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## Where We Are Today

The Applied Psychology Program at Southern Illinois University (SIU) is thrilled to enter 2022 and celebrate Applied Research Consultants' (ARC's) 40th 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 (2022)

## Applied Students & ARC Associates

### 7TH YEAR STUDENTS AND BEYOND



**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.



**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 working with PSYC 202. **Graduation Spring 2022**



**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 Komarraju's lab.

**6TH 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 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.



**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.



## 3RD 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 the teaching assistant/lab instructor for PSYC 311: Field Research Methods in Psychology. 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 organizations (e.g., corporate social responsibility). Professionally, Stephen intends to become a business consultant or survey researcher 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.

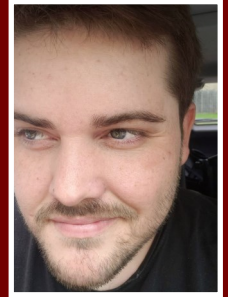


**Promise Tewogbola** is from Ondo State, Nigeria. He received his B.Sc in Physiology from the University of Ibadan, Nigeria, and his masters degree from Western Illinois University in Public Health. His research interests include behavioral economics, delay discounting, and health psychology. Upon graduation, 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 the Office of Workforce Innovation and Research. After graduation, Christina plans to work as a project manager in an industry setting.

**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. She completed her M.A. in Psychology at SIUC. Her main research interests include culture/religion, motivation, personality, and burnout in the workplace. She is currently a research assistant for Dr. Kathleen Schmidt. She is also involved in Dr. Meera Komaraju's research lab and Dr. Kathleen Schmidt's research lab. After graduation, her career goals include consulting and teaching at the university level.



## 2ND 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 leadership positions, and gendered interaction patterns at the workplace. She is currently a part of Dr. Meera Komaraju's lab, Dr. Tamara Kang's lab, and is a graduate assistant at the University Core Curriculum office. After graduating, she plans to pursue a career in professional consulting.



**Victoria Arndt** received her B.A in Psychology with a minor in Criminology from Maryville University in St. Louis in 2019. 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. She is currently a teaching assistant for an undergraduate honors thesis course and is part of Dr. Meera Komaraju's research lab.





**Jennifer Brantley** is from Monroeville, Alabama. She received her B.A. in Political Science and her M.S. in Psychology in Mobile, from the University of South Alabama. Her research interests involve developing tests and measures of 21st Century Skills in institutional and organizational settings as well as studying tacit knowledge transfer and applied learning, in higher education as well as other academic, government, and private training sectors. Jennifer currently serves as a Teaching Assistant for Research Methods and Statistics. She is part of Dr. Yue-Ting Lee and Dr. Eric Jacobs' research labs. Her career goals include research consulting and teaching at the university level.



**Betty Akamani** received her M.S. in Psychology from Southern Illinois University, Carbondale and she is currently pursuing a Ph.D. from Southern Illinois University in Applied Psychology. Betty is a Lecturer for Introduction to Psychology and an active member in Dr. Tamara Kang's Barriers to Reducing Crime Laboratory. Her post-graduation goal is to become a Legal Psychologist and her current research interests include risk need responsiveness, attitudes, bias, prejudice, child trauma, and interventions.



**Jacquelyn Spence** received a B.S. in psychology from Millikin University in 2019. She is working on a M.A. in Applied Psychology in a Ph.D. track program at SIUC. She was, in previous semesters, a research assistant to Dr. Eric Jacobs, and is currently a teaching assistant for Introduction to Psychology. Her research interests include behavioral economics, cooperation in decision-making, and management of common-pool resources. Upon graduation, she intends to pursue a career in user experience (UX) research.



**Ryan C. Nation**, currently shadowing at ARC, has a B.S. in English and Psychology from Saint Bonaventure University, and an M.S. in Counseling Psychology from the University of Southern Mississippi. Before coming to Carbondale, Ryan worked as a therapist in Mississippi helping those with sexual compulsions, and then in Montana working with those with severe and disabling mental illnesses. He is currently working towards a Ph.D. in Applied Psychology at Southern Illinois University Carbondale, where he works as a TA for Psychology 102, as well as with Undergraduate Admissions. Ryan's research interests are mainly concerned with making science more accessible to laypeople, and increasing the cooperation between science and practice in health care. Professionally, Ryan hopes to use his degree and experience in Counseling in conjunction with his degree in Applied to work in healthcare administration, as a facilitator between management and those working in the field.

#### 1ST YEAR STUDENTS

## ACCELERATED MASTER'S PROGRAM STUDENTS

**Scott Zimmerman** received his B.A in Psychology from Southern Illinois University Carbondale in 2021. He is currently working on his Master's degree in Applied Psychology. He has a wide array of research interests that include workplace satisfaction, positively reducing burnout from an employee perspective, and the social trust in science. Upon graduation, he intends on working in the field as a research consultant. **Graduation Spring 2022**



**Tra'Deitra Davis** is originally from Chicago, IL. She has received her B.A in psychology from Southern Illinois University at Carbondale in 2021. She is currently working towards her Master of Science in Applied Psychology at SIU. Her research interest includes crime psychology and law, social psychology, and political psychology. She is currently in Dr. Lee's Applied Psychology Lab. She works as a graduate research assistant for the McNair Scholars Program. Once she graduates, she plans on working in the field as a research consultant. **Graduation Spring 2022**



**Sergio M. Mercado** received his B.A. in Psychology from Southern Illinois University Carbondale in 2021. He is currently working towards a Masters in Science for Applied Psychology. His research interests are habit-forming behaviors, social pressures, and dietary decision-making. He is currently in Dr. Lee's Applied Psychology Lab. After graduating, he plans to pursue a career in data analysis, research consultation, or program evaluation.

**Graduation Spring 2022**

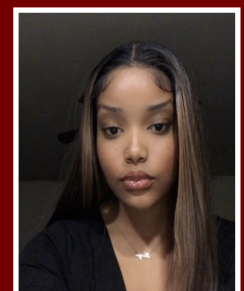


**Aedan Wright** received his B.A. in Psychology from Southern Illinois University in Spring of 2022. He is currently a student in the Accelerated Master's program in Applied Psychology. As an active-duty veteran, his foremost research interest is veteran mental health and post-service job outcomes. Other research interests include workplace motivation and satisfaction, and personality psychology. His post-graduation goal is to obtain employment as a research consultant.



## UNDERGRADUATE INTERN

**Kenya Powell** received her Associate of Arts from Shawnee Community College. She is currently pursuing her bachelor's degree in Psychology at Southern Illinois University, Carbondale. Her post-graduation goal is to continue her education in a master's degree Program for Applied Psychology. Her current interests are counseling, birth order effects, and therapy on children and young adults.



## Accelerated Master's Degree Program

### New To the Applied Program

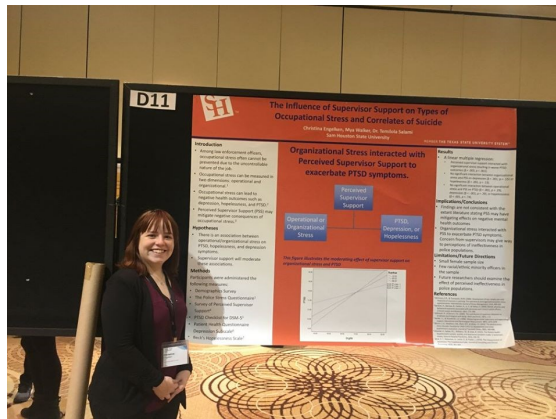
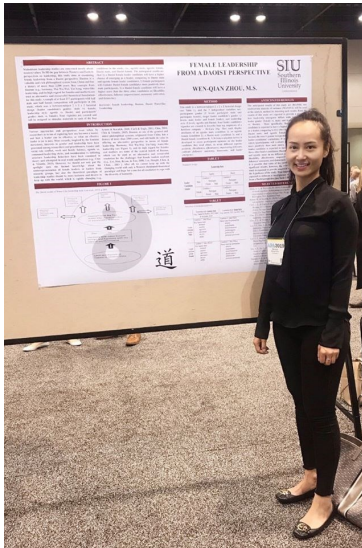
The Applied Psychology Program at Southern Illinois University (SIU) Carbondale is thrilled to announce a combined bachelor and master's program designed for Psychology majors seeking employment as the next step!

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. Dustin Nadler** is the Director of Applied Research Consultants (ARC) at Southern Illinois University Carbondale (SIUC). Originally from the St. Louis metropolitan area, he received his Ph.D. from the Applied Psychology program at SIUC. Since graduating, he has worked at several universities in the greater St. Louis area and as a research consultant, a role which he currently holds. Additionally, Dr. Nadler is an Assistant Professor of Psychology and Fellow of the Center for Access and Achievement at Maryville University in St. Louis. In his role at the Center for Access and Achievement, he is heavily involved in grant and program evaluation work. His program evaluation and grant work focus on evaluating STEM and coding educational programming for K – 12 students in various settings and professional development training for teachers within the same arena.

### 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 and M.A. in Clinical Psychology from the University of Texas at El Paso. Prior to coming to SIUC, Dr. Kang completed her postdoctoral fellowship on Dr. Robert Prentky's Department of Justice funded multi-site, multi-state grant at Fairleigh Dickinson University. Dr. Kang's Barriers to Reducing Crime Lab is committed to: (1) developing innovative strategies to communicate research on how to effectively reduce crime (science communication); (2) effective implementation of evidence-based practices; (3) justice-involved individuals with a mental disorder; (4) judgment and decision-making in the criminal justice system; (5) special needs that pose barriers to reducing crime; and (6) assessment and rehabilitation of justice-involved individuals. Dr. Kang teaches multivariate statistics, univariate statistics, psychology and law, forensic psychology, and psychology of crime

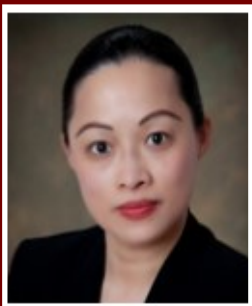


**ADJUNCT FACULTY:**

**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. 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.
- Berry, S. D.** (2019). Not on my news feed: Predicting the support of gay content censorship on social media (Publication No. 13879532) [Master's thesis, Arkansas State University]. ProQuest Dissertations & Theses Global.
- Berry, S. D.**, McGowen, M. L., & Davis, S. J. (2019). A brief review of addictive tendencies related to technology use: Conceptualization, treatment, and future directions. *IAFOR Journal of Psychology & the Behavioral Sciences*, 5(1), 27-42. <https://doi.org/10.22492/ijpbs.5.1.03>
- Davis, R. S., Stazyk, E. C., **Kline, E. D.**, & **Green, A. C.** (2022). Experience, Emotion, and Exhaustion: How Unionization Influences Emotional Labor. *Review of Public Personnel Administration*, 0734371X211068171.
- 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).
- Kang, T., **Green, A.**, **Akamani, B.**, & Pinkston, K. (2022). Rural residents' emotions, beliefs, and sources that influenced those beliefs regarding sex offender policies, practice, and the efficacy of treatment. *Behavioral Sciences & the Law*, 1-24. <https://doi.org/10.1002/bsl.2562>
- Kang, T., Parker, F., **Akamani, B.**, & Pinkston, K. Misconceptions regarding mental disorders & propensity to commit crimes: Conflict between science and rural residents' reliance on personal experiences, subjective perceptions, media, and emotion. Manuscript in review.
- 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.
- Lee, Y.T., Tang, R., **Minneyfield, A.**, **Brantley, J.**, Chen, W. (2021). Ethnic Identity, Individual Identity, and Perceived Stress Correlated with Life Satisfaction of American College Students. *The Educational Review, USA*, 5(12), 470-477. DOI: 10.26855/er.2021.12.003
- Tewogbola, P.**, & Aung, N. (2021). Identifying the insured and uninsured in rural America: an empirical discriminant analysis. *AIMS Public Health*, 8(3), 421.
- Tewogbola, P.**, & Aung, N. (2021). Revisiting the 1970 smallpox outbreak in Meschede, Germany: Lessons for a post-COVID world. *Journal of Emergency Management (Weston, Mass.)*, 19(7), 157-163.
- Wilkinson, W. W., & **Berry, S. D.** (2020). Together they are Troy and Chase: Who supports demonetization of gay content on YouTube? *Psychology of Popular Media*, 9(2), 224-235. <https://doi.org/10.1037/ppm0000228>
- Wilkinson, W. W., **Berry, S. D.**, DuBar, L., & Garner, Z. (2020). Throwing shade at Cyrus: Willingness to censor teen homosexuality in Disney's "Andi Mack." *Journal of Homosexuality*, 67(14), 2050-2070. <https://doi.org/10.1080/00918369.2019.1618648>

### Book Chapters

- Green, A.** Worked to a Crisp: "Realistic" and "Symbolic" Stressor Effects on Burnout. In Staczyk, E. & Davis, R., *Handbook of Motivation Research in Public Administration* (In press: Edward

Elgar Publishing).

### Peer-Reviewed Conference Presentations

- Akamani, B.,** Pinkston, K., & Kang, T. (2021, March). With understanding comes change: Examination of rural residents' attitudes and beliefs towards offenders with a mental disorder and sex offenders. Poster presented at the annual conference of American Psychology-Law Society (Virtual).
- Berry, S. D.** (2022, April). Beliefs and coping with COVID-19: Data from a Midwestern university [Poster session]. Midwestern Psychological Association Conference, Chicago, IL, United States.
- Berry, S. D.** (2020, April). Not on my news feed: Gay social media content censorship [Poster session]. Midwestern Psychological Association Conference, Chicago, IL, United States. (Conference canceled)
- Berry, S. D., Galeza, E., Hall, B. F., Engelken, C., & Kline, E.** (2020, April). Applied Research Consultants: Facing real-world problems with applied psychological science [Professional development session]. Midwestern Psychological Association Conference, Chicago, IL, United States. (Conference canceled)
- Berry, S. D., & Wilkinson, W. W.** (2020, April). "Enlightened" censorship by proxy? Supporting the "Roseanne" reboot cancellation [Poster session]. Midwestern Psychological Association Conference, Chicago, IL, United States. (Conference canceled)
- McGowen, J. P., Higdon, B. J., McGowen, M. L., Higdon, B. A., & **Berry, S. D.** (2019, April). Resisting temptation: Short form development and validation of a Six Sin Inventory [Poster session]. Create@State: A Symposium of Research, Scholarship, and Creativity, State University, AR, United States.
- Berry, S. D.,** McGowen, J. P., & McGowen, M. L. (2019, April). Rethinking sin: Assessing the structure and content of the Seven Sins Inventory [Poster session]. Create@State: A Symposium of Research, Scholarship, and Creativity, State University, AR, United States.
- Higdon, B. J., McGowen, J. P., Higdon, B. A., McGowen, M. L., & **Berry, S. D.** (2019, March). Seven Sins Inventory: Short form development using item response theory modeling [Poster session]. Louisiana State University-Shreveport Regional Student Scholars Forum, Shreveport, LA, United States.
- Berry, S. D., & Wilkinson, W. W.** (2018, November). Throwing shade at Cyrus: Willingness to censor teen homosexuality in Disney's Andi Mack [Paper session]. National Communication Association Conference, Salt Lake City, UT, United States.
- Wilkinson, W. W., & **Berry, S. D.** (2018, November). Together they are Troy and Chase: Who supports demonetization of gay content on YouTube? [Paper session]. National Communication Association Conference, Salt Lake City, UT, United States.
- Berry, S. D.** (2018, April). Together they are Troy and Chase: Who supports demonetization of gay content on YouTube? [Paper session]. Create@State: A Symposium of Research, Scholarship, and Creativity, State University, AR, United States.
- Berry, S. D.** (2018, April). Moral Influences Scale: Short form development via item response theory [Poster session]. Southwestern Psychological Association Conference, Houston, TX, United States.
- Wilkinson, W. W., DuBar, L., **Berry, S. D.,** & Garner, Z. J. (2018, April). Crazy in love or just crazy? Limerence and psychological maladjustment [Poster session]. Southwestern Psychological Association Conference, Houston, TX, United States.

- Wilkinson, W. W., DuBar, L., **Berry, S. D.**, & Garner, Z. J. (2018, April). Crazy in love or just crazy? Limerence and psychological maladjustment [Poster session]. Southwestern Psychological Association Conference, Houston, TX, United States.
- Wilkinson, W. W., DuBar, L., **Berry, S. D.**, & Garner, Z. J. (2018, April). The measurement and meaning of limerence: Scale development and construct validation [Poster session]. Southwestern Psychological Association Conference, Houston, TX, United States.
- Garner, Z. J., Wilkinson, W. W., DuBar, L., & **Berry, S. D.** (2018, March). An independent psychometric evaluation of the Hate Crime Beliefs Scale [Paper session]. American Psychology-Law Society Conference, Memphis, TN, United States.
- Berry, S. D.** (2017, April). Moral Influences Scale: Content and structural validation [Poster session]. Southwestern Psychological Association Conference, San Antonio, TX, United States.
- Berry, S. D.** (2015, April). Systems of moral functioning [Poster session]. Arkansas Symposium for Psychology Students, Conway, AR, United States.
- 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,.
- 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.
- 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.
- Morrison, M. M., **Franklin, A.**, Miller, M. J., **Veeramani, V.**, **Weber, M.**, & 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., Komaraju, M. & **Veeramani, V.** (2017, April). *Shades of Black: Effects of race, class, and age on perceptions of students*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago,.
- 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., **Suprise, 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.**, A., & McClurg, S. (2019, April). *Famous in a Small Town: Exploring Elite Social Networks in Rural Communities*. presented at the College of Applied Sciences and Arts Annual Faculty Flash Talks, Carbondale, IL.

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### **Technical Reports**

**Berry, S., E., Weber, M., Kline, E., Nelson, M., Green, A., Engelken, C., M., Mohan, A., Arndt, V., Surprise, M., & Davis, R.** (2021). 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.

Kline, E., **Engelken, C.,** Sneddon, D., **Berry, S. D.,** Rajayah, T., Pankey, K., & **Suprise, M.** (2020). Economic impact of COVID-19 on Southern Illinois businesses [Technical report prepared for the Office of Workforce Innovation and Research, Southern Illinois University]. Applied Research Consultants. School of Psychological and Behavioral Sciences, Southern Illinois University Carbondale.

**Maedge, K., Akamani, B., & Davis, R.** (2021). SIUC Student Climate Survey [Technical report prepared for Extended Campus, SIUC]. 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). Public Broadcasting: Audience Analysis [Technical report prepared for WSIU Public Broadcasting]. Applied Research Consultants, School of Psychological and Behavioral Sciences, Southern Illinois University Carbondale.

**Veeramani, V., Berry, S. D., 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.

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**Green, A., Z., E., Kline, E., Sneddon, D., Weber, M., Veeramani, V., Surprise, M., & Pankey, K.** (2020). 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., 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.

- Ratliff, C.L., **Veeramani, V., Suprise, 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.
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- 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.
- Geraghty, S. M., Miller, M. J., **Weber, M. A.,** Neuhoﬀ, E. M., Kochenour, A. J., **Veeramani, V.,** & Pankey, K. (2018). *SIU New Student Programs NSO Program Assessment*. Report prepared for the SIU New Student Programs. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
- Weber, M. A.,** Kochenour, A. J., Galeza, E., Liberman, J., & Pankey, K. (2018). *Applied Psychology Alumni Survey*. Report prepared for Dr. Komaraju Dr. Eric Jacobs on behalf of the Applied Psychology Program. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
- Weber, M. A., Veeramani, V.,** & Pankey, K. (2019) *SIU Presidential Search Survey*. Report prepared for the SIU Board of Trustees. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
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- Kochenour, A. J., Neuhoﬀ, E. M., Montoya, R., Suprise, M., **Franklin, A.,** Mendizabal, R., **Weber, M.,** & Pankey, K. (2017). *SIU AA Board Group Facilitation*. Technical Report prepared for the SIU Alumni Association. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.
- Montoya, R., **Franklin, A.,** Mendizabal, R., & Pankey, K. (2016). *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.
- Narusis, J. D.,** Neuhoﬀ, E. M., Gilson, N., Feeser, K. M., Montoya, R., & Kowalchuk, R. K. (2016). Illinois CNA Task Assessment. Technical report prepared for the Office of Illinois Nurse Aid Testing, Carbondale, IL. Applied Research Consultants. Department of Psychology, Southern Illinois University Carbondale.

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## Alumni Update

### Briana Huerta, MS



***What is your current job title and where you are currently working?*** “Senior Research Analyst at NORC, with AmeriSpeak”

***What are your work responsibilities?*** “I manage team projects, ensure client communication is handled effectively and that all clients are satisfied. Moreso overseeing tasks, creating reasonable due dates for completion of tasks by team members and statisticians.”

***How did your time at SIU or participating ARC help prepare you for your current position?*** “The structure of ARC matches my current work structure. Just like in ARC, we share insight and give knowledge. Communication skills learned in ARC helped as well. I now have team meetings which are exactly like ARC meetings where I am required to speak and verbalize what’s going well or not so well. I am comfortable in my workspace because of it.”

***What did you enjoy the most about SIU?*** “I enjoyed the collaborations and the diversity of different interests. I was able to experience a taste of different things I did not know about. The atmosphere was easy-going and non-judgmental as well.”

***What advice would you give to a smart, driven grad student about to enter the “real world”?*** “Focus on communicating your honest thoughts and not being a people pleaser. It’s easy to want to do it all but don’t. It leads to burnout. Knowing boundaries and having a healthy work life balance has prevented burnout for me. Making good relationships with the people you work with will be beneficial and know that it’s ok for the small awkwardness when creating these relationships.”

***What advice should they ignore?*** “Don’t apply to every job application available. Some people don’t look at your resume, and sometimes the descriptions aren’t good enough. The description for my first position at NORC did not mention all the aspects of the position.”

***Complications due to the Coronavirus pandemic?*** “The pandemic helped. COVID boosted business there were only two analysts in my department, juggling 24 projects each. My department has tripled since the pandemic. I struggled with work life balance during COVID. We are still hiring people to help with ensuring that workers have a reasonable workload. People want to know about COVID and want more research.”

***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?*** “If you know you can do it, don’t take no for an answer.” “College wasn’t always easy but I worked hard to ensure I received the opportunities I deserved and needed.”

## Wenqian (Georgina), PhD

**What is your current job title and where you are currently working?** “I currently work two jobs, I am an Organizational Development Consultant and I work for Advanced Learning Partnerships, remotely; however, my home office is based in Chapel Hill, North Carolina. I also current work as an Adjunct Professor teaching Organizational Psychology at SIU.”

**What are your work responsibilities?** “I do internal and external consulting. With internal consulting, I create talent development plans, work with data infrastructure with my supervisor, and generate 360 feedback loop (surveys) mostly. With external consulting, I offer services to K-12 school districts, perform strategic planning job analyses, and organizational development.”

**How did your time at SIU or participating ARC help prepare you for your current position?** “I notice the soft-skills effect. ARC taught me how to communicate and collaborate with others in the workplace. I have a collaboration mindset because of ARC and being comfortable in teamwork is most valuable. Qualtrics experience has also proven to be very valuable for my current job.”

**What did you enjoy the most about SIU?** “SIU allowed for me to personalize or customize my study plan. I was given freedom to decide on which specialization I wanted and was provided with guidance on how I could reach my goals instead of being molded.”

**What advice would you give to a smart, driven grad student about to enter the “real world”?** “Learn hard skills. Pick a programming language like R which is most popular for Industrial/Organizational Psychology or Python which seems to be more popular in the Data Science field. Also, you will need to know that good enough is good enough, you may need to finish a project at 80%. Don’t waste time to improve 1% more. You may not need higher levels of analysis. Be client-oriented and get to the bottom of what they need”

**What advice should they ignore?** “Be serious.” “Try not to be too serious. This is not graduate school. No need to be in debate mode. Functional conflict only, differences in opinion should be less confrontational.”

**Complications due to the Coronavirus pandemic?** “I did not have any issues working during COVID. Remote working helped me stay focused on finishing my internship. It was easy to interview with several jobs due to remote interviews as well. Currently, I work remotely and do not have to move for my job.”

**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?** “If you find your why for life, you can bear anyhow?” “Finding meaningfulness of work and life is important. I reflect on why I am doing what I am doing. Once you find your meaning you can bear anyhow.”



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