

**Melissa G. Keith**  
Department of Psychology  
Bowling Green State University  
mgkeith@bgsu.edu  
419-372-2371

## EDUCATION

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B.A. Saint Louis University - 2013  
Major: Psychology  
Minor: Business Administration

M.S. Purdue University – 2016  
Industrial and Organizational Psychology

Ph.D. Purdue University – 2019  
Industrial and Organizational Psychology

## ACADEMIC APPOINTMENTS

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August 2019-Present Assistant Professor of I/O Psychology  
Bowling Green State University

## RESEARCH INTERESTS

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- Creativity and the Creative Process
- Online Samples in Psychological Research
- Work in the Gig Economy
- Motivation

## PEER REVIEWED PUBLICATIONS

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\* Student as coauthor; † equal contribution

22. \*Hughes, I. M., **Keith, M. G.**, Lee, J., & Gray, C. E. (in press). Working, scrolling, and worrying: Doomscrolling at work and its impacts on work engagement. *Computers in Human Behavior*. <https://doi.org/10.1016/j.chb.2023.108130>
21. †**Keith, M. G.**, †\*Freier, L., \*Childers, M., \*Ponce-Pore, I., & \*Brooks, S. (in press). What makes creative ideas risky? The influence of idea novelty and usefulness on perceptions of risk. *Journal of Creative Behavior*. Advance Online Publication. <https://doi.org/10.1002/jocb.621>

20. †**Keith, M. G.**, & †McKay, A. S. (accepted). Too anecdotal to be true? MTurk is not all bots and bad data: Response to Webb & Tangney (2022). *Perspectives on Psychological Science*
19. Montag-Smit, T., & **Keith, M. G.** (in press). Changes in positive and negative affect during creative process engagement. *Journal of Creative Behavior*. Advance Online Publication. <https://doi.org/10.1002/jocb.610>
18. \*Hughes, I. M., **Keith, M. G.**, & \*Gallagher, C. M. (2023). “Thanks for reaching out.” Informational justice, organizational communication, and job insecurity during the early stages of the COVID-19 pandemic. *Journal of Personnel Psychology*. Advance Online Publication. <https://doi.org/10.1027/1866-5888/a000325>
17. **Keith, M. G.**, & Jagacinski, C. M. (2023). Tell me what to do not how to do it: Influence of creative outcome and process goals on creative performance. *Journal of Creative Behavior*, 57(2), 285-304. <https://doi.org/10.1002/jocb.577>
16. Zickar, M. J., & **Keith, M. G.** (2023). Innovations in sampling: Improving the appropriateness and quality of samples in organizational research. *Annual Review of Organizational Psychology and Organizational Behavior*, 10, 315-337. <https://doi.org/10.1146/annurev-orgpsych-120920-052946>
15. **Keith, M. G.**, \*Stevenor, B. A., & McAbee, S. T. (2023). Scale mean and variance differences in MTurk and non-MTurk samples: A meta-analysis. *Journal of Personnel Psychology*, 22(1), 1-12. <https://doi.org/10.1027/1866-5888/a000309>
14. †Woo, S. E., †**Keith, M. G.**, Tay, L., & LeBreton, J. (2023). Rejoinder to commentaries on Woo et al. (2023). *Perspectives in Psychological Science*, 18(1), 61-66. <https://doi.org/10.1177/17456916221129816>
13. Woo, S. E., LeBreton, J., **Keith, M. G.**, & Tay, L. (2023). Bias, fairness, and validity in graduate admissions: A psychometric perspective. *Perspectives in Psychological Science*. 18(1), 3-31. <https://doi.org/10.1177/17456916211055374>
12. Maertz, C. P., **Keith, M. G.**, Raghuram, S., Porter, C. M., & Dalton, G. (2023). Advancing theory and practice on managing dysfunctional turnover: Developing an improved measure of turnover reasons. *Group and Organization Management*, 48(5), 1387-1429. <https://doi.org/10.1177/10596011211065880>
11. \*Gallagher, C. M., \*Hughes, I. M., & **Keith, M. G.** (2022). From social burden to support elicitation: Construction and validation of a new measure of workplace support seeking experiences. *Journal of Business in Psychology*, 37(4), 675-694. <https://doi.org/10.1007/s10869-021-09769-w>

10. **Keith, M. G.**, Harms, P.D., & Long, A. C. (2020). Worker health and well-being in the gig economy: A proposed framework and research agenda. In P. L. Perrewé, P. D. Harms, & C.-H. Chang (Eds). *Research in Occupational Stress and Well-Being* (Vol. 18, pp. 1-34). Emerald Publishing.
9. †Porter, C. M., †**Keith, M. G.**, & Woo, S. E. (2020). A meta-analysis of network positions and creative performance: Differentiating creativity conceptualizations and measurement approaches. *Psychology of Aesthetics, Creativity, and Arts, 14*(1), 50-67.  
<https://doi.org/10.1037/aca0000198>
8. Jagacinski, C. M., Kumar, S., & **Keith, M. G.** (2020). Expanding the nomological network of work avoidance: Antecedents and consequences across contexts. *The Journal of Experimental Education, 88*(2), 221-244.  
<https://doi.org/10.1080/00220973.2019.1635564>
7. **Keith, M. G.**, Harms, P. D. & Tay, L. (2019). Mechanical Turk and the gig economy: Exploring differences between gig workers. *Journal of Managerial Psychology, 34*(4), 286-306. <https://doi.org/10.1108/JMP-06-2018-0228>
6. Porter, C. M., Woo, S. E., Allen, D. G., & **Keith, M. G.** (2019). How do instrumental and expressive network positions relate to turnover?: A meta-analytic path analysis. *Journal of Applied Psychology, 104*(4), 511-536. <https://doi.org/10.1037/apl0000351>
5. Vaziri, H., Tay, L., **Keith, M. G.**, & Pawelski, J. O. (2019). History, literature, and philosophy and positive functioning: A systematic review. *Journal of Positive Psychology, 14*(6), 695-723. <https://doi.org/10.1080/17439760.2018.1545041>
4. Tay, L., Pawelski, J. O., & **Keith, M. G.** (2018). The role of arts and humanities in human flourishing: A conceptual model. *The Journal of Positive Psychology, 13*(3), 215-225. <https://doi.org/10.1080/17439760.2017.1279207>
3. **Keith, M. G.**, Tay, L., & Harms, P. D. (2017). Systems perspective of Amazon Mechanical Turk for Organizational Research: Review and recommendations. *Frontiers in Psychology, 8*. <https://doi.org/10.3389/fpsyg.2017.01359>
2. **Keith, M. G.**, & Harms, P. D. (2016). Is Mechanical Turk the answer to our sampling woes?. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 9*(1), 1-5. <https://doi.org/10.1017/iop.2015.130>
1. Woo, S. E., **Keith, M.**, & Thornton, M. A. (2015). Amazon Mechanical Turk for industrial and organizational psychology: Advantages, challenges, and practical recommendations. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*, 171-179. <https://doi.org/10.1017/iop.2015.21>

## BOOK CHAPTERS

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**Keith, M. G.,** & \*Ponce-Pore, I. (2023). Creativity in the gig economy: Opportunities for creativity researchers in the new world of work. In R. Reiter-Palmon & S. Hunter (Eds.) *Handbook of Organizational Creativity: Leadership, Interventions, and Macro Level Issues* (pp. 145-160). Elsevier.

Woo, S. E., **Keith, M. G.,** Su, R., Saef, R., & Parrigon, S. (2017). The curious dynamic between openness and interest in creativity development. In G. J. Feist, R. Reiter-Palmon, & J. C. Kaufman (Eds). *The Cambridge Handbook of Creativity and Personality Research* (pp. 44-63). Cambridge University Press.

## CONFERENCE PRESENTATIONS

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\* Student as coauthor

30. **Keith, M. G.** (2024, April). Alternatives to the Graduate Record Exam: What are we left with? In N. R. Kuncel (Co-Chair), S. Demeke (Co-Chair), & J. M. LeBreton (Discussant), Examining Graduate Admissions Criteria. Symposium to be presented at the 39<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.

29. \*Childers, M., \*Freier, L. M., & **Keith, M. G.** (2024, April). What makes an idea risky? Perceptions of idea novelty, usefulness, and risk. Poster to be presented at the 39<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.

28. \*Hughes, I. M., \*Freier, L. M., **Keith, M. G.,** & Brooks, M. E. (2024, April). Using policy capturing to determine the factors that influence the workplace social support decision-making process. In I. M. Hughes (Co-Chair) & **M. G. Keith** (Co-Chair), Helping revisited: research on alternative workplace social support perspectives. Symposium to be presented at the 39<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.

27. **Keith, M. G.** (2023, April). Creativity in the gig economy: Opportunities for creativity researchers in the new world of work. In R. Reiter-Palmon (Chair), Current Trends in the Study of Creativity and Innovation. Symposium presented at the 38<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Boston, MA.

26. \*Hughes, I. M., Gray, C. E., Zhao, T., & **Keith, M. G.** (2023, April). Thank you for your (unhelpful) help: The impact of trait and state gratitude on unhelpful workplace social support dynamics. In M. E. Kane & L. R. Locklear (Co-Chairs), Gratitude, appreciation, anger, oh my! Moral emotions in the workplace. Symposium presented at the 38<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Boston, MA.

25. **Keith, M. G.** (co-chair), French, K. (co-chair), Bankins, S., Gorman, J., & Redick, T. (2022, May). Working with Robots: The state of artificial intelligence in the workplace and directions forward. Panel discussion to be presented at the annual meeting of the Association for Psychological Science, Chicago, IL.

24. Highhouse, S. E., & **Keith, M. G.** (2022, April). Testing for Creative Potential at the AC Spark Plug Division of General Motors. In J. M. Cucina & T. Stetz (Co-Chairs), Symposium on I-O Psychology History. Symposium presented at the 37<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.
23. \*Ponce-Pore, I., & **Keith, M. G.** (2022, April). Comparing gig work to standard part-time work: Attraction, likes, and dislikes. Poster presented at the 37<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.
22. \*Stevenor, B. A., **Keith, M. G.**, & McAbee, S. T. (2022, April). Scale mean and variance differences in MTurk and non-MTurk samples: A meta-analysis. Poster presented at the 37<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.
21. Larson, B.(co-chair), Makarius, E.(co-chair), Diefendorff, J. (co-chair), Beal, D., Damer, E., Huang, J., **Keith, M. G.**, Litman, L. (2021, August). Bots, fraud, and careless responding: Challenges of bad-faith responses in survey research. Panel discussion presented at the 81<sup>st</sup> annual meeting of the Academy of Management. Virtual.
20. Thornton-Lugo, M. A., Kuykendall, L. A., **Keith, M. G.**, Porter, C. M., Schulz, N. M., Batz-Barbarich, C. L., & Saef, R. M. (2021, April). Practically useless? The usefulness of practical recommendations and implications in I/O research. Alternative Session presented at the 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Virtual.
19. \*M. Childers (co-chair), **M. G. Keith** (co-chair), Bergman, M., Chatterjee, D., Chattopadhyay, R., & Shoss, M. (2021, April) Non-professional and unimportant? Making IO psychology research inclusive of all work. Panel presented at the 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Virtual.
18. \*Hughes, I. M., \*Gallagher, C. M., & **Keith, M. G.** (2021, April). Job insecurity during the COVID-19 pandemic: The role of informational justice and organizational communication. In R. Saef & X. Hu (Co-Chairs), The Implications of COVID-19 Related Job Demands for Occupational Health. Symposium presented at the 36<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Virtual.
17. **Keith, M. G.**, & Jagacinski, C. M. (2020, July). Setting goals for creative performance. In **M. G. Keith** & F. Y. H. Kung (Co-Chairs), Setting New Goals for Goal Research: Questioning Assumptions and New Directions. Symposium presented at the 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology.
16. Bailey, J. K., DeSimone, J. A., **Keith, M. G.**, Nimon, K., & Sabat, I. E. (2020, July). How should I/O Psychologists collect data via MTurk? A discussion. Panel Discussion presented at the 35<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology.

15. **Keith, M. G.** (2019, August). Reining in the wild west: Ethical considerations for online data collection. Symposium presented at the 79<sup>th</sup> annual meeting of the Academy of Management, Boston, MA.
14. Montag-Smit, T., & **Keith, M. G.** (2019, August). Creative process engagement as an affective event: The role of convergent and divergent thinking. Paper presented at the 79<sup>th</sup> annual meeting of the Academy of Management, Boston, MA.
13. **Keith, M. G.**, & Jagacinski, C. M. (2019, April). Personal factors predict creativity via motivation and creative process engagement. Poster presented at the 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
12. Jagacinski, C. M., & **Keith, M. G.** (2019, April). Achievement goals and test performance: Between vs. within person effects. Poster presented at the 34<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
11. **Keith, M. G.**, & Jagacinski, C. M. (2018, April). Creativity, goals, and the creative process. In **M. G. Keith** & T. Montag-Smit (Co-Chairs), *The Creative Process in Context: Contextual influences on the creative process*. Symposium conducted at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
10. Montag-Smit, T., & **Keith, M. G.** (2018, April). Specific goals, narrowed attention, creative outcomes. In **M. G. Keith** & T. Montag-Smit (Co-Chairs), *The Creative Process in Context: Contextual influences on the creative process*. Symposium conducted at the 33<sup>rd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
9. **Keith, M. G.**, & Jagacinski, C. M. (2017, April). *Autonomy and Performance: The Influence of Task Difficulty and Motivation*. Poster presented at the 32<sup>nd</sup> annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
8. **Keith, M. G.**, & Jagacinski, C. M. (2016, May) *Autonomy, motivation, and the influence of task difficulty*. Poster presented at the 28<sup>th</sup> annual meeting of the Association for Psychological Science, Chicago, IL.
7. Jagacinski, C. M., **Keith, M. G.**, & Guidry, B. G. (2016, May). *Procrastination and rumination*. Poster presented at the 28<sup>th</sup> annual meeting of the Association for Psychological Science, Chicago, IL.
6. Maertz, C. P., **Keith, M.**, & Dalton, G. (2015, August). *Why good vs. poor performers quit their jobs*. Poster presented at the 75<sup>th</sup> annual meeting of the Academy of Management, Vancouver, BC.
5. **Keith, M.**, & Jagacinski, C. M. (2015, April). *Person-supervisor Fit in the form of goal orientation congruence*. Poster presented at the 30<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

4. **Keith, M.**, English, D., & Kobos, C. (2013, April). *The creative process: How expertise influences information gathering*. Poster presented at the Saint Louis University Capstone Symposium, Saint Louis, MO.
3. **Keith, M.**, Baeza, M., Bertrand, J. & Montag, T. (2012, April). *Goal specificity and creativity*. Poster presented at the Saint Louis University Senior Legacy Symposium. Saint Louis, MO. (see Senior Legacy Award).
2. Ferhmann, J., Montag, T., Baeza, M., Rolwes, K., Brown, M., **Keith, M.**, Stewart, S. D., Myers, Z., Bertrand, J. & Gargula, S. (2012, May). *Positive affectivity increases time spent gathering information in creativity tasks*. Poster presented at the 24<sup>th</sup> annual meeting of the Association for Psychological Science. Chicago, IL.
1. Montag, T., **Keith, M.**, Rolwes, K., Baeza, M. & Kiburz, C. (2011, November). *Deciding factors in choosing your most creative idea*. Poster presented at the annual meeting for the Society for Judgment and Decision Making. Seattle, WA.

## INVITED PRESENTATIONS

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- Woo, S. E., LeBreton, J. M., **Keith, M. G.**, & Tay, L. (2021, September). Bias, fairness, and validity in graduate admissions: A psychometric perspective. University of Nevada-Las Vegas. Las Vegas, NV.
- Keith, M. G.** (2021, September). Reining in the wild west: Current issues and best practices for online data collection. University of Akron. Akron, OH.
- Woo, S. E., LeBreton, J. M., **Keith, M. G.**, & Tay, L. (2020, October). Bias, fairness, and validity in graduate admissions: A psychometric perspective. George Mason University. Fairfax, VA.
- Keith, M. G.** (2019, September). Work in the Gig Economy: A proposed framework and research agenda. Bowling Green State University. Bowling Green, OH.

## TECHNICAL REPORTS

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- Vosburgh, R. M., & **Keith, M. G.** (2020). 2020 SIOP Exit Survey Executive Summary: Issues, possible solutions, and actions taken. *The Industrial-Organizational Psychologist*, 58(1), <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4602>
- Vosburgh, R. M., & **Keith, M. G.** (2019). 2019 SIOP Exit Survey Executive Summary: Issues, possible solutions, and actions taken. *The Industrial-Organizational Psychologist*, 57(2), <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/3172>

Rupp, D. E., Schulz, N., Ng, V., **Keith, M.**, Saef, R., & Thapa, S. (2019). *Morehead-Cain Selection Process Audit: Trait (personality) assessment recommendations*. Chapel Hill, NC: Morehead-Cain Foundation.

Rupp, D. E., **Keith, M.**, Ng, V., Saef, R., Schulz, N., & Magar, S. (2018). *Morehead-Cain Selection Process Audit: Revised situational interview and leaderless group discussion prompts*. Chapel Hill, NC: Morehead-Cain Foundation.

**Keith, M.**, Saef, R., Ng, V., & Rupp, D. E. (2018). *Morehead-Cain Revised Rubric*. Chapel Hill, NC: Morehead-Cain Foundation.

Ng, V., Rupp, D. E., Saef, R., **Keith, M.**, Schulz, N., & Magar, S. (2018). *Morehead-Cain Quality x Prompt Matrix*. Chapel Hill, NC: Morehead-Cain Foundation.

Rupp, D. E., Batz, C., **Keith, M.**, Ng, V., Saef, R., & Howland, A. (2016). *Competencies for State College and University Presidents*. Washington, DC: American Association of State Colleges and Universities.

## GRANT ACTIVITY

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NIOSH Education and Research, for project entitled: *Family-to-work conflict and hostility in home health workers* (with \*Ian Hughes, Steve Jex, Gordon Gillespie, and \*Maxwell Box), Not funded.

## MENTIONS IN THE POPULAR PRESS

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Wai, J. (2022, July). How do students decide when to submit SAT scores to colleges? *Forbes*. <https://www.forbes.com/sites/jonathanwai/2022/07/28/how-do-students-decide-when-to-submit-sat-scores-to-colleges/?sh=5f153d205472>

Casky, J. (2021, May). Languishing vs. Flourishing – How to beat the feeling “blah” blues. *LIFE Intelligence*. <https://www.lifeintelligence.io/blog/languishing-vs-flourishing-how-to-beat-the-feeling-blah-blues>

## TEACHING EXPERIENCE

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### Instructor, Bowling Green State University

Fall 2022  
Spring 2021  
Fall 2020-Fall 2023  
Fall 2020

Contemporary Issues in I/O Psychology  
Staffing  
Psychology of the Workplace  
Teams in Organizations



Spring 2020, 2024  
Fall 2019, 2021, 2023

EEO Law: Legal Issues in Organizations  
Motivation and Morale

### **Instructor, Purdue University**

Spring 2018, 2019  
Fall 2016

Selection and Performance Appraisal in Organizations  
Introduction to I/O Psychology

### **Teaching Assistant, Purdue University**

Fall 2017  
Spring 2017  
Spring 2015; Fall 2015, 2017, 2018  
Fall 2014, 2015, 2018  
Spring 2014  
Fall 2013

Work Motivation and Job Satisfaction  
Introduction to I/O Psychology  
Research Methods  
Introduction to I/O Psychology  
Elementary Psychology  
Developmental Psychology

## **AWARDS AND HONORS**

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2019	Dr. William H. Hendrix Industrial-Organizational Psychology Graduate Student Research Excellence Award
2018	Joseph Tiffin Award for creative and contributory graduate student research in Industrial-Organizational Psychology
2018	C. Eugene Walker Outstanding Graduate Student Award
2018	Teaching Academy Graduate Teaching Award
2018	David Santogrossi Teaching Assistantship Award
2017, 2018	Graduate School Summer Research Grant
2015-2018	Dr. Charles H. Lawshe Graduate Fellowship
2013	Psi Chi Research Award in recognition of research excellence
2012	Senior Legacy Award in Psychology in recognition of research excellence

## **APPLIED EXPERIENCE**

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Fall 2018	Consulted for Morehead-Cain Foundation as a subject matter expert. Made suggestions for improving selection and assessor training.
Spring 2018	Consulted for ExpiWell (formerly Expimetrics) as a sampling platform subject matter expert.
Spring 2017	Conducted criterion-related validation analyses for Pinsight.
Spring 2016	Contracted by American Association of State Colleges and Universities to develop a competency model of University Presidents. Developed a set of

competencies, acted as a project manager, and interviewed subject matter experts.

Spring 2015 Training Facilitator for the Purdue University Quality of Work Environment Initiative focusing on leadership development. Acted as a role-player during the assessment, made ratings, and worked with management staff at Purdue University to develop leadership skills.

Summer 2015 Contracted by the University of Pennsylvania to manage a literature search related to the arts and humanities and human flourishing.

## SERVICE

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### Professional Service

2023-2025 SIOP APS Program Committee Chair  
2022-2023 SIOP APS Program Committee Chair-in-Training  
2021-Present SIOP Hakel/Tenopyr/Graduate Student Scholarships subcommittee  
2020-2021 SIOP APS Program Committee Member  
2020-2021 SIOP Student Travel Award Committee Member  
2018-2020 SIOP Membership Committee Member  
2017-2018 SIOP Electronic Communications Committee Member

### College/University Service

2020-2021 Graduate Student Appeals (Graduate College)  
2020-2021 Graduate Student Awards Committee (Graduate College)

### Departmental Service

2022-Present Graduate Student Teaching Chair  
2022-Present Faculty Senate Representative  
2021-Present Diversity and Inclusion Committee Member  
2021-2022 Graduate Student Teaching Committee  
2021 (Spring) Faculty Senate Representative  
2020-2021 Salary, Promotion, and Tenure (SPAT) Committee Member  
2018-2019 College of Health and Human Sciences Representative, Purdue University

### Program Service

2022-Present I-O First-Year Mentorship Program Faculty Chair  
2019-Present I-O Graduate Admissions Committee Member  
2019-Present I-O Communications Committee Faculty Chair  
2017-2019 Treasurer - Purdue Association of Graduate Students in Industrial Psychology  
2016-2018 Editor of the Purdue Association of Graduate Students in Industrial Psychology Newsletter  
2015-2017 President of the Purdue Association of Graduate Students in Industrial Psychology

## **Editorial Boards**

*Human Performance*  
*Journal of Business and Psychology*  
*Journal of Managerial Psychology*  
*Personnel Assessment and Decisions*

## **Ad Hoc Reviewer**

*Psychological Bulletin*  
*Human Resource Management Review*  
*Journal of Organizational Behavior*  
*Human Resource Management*  
*Journal of Creative Behavior*  
*Journal of Research in Personality*  
*Behavior Research Methods*  
*Scientific Reports*  
*Journal of Personnel Psychology*  
*The Social Science Journal*

## **Conference Reviewer**

2022-present	Association for Psychological Science
2019-present	Society for Industrial and Organizational Psychology
2018	Academy of Management

## **STUDENT ADVISEMENT**

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\*Thesis, Preliminary Exam, or Dissertation Chair

### **Graduate Students**

2022-Present	William Lynch Thesis in progress 2023
2020-Present	Isabelle Ponce-Pore Thesis completed 2023 Dissertation in progress 2024
2020-2023	Ian Hughes Assistant Professor North Carolina State University Dissertation completed 2023 Thesis completed 2021
2019-2023	Lindsey Freier Talent Management Lead at Dick's Sporting Goods Dissertation completed 2023 Thesis completed 2021

### **Dissertation Committees**

Kaylyn A. S. Flanigan (2024) Developmental exposure to contaminants of concern (COC) in Lak Erie dredge material

Michael Shea (2024) Specific cognitive abilities: Exploring the use of psychometric network analysis for predicting occupational and educational outcomes

\*Lindsey Freier (2023) When is fun “fun”? An examination of contextual factors on appraisals of fun in the workplace

\*Ian M. Hughes (2023) The curvilinear impacts of instrumental social support elicitation

Andrew Miller (2021) Experiencing the pull and push: Influences on independent contractor motivation and job satisfaction

### **Thesis Committees**

Erika Shultz (2024) Comparing natural and drug reward sensitivity in rat models: A focus on incentive contrast in non-food restricted animals

Maxwell Box (2023) Mitigating asynchronous video interview-related anxiety in job applicants through design elements

\*Isabelle Ponce-Pore (2023) Factors of artificial intelligence usage in personnel selection: An examination of timing, algorithm aversion, and accuracy

Emily Brown (2022) Investigating gender differences in qualification thresholds: Do men and women hold different beliefs about how qualified they should be when applying for a job?

Kate M. Den Houter (2022) Examining perceptions of ally behaviors on behalf of women: Considering the role of ally gender

Michael Shea (2021) Cultural intelligence and the HEXACO model of personality: Comparing the predictive validity of self- and other-reports for international student adjustment

\*Lindsey Freier (2021) Ambiguity tolerance, intuitive processing, and creative idea selection

\*Ian M. Hughes (2021) The who, when, and how of workplace support provision: An exploration of workplace support provision likelihood and citizenship fatigue assessing individual and contextual factors

Kaylyn A. S. Flanigan (2019) Multimodal sensory integration and configural learning in shelter recognition in Amblypygi

### **Prelim Committees**

Camille Hoagland (2024)

\*Isabelle Ponce-Pore (2023)  
 Lindsey Freier (2022)  
 Ian Hughes (2022)  
 Kate Den Houter (2022)  
 Michael Shea (2022)  
 Kaylyn A. S. Flanigan (2021)

**Undergraduate Honors Thesis Committees**

Rachel Durbin (2022) Life design for education majors: Merging college, career, and life

**Undergraduate Research Assistant Supervisor**

2021	Michael Rodgers	2017	Nicholas (Niko) Amitrano
2021	Laura Silveira	2016	Emma Ferguson
2020-2021	Adreanna Klepec	2016	Mayra Goreja
2020	Mariah Grow	2016	Casey Popp
2019	Ashley Stallsworth	2016	KaySaundra Lewis
2019	Elizabeth (Beth) Crail	2016	James Anderson
2018-2019	Whitney Scott	2016	Dana Tomeh
2018-2019	Nicole Cordes	2015-2016	Cooper Dixon
2018	Amanda Fordyce	2015	Nadia Kidiwa
2018	Kaylee Walkey	2015	Andria Assalley
2018	Ana Dias	2015	Erin Straka
2018	Christine Petersen	2015	Alyssa Walther
2017-2018	Matt Lovelace	2015	Heather Mink
2017-2018	Jaquelyn (Jackie) Wilgus	2015	Kaitlyn O'Donnell
2017	Karli Armstrong	2014-2015	Kent Etherton
2017	Kimberly Clausen	2014	Cade Barella
2017	Tari Markowski	2014	George Zak
2017	Kayla Kollmann	2014	Chris Song

**PROFESSIONAL AFFILIATIONS**

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- Society for Industrial and Organizational Psychology (SIOP)
- American Psychological Association (APA) Division 10: Society for the Psychology of Aesthetics, Creativity, & the Arts
- Association for Psychological Science (APS)
- Purdue Association of Graduate Students in Industrial Psychology (PAGSIP)
- International Honor Society in Psychology (Psi Chi)