depth interviews, and A/B testing.

How did your time at SIU or participating ARC help prepare you for your current position? My time participating in ARC helped me immensely in preparation for my current position. Firstly, all of the experience using Qualtrics software has allowed me to be the subject matter expert and use that expertise at Nielsen on multiple projects. Additionally, my experience with project management, team work, and research design at ARC directly prepared me for the same situations in my current position. Overall, everything I was exposed to or participated in while in ARC was essentially job experience that allowed me to transition smoothly and excel at Nielsen.

What did you enjoy the most about SIU? I enjoyed interacting and working on projects in ARC with my classmates the most at SIU. Collaborating and spending time working on projects was so much fun and I miss it!

What advice would you give to a smart, driven grad student about to enter the “real world”? The advice I would give to a smart, driven grad student about to enter the “real world” would be to be confident in their knowledge and skill set. There are a lot of adjustments to be made when moving into industry from academia that can make you doubt your abilities. However, it is just an adjustment that will take time and you’ll be surprised how quickly you will catch up and excel!

What advice should they ignore? I think advice they can ignore or at least take with a grain of salt is to not procrastinate. A lot can be done in the last minute and sometimes has to happen that way. Obviously don’t set yourself up for failure, but testing your ability to think quickly is not a bad thing and comes in handy in the fast paced business world.

What surprised you most going through the year 2020 and its complications due to the Coronavirus pandemic? What surprised me the most was the adaptability everyone had thrust upon them. It was very surprising to me how much you can get done working remotely, I love it!

If you could have a gigantic billboard anywhere with anything on it — metaphorically speaking, able to get a message out to millions — what would it say and why? Honestly, I would want it to say “Push yourself out of your comfort zone”. I think my time in graduate school taught me that I can be more than I ever thought. It allowed me to tailor my own education and led me to experiences that pushed me into places I was uncomfortable. I truly believe those uncomfy moments make you so much better. They push you to grow, to believe in yourself, and adapt.

Dustin R. Nadler Ph.D

What is your current job title and where you are currently working? What are your primary research interests or focus areas? I am an Assistant Professor of Psychology at Maryville University in Saint Louis Missouri. I teach Statistics courses and Research Methodology as well as Psychological Tests and Measurement, Social Psychology, and Honor's Intro Psychology. I also have a research lab and teach a comprehensive undergraduate Capstone course to psychology undergraduate students preparing to graduate. My personal research, which began while working with Dr. Kummaraju at SIU, focuses on internal and external factors that affect academic performances in university students and the disparities that occur between the different levels of marginalized groups within the student population. Recently, I have developed research interests focused on studying how attachment style and interpersonal relationships affect students' academic performance. I also study how physical environments seen via zoom influence of fit for job positions of potential employees.

What are your work responsibilities? I am a tenure track faculty member; I engage in four components of service: 1) Service to the Psychology program; service to the College; Service to the discipline; and service to the community. I serve on various of committees, including working with our division of student success. I also work on several grants, all focused on evaluating STEM education for St. Louis area school children. 2) Teaching, I teach about four undergraduate classes per semester; 3) Advising and Mentorship of students, I am an advisor for a research lab, a student organization, and between 30-50 undergraduate students. Finally; 4) I conduct research with undergraduates and collaboratively with peers in the social sciences and across the university. All of my work is done to help students learn and grow.

How did your time at SIU or participating ARC help prepare you for your current position? What has helped me the most is learning to take the application process to the next level. Not just as an applied psychologist, but as someone whose interested in taking theories and applying them to the world, it has been greatly beneficial to me as an educator. One of the things I focus on now is not just to get students to learn content but to learn how apply the concepts to something meaningful in their lives. This enables students to become better citizens. SIU enabled me to become more adaptive, in that I am able to take content, consolidate it, and use it in different, constructive ways.

What did you enjoy the most about SIU? I met wife at SIU, so that was most enjoyable, along with finding our dog! Beyond that, I enjoyed my cohort experience and the experience I had with my colleagues. The TA position for Intro to Psychology was a good experience and I'm grateful for the close relationships that I developed working with people inside and outside the applied program.

(cont.)



Alumni Update

(Dr. Nadler continued)

What advice would you give to a smart, driven grad student about to enter the “real world”? Be flexible, be patient, and be confident in your abilities! Even though you may not realize it, you have been prepared and are a step ahead of other candidates. Learn to recognize and articulate and ask the right questions. Know your capabilities. Don’t be scared to make waves and take risks.

What advice should they ignore? I generally focus on the positives and don’t feel like people intentionally give bad advice however, I would say, “Don’t let people tell you, “You can’t do something” or that,” You’re not really an IO psychologist or a social scientist.” Ignore the negatives.

What surprised you most going through the year 2020 and its complications due to the Coronavirus pandemic? I was surprised by the resilience of college students, and the amount of negativity expressed about college students. I feel bad for them, because they are often seen as selfish or careless by society. In my experience, students are not selfless or irresponsible, but they are being challenged in dramatically difficult ways. However, regardless of what we might believe, students are learning, attending classes, they are adaptive. Yet at the same time, they have largely been left out of the conversation about the policies regarding the virus and compensations provided during the pandemic.

If you could have a gigantic billboard anywhere with anything on it — metaphorically speaking, able to get a message out to millions — what would it say and why? I would challenge everyone to love and support one another and create an inclusive environment. Right now, there is too much negativity. I would want to promote a message of hope, positivity, love, and acceptance. I want people to have hope for the future; know even though we are in extreme times right now, don’t worry, it will get better.



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