

Melissa G. Keith  
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## 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 2025-Present	Associate Professor of I-O Psychology Bowling Green State University
August 2019-2025	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

24. **Keith, M. G.**, Strah, N., & \*Sorensen, M. B. (in press). The beginning of the end for equal employment opportunity?: What the repeal of EO 11246 means for organizations.  
*Industrial and Organizational Psychology*

23. **Keith, M. G.**, & Zickar, M. J. (in press). Academic freedom under siege: How state legislatures are reshaping higher education. *Industrial and Organizational Psychology*
22. Hughes, I. M., **Keith, M. G.**, Lee, J., & Gray, C. E. (2024). Working, scrolling, and worrying: Doomscrolling at work and its impacts on work engagement. *Computers in Human Behavior*, 153, 108130. <https://doi.org/10.1016/j.chb.2023.108130>
21. †**Keith, M. G.**, †\*Freier, L., \*Childers, M., \*Ponce-Pore, I., & \*Brooks, S. (2024). What makes an idea risky? The relations between perceptions of idea novelty, usefulness, and risk. *Journal of Creative Behavior*, 58(1), 6-27. <https://doi.org/10.1002/jocb.621>
20. †**Keith, M. G.**, & †McKay, A. S. (2024). Too anecdotal to be true? MTurk is not all bots and bad data: Response to Webb & Tangney (2022). *Perspectives on Psychological Science*, 19(6), 900-907. <https://doi.org/10.1177/17456916241234328>
19. \*Hughes, I. M., **Keith, M. G.**, & \*Gallagher, C. M. (2024). Informational justice, organizational communication, and job insecurity during the early stages of the COVID-19 pandemic. *Journal of Personnel Psychology*. 23(1), 23-25. <https://doi.org/10.1027/1866-5888/a000325>
18. Montag-Smit, T., & **Keith, M. G.** (2023). Changes in positive and negative affect during creative process engagement. *Journal of Creative Behavior*, 57(4), 467-837. <https://doi.org/10.1002/jocb.610>
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*. <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

37. **Keith, M. G.** (co-chair, discussant), Woo, S. E. (co-chair), Beier, M., Dalal, R., Fernandes, M., Gutchess, A., & Hetrick, B. (2025, May). Building the future of Psychological Science. Panel discussion presented at the 37<sup>th</sup> annual meeting of the Association for Psychological Science, Washington, DC.
36. \*Ho, B., \*Silkey, A., & **Keith, M. G.** (2025, May). Creative differences: Differentiating human and LLM responses to a creative task. Poster presented at the 37<sup>th</sup> annual meeting of the Association for Psychological Science, Washington, DC.
35. \*Silkey, A., **Keith, M. G.**, & \*Polavarapu, A. (2025, May). Exploring the role of information and social influence in pronoun sharing. Poster presented at the 37<sup>th</sup> annual meeting of the Association for Psychological Science, Washington, DC.
34. **Keith, M. G.**, Kish-Gephart, J. J., & Ng, M. (2025, April). Recognizing and exploring the working-class. In Bourque, L. C. (Co-Chair) & Ong, X. W. (Co-Chair) Invited Alternative Session presented at the 40<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.
33. \*Lynch, W., & **Keith, M. G.** (2025, April). Lay person agreement with the self-sacrifice at work construct definition. Poster presented at the 40<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.

32. \*Amistad, C., \*Polavarapu, A., Salter, N.P., & **Keith, M. G.** (2025, April). The paycheck paradox: Interplay and impact of race and gender on income growth. Poster presented at the 40<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.
31. \*Silkey, A., & **Keith, M. G.** (2025, April). Inclusivity is a choice: Nudging pronouns at work. Poster presented at the 40<sup>th</sup> annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.
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 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 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 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 presented at the 34<sup>th</sup> 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 I-O 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 presented 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 presented 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 TALKS

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- Keith, M. G.** (2024, April). What makes an idea risky? North Carolina State University. Raleigh, NC.
- Huang, J., **Keith, M. G.**, & Tay, L. (2024, March). On-Line Data Collection. CARMA Ask-the-Experts Panel.
- 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), \$7500. Not funded.

## MENTIONS IN THE POPULAR PRESS

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Association for Psychological Science (2025, June). What does the future hold for psychological science? *APS Observer*.  
<https://www.psychologicalscience.org/publications/observer/future-psychological-science.html>

Wood, M. (2025, March). Is the Clinical Psychology PhD Admissions Process Scientific? Reflections for a graduate student. *APS Observer*.  
<https://www.psychologicalscience.org/publications/observer/student-notebook-admissions-wood.html>

Palmer-Cooper, E. (2025, February). Five reasons to replace your doomscrolling with a hobby. *Greater Good Magazine*.  
[https://greatergood.berkeley.edu/article/item/five\\_reasons\\_to\\_replace\\_your\\_doomscrolling\\_with\\_a\\_hobby](https://greatergood.berkeley.edu/article/item/five_reasons_to_replace_your_doomscrolling_with_a_hobby)

- Monk, G. (2025, January). Why we make New Year's resolutions and how to keep them. *BG Falcon Media*. [https://bgfalconmedia.com/164593/lifestyle/military-students-story/?fbclid=IwY2xjawIqtVtleHRuA2FlbQIxMQABHaUfFHq0GqRRKs-ENBx\\_3gU\\_YIbk7FFh54OlnCRoJEs7iltUPCfV\\_FAUlg\\_aem\\_Cjne8oDDDKgFtkoFc6DE7A](https://bgfalconmedia.com/164593/lifestyle/military-students-story/?fbclid=IwY2xjawIqtVtleHRuA2FlbQIxMQABHaUfFHq0GqRRKs-ENBx_3gU_YIbk7FFh54OlnCRoJEs7iltUPCfV_FAUlg_aem_Cjne8oDDDKgFtkoFc6DE7A)
- Sleek, S., & Armstrong, K. (2024, July). The Pluses and Pitfalls of Online Research. *APS Observer*. <https://www.psychologicalscience.org/publications/observer/pluses-pitfalls-online-research.html>
- Wai, J. (2023, March). GPT Retook the GRE and improved: Could you? *Forbes*. <https://www.forbes.com/sites/jonathanwai/2023/03/30/gpt-retook-the-gre-and-improved-could-you/?sh=1586413b41c2>
- 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, 2024	Contemporary Issues in I/O Psychology
Spring 2021, 2025	Staffing
Fall 2020-Fall 2024	Psychology of the Workplace
Fall 2020	Teams in Organizations
Spring 2020, 2024, 2026	EEO Law: Legal Issues in Organizations
Fall 2019, 2021, 2023, 2025	Motivation and Morale

### Instructor, Purdue University

Spring 2018, 2019	Selection and Performance Appraisal in Organizations
Fall 2016	Introduction to I/O Psychology

### Teaching Assistant, Purdue University

Fall 2017	Work Motivation and Job Satisfaction
Spring 2017	Introduction to I/O Psychology
Spring 2015; Fall 2015, 2017, 2018	Research Methods
Fall 2014, 2015, 2018	Introduction to I/O Psychology
Spring 2014	Elementary Psychology
Fall 2013	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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Spring 2025	Consulted for Ally Home Care to examine effects of artificial intelligence scheduler for home health workers and reduce scheduling friction.
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.

## TRAINING AND CERTIFICATIONS

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Summer 2025	Center for the Improvement of Mentored Experiences in Research (CIMER) Mentoring Facilitator Training Madison, WI
Spring 2021	BGSU Allies Training Bowling Green, OH

## SERVICE

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### Professional Service

2025-Present	SIOP Education and Training Committee Member
2023-2025	SIOP APS Program Committee Chair
2022-2023	SIOP APS Program Committee Chair-in-Training
2021-2023, 2025	SIOP Hakel/Tenopyr/Graduate Student Scholarships Committee
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

2025-2029	STEM Education Peer-Mentoring Provider, NSF (#2439594)
2022-Present	Faculty Senate Representative
Spring 2021	Faculty Senate Representative
2020-2021	Graduate Student Appeals (Graduate College)
2020-2021	Graduate Student Awards Committee (Graduate College)

### Departmental Service

Spring 2025	Larry Nulton Award Reviewer
Spring 2024	Administrative Staff Hiring Committee Member
2022-Present	Graduate Student Teaching Chair
2021-Present	Diversity and Inclusion Committee Member
2021-2022	Graduate Student Teaching Committee Member
Fall 2020	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**

*Applied Psychology; Behavior Research Methods; Human Relations; Human Resource Management; Human Resource Management Review; International Journal of Selection and Assessment; Journal of Creative Behavior; Journal of Occupational and Organizational Psychology; Journal of Organizational Behavior; Journal of Personnel Psychology; Journal of Research in Personality; Perspectives on Psychological Science; Psychological Bulletin; Psychology of Aesthetics, Creativity, and the Arts; Scientific Reports; The Social Science Journal*

## **Ad Hoc Grant Reviewer**

National Science Foundation (NSF)

## **Conference Reviewer**

2022-2025	Association for Psychological Science
2019-present	Society for Industrial and Organizational Psychology
2018	Academy of Management

## **STUDENT ADVISEMENT & MENTORING**

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\*Thesis, Preliminary Exam, or Dissertation Chair

## **Graduate Students**

2025-Present	Emmalee Diederichs
2024-Present	Jung Zheng Thesis in progress
2024-Present	Melissa Sorensen Thesis completed 2023 at Western Kentucky University
2024-Present	Alisha Silkey Thesis completed 2024
2022-Present	William Lynch Thesis completed 2024
2020-2025	Isabelle Ponce-Pore Talent Analytics Manager at Marriott International Thesis completed 2023 Dissertation completed 2025

2020-2023	Ian Hughes Assistant Professor Texas A&M Dissertation completed 2023 Thesis completed 2021
2019-2023	Lindsey Freier Senior Analyst at Global People Analytics Dissertation completed 2023 Thesis completed 2021

### **Dissertation Committees**

Kate M. Den Houter (ongoing)

\*Isabelle Ponce-Pore (ongoing) Advancing work attitude assessment: A construct and content validation of the TAPS algorithm

Jiamin Huang (2025) Coalescence growth of II-VI colloidal nanocrystals and their LEDs application

Kaylyn A. S. Flanigan (2025) Developmental exposure to contaminants of concern (COC) in Lak Erie dredge material

Libby Furrow (2024) Context is key: Feedback context as a means of inducing goal orientation and improving task performance

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**

Lindsay Denecker (ongoing) Political ideology misfit and employee voice behavior

Hallie Ruby (2025) Potential influences of perinatal exposure to anti-aging supplements

\*Alisha Silkey (2024) Inclusivity is a choice: Nudging pronouns at work

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

Maxwell Box (2024) Mitigating asynchronous video interview-related anxiety in job applicants through design elements

\*William Lynch (2024) Thematic analysis of self-sacrifice behaviors and motivations at work

\*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**

Mia Young (2025), Outside Member Clinical Psychology

\*Melissa Sorensen (2025)

\*Alisha Silkey (2025)

\*William Lynch (2025)

Clark Amistad (2024)

Erika Shultz (2024), Outside Member Cognitive Neuroscience

Jiamin Huang (2024), Graduate Faculty Representative

Xinyu Chu (2024), Graduate Faculty Representative

Camille Hoagland (2023), Outside Member Clinical Psychology

\*Isabelle Ponce-Pore (2023)

Lindsey Freier (2022)

Ian Hughes (2022)

Kate Den Houter (2022)

Michael Shea (2022)

Kaylyn A. S. Flanigan (2021), Outside Member Cognitive Neuroscience

## Undergraduate Honors Thesis Committees

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

## Undergraduate Research Assistant Supervisor

2025	Rylee Knestrick	2017	Tari Markowski
2025	Lily Lawson	2017	Kayla Kollmann
2025	Callista Croasmun	2017	Nicholas (Niko) Amitrano
2025	Kendyl Lynn	2016	Emma Ferguson
2021	Michael Rodgers	2016	Mayra Goreja
2021	Laura Silveira	2016	Casey Popp
2020-2021	Adreanna Klepec	2016	KaySaundra Lewis
2020	Mariah Grow	2016	James Anderson
2019	Ashley Stallsworth	2016	Dana Tomeh
2019	Elizabeth (Beth) Crail	2015-2016	Cooper Dixon
2018-2019	Whitney Scott	2015	Nadia Kidiwa
2018-2019	Nicole Cordes	2015	Andria Assalley
2018	Amanda Fordyce	2015	Erin Straka
2018	Kaylee Walkey	2015	Alyssa Walther
2018	Ana Dias	2015	Heather Mink
2018	Christine Petersen	2015	Kaitlyn O'Donnell
2017-2018	Matt Lovelace	2014-2015	Kent Etherton
2017-2018	Jaquelyn (Jackie) Wilgus	2014	Cade Barella
2017	Karli Armstrong	2014	George Zak
2017	Kimberly Clausen	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)