

Alexandra M. Harris-Watson

ACADEMIC APPOINTMENTS

Purdue University: West Lafayette, IN Assistant Professor, Department of Psychological Sciences	2024 – Present
University of Oklahoma: Norman, OK Assistant Professor, Department of Psychology	2022 – 2024
Northwestern University: Evanston, IL Postdoctoral Research Fellow, School of Communication	2020 – 2022
Research Scientist, School of Communication	2019 – 2020

EDUCATION

University of Georgia: Athens, GA Ph.D. in Industrial-Organizational Psychology	2020
M.S. in Industrial-Organizational Psychology	2017
St. Olaf College: Northfield, MN B.A. in Psychology, <i>magna cum laude</i>	2014

RESEARCH FOCUS

Personality and individual differences at work, including applied psychometrics, selection, and assessment; interpersonal outcomes and collaboration at work, including teams, leadership, and collaboration with artificial intelligence

HONORS & AWARDS

Honorable Mention, SIOP Owens Scholarly Achievement Award (Best Paper) for Carter et al., <i>Understanding job satisfaction in the causal attitude network (CAN) model</i>	2020
European Association for Work and Organizational Psychology (EAWOP) Best Practitioner Poster Finalist for Harris et al., <i>Applicant Reactions to Ideal Point Measures of Personality</i>	2019
Herbert Zimmer Award for Research Scholarship <i>University of Georgia, I-O Psychology Department</i>	2018
Donald L. Grant Award for Outstanding Master's Thesis <i>University of Georgia, I-O Psychology Department</i>	2018
Dan Mack Award for Research Related to Individual Differences and Selection <i>University of Georgia, I-O Psychology Department</i>	2017

PUBLICATIONS

Harris-Watson, A. M., Miller, J. D., & Carter, N. T. (in press). The inhibitory effect of general mental ability on counterproductive work behavior: The case for an interaction. *Journal of Business and Psychology*.

- Harris-Watson, A. M.,** Larson, L. E., Lauharatanahirun, N., DeChurch, L. A., & Contractor, N. S. (2023). Social perception in human-AI teams: Warmth and competence predict receptivity to AI teammates. *Computers in Human Behavior*, 145. <https://doi.org/10.1016/j.chb.2023.107765>
- Javalagi, A. A., **Harris-Watson, A. M.,** & DeChurch, L. A. (2023). Zooming in and zoning out: Remote deliberation impairs team decision quality. *Group & Organization Management*. <https://doi.org/10.1177/10596011231169590>
- Larson, L. E., **Harris-Watson, A. M.,** Carter, D. R., Asencio, R., DeChurch, L. A., Kanfer, R., & Zaccaro, S. J. (2023). Staying apart to work better together: Team structure in cross-functional teams. *Academy of Management Discoveries*, 9(3), 320-338. <https://doi.org/10.5465/amd.2020.0238>
Note: Featured in Academy of Management Insights ([link here](#))
- Harris-Watson, A. M.,** Kung, M., Tocci, M. C., Boyce, A. S., Weekley, J. A. Guenole, N., & Carter, N. T. (2022). The interaction between conscientiousness and general mental ability: Support for a compensatory mechanism in explaining task performance. *Journal of Business and Psychology*, 37, 588-871. <https://doi.org/10.1007/s10869-021-09780-1>
- Harris, A. M.,** McMillan, J. T., & Carter, N. T. (2021). Test-taker reactions to ideal point measures of personality. *Journal of Business and Psychology*, 36(3), 513-532. <https://doi.org/10.1007/s10869-020-09682-8>
- Crowe, M., Weiss, B., Sleep, C., **Harris, A. M.,** Carter, N. T., Lynam, D., & Miller, J. D. (2021). Fearless Dominance/Boldness is not strongly related to externalizing behaviors: An item response-based analysis. *Assessment*, 28(2), 413-428. <https://doi.org/10.1177/1073191120907959>
- Carter, N. T., Lowery, M., Williamson-Smith, R. L., Conley, K. M., **Harris, A. M.,** Listyg, B., Maupin, C. K., & King, R. T., & Carter, D. R. (2020). Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology*, 105(9), 959-993. <https://doi.org/10.1037/apl0000469>
Note: Received an Honorable Mention for the Owens Scholarly Achievement Award (best publication of the year in I/O psychology) from SIOP
- Harris, A. M.,** McMillan, J. T., Listyg, B. J., Matzen, L. E., & Carter, N. T. (2020). Measuring intelligence with the Sandia Matrices: Psychometric review and recommendations for free Raven-like item sets. *Personnel Assessment and Decisions*, 6(3), 39-48. <https://doi.org/10.25035/pad.2020.03.006>
- Harris, A. M.,** Williamson, R. L., & Carter, N. T. (2019). A conditional threshold hypothesis for creative achievement: On the interaction between intelligence and openness. *Psychology of Aesthetics, Creativity, and the Arts*, 13(3), 322-337. <https://doi.org/10.1037/aca0000182>

Melson-Silimon, A., **Harris, A. M.**, Shoenfelt, E. L., Miller, J. D., & Carter, N. T. (2019). Personality testing and the Americans with Disabilities Act: Cause for concern as normal and abnormal personality models are integrated. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(2), 119-132.
<https://doi.org/10.1017/iop.2018.156> [Focal Article]

Note: Served as a secondary advisor for paper and related undergraduate thesis

Weiss, B., Crowe, M., **Harris, A. M.**, Carter, N. T., Lynam, D., Watts, A. L., . . . Miller, J. D. (2019). Examining hypothesized curvilinear and interactive relations between psychopathic traits and externalizing problems in an offender sample using item response-based analysis. *Journal of Abnormal Psychology*, 128(7), 689-699.
<https://doi.org/10.1037/abn0000462>

Harris, A. M., Siedor, L., Fan, Y., Listyg, B., & Carter, N.T. (2016). In defense of the situation: An interactionist explanation for performance on situational judgment tests. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(1), 23-18.
<https://doi.org/10.1017/iop.2015.110> [Commentary]

FUNDING & GRANT EXPERIENCE

As Principal Investigator or Co-Principal Investigator:

Project: Chen, M. (PI), Jung, H. (Co-PI, & **Harris-Watson, A. M.** (Co-PI). *The Effects of Artificial Intelligence in Workplace Social Networks*.

Role: Co-Principal Investigator

Agency/Funding Source: Collaborative Research Faculty Fellowship, University of Oklahoma, Dodge Family College of Arts and Sciences

Status: Funded 2024-2025 (full award: \$24,986)

Project: Jung, H. (PI), **Harris-Watson, A. M.** (Co-PI), & Chen, M. (Co-PI). *Understanding the Impacts of Artificial Intelligence on Workplace Social Networks: A Pilot Study*.

Role: Co-Principal Investigator

Agency/Funding Source: Institute for Community and Society Transformation Seed Grant Award, University of Oklahoma, ICAST/DISC

Status: Funded 2023-2024 (full award: \$25,000)

Project: **Harris-Watson, A. M.** (PI), *Development and Measurement of Implicit Teammate Theories*.

Role: Principal Investigator

Agency/Funding Source: Junior Faculty Summer Fellowship Program, University of Oklahoma, Dodge Family College of Arts and Sciences

Status: Funded 2023 (full award: \$7,000)

Project: **Harris, A. M.** (PI), *The effect of a personality-general mental ability interaction on job performance*.

Role: Principal Investigator

Agency/Funding Source: National Science Foundation Graduate Research Fellowship Program (NSF GRFP)

Status: Funded 2017-2020 (full award: \$138,000); Honorable Mention in 2016

As Senior Personnel:

Project: DeChurch, L. A. (Co-PI) & Contractor, N. (Co-PI), *STRONG: The Signatures of Collective Success: Structural and Semantic Markers to Measure Team Processes and States*

Role: Postdoctoral Researcher

Agency/Funding Source: Army Research Laboratory

Status: Funded 2019-2022 (full award: \$999,879)

Project: DeChurch, L. A. (Co-PI), Lamberson, P. J. (Co-PI), Uzzi, B. (Co-PI), & Contractor, N. (Co-PI), *Team Dynamics, Networks, and Assembly (Team DNA)*

Role: Postdoctoral Researcher

Agency/Funding Source: National Institute of Health (NIH)

Status: Funded 2015-2020 (full award: \$1,915,000)

Project: Carter, N. T. (PI), *Clarifying the Functional Form of the Personality Performance Relationship Using More Appropriate Measurement.*

Role: Lead Graduate Research Assistant

Agency/Funding Source: National Science Foundation (NSF)

Status: Funded 2016-2017 (full award: \$214,347)

PRESENTATIONS AT NATIONAL & INTERNATIONAL CONFERENCES

(*indicates a graduate or undergraduate student author at submission)

Chaired Symposia:

Harris-Watson, A. M. & Larson, L. E. (Co-Chairs). (2022, April). *Technology as teammate: Advancing research on human-agent teams*. Symposium presented at the 37th Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Harris-Watson, A. M., Pendergraft, J. G., Outland, N. B. (Co-Chairs). (2021, April). *Research incubator: Methodological challenges in team composition research*. Alternative session presented at the 36th Annual Meeting of the Society for Industrial and Organizational Psychology, Virtual.

Harris, A. M., Pendergraft, J. G., Outland, N. B. (Co-Chairs). (2020, April). *Research incubator: Methodological challenges in team composition research*. Alternative session accepted to the 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX. [Session withdrawn due to COVID-19]

Harris, A. M., & Hughes, M. G. (Co-Chairs). (2018, April). *Of situations and responses: Unpacking the elements of situational judgment tests*. Symposium presented at the 33rd Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Carter, N. T., Daniels, M. A., **Harris, A. M.**, & Nolan, K. P. (Co-Chairs). (2017, April). *The SIOP Living History Series Presents: Sheldon Zedeck*. Presented at the 32nd Annual Meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Williamson, R. L., Castille, C. M., & **Harris, A. M.** (Co-Chairs). (2017, April). *Ideal point IRT modeling: Advances in personality assessment*. Symposium presented at the 32nd Annual Meeting of the Society for Industrial Organizational Psychology, Orlando, FL.

Williamson, R. L., Castille, C. M., & **Harris, A. M.** (Co-Chairs). (2017, April). *Practical guidance for developing and implementing ideal point measurement models*. Panel presented at the 32nd Annual Meeting of the Society for Industrial Organizational Psychology, Orlando, FL.

Paper & Oral Presentations:

Harris-Watson, A. M., Carter, D. R., Trainer, H., & Carter, N. T. (2024, April). *Preferences for Different Leadership Styles: The Impact of Follower Personality*. In A. Traylor, (Chair), K. Christensen (Co-Chair), M. Johnson (Co-Chair, & S. Zaccaro (Discussant). Exploring the Murky Intersection of Leadership and Followership [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Harris-Watson, A. M., Carter, D. R., Holland, S., Zaccaro, S., & DeChurch, L. A. (2023, October). *Trait Theory of Disconnected Leadership: Explaining Disagreements in Leader-Follower Perceptions*. Roundtable presentation at the Southern Management Association, St. Pete's Beach, FL.

Harris-Watson, A. M., Larson, L. E., DeChurch, L. A., & Contractor, N. (2022, April). *Cool and calculating or warm and welcoming?: The relative importance of AI teammate attributes*. In A. M. Harris-Watson and L. E. Larson (Co-Chairs), *Technology as teammate: Advancing research on human-agent teams*. Symposium presented at the 37th Annual Meeting of the Society for Industrial and Organizational Psychology.

Harris-Watson, A. M., Larson, L. E., DeChurch, L. A., & Contractor, N. S. (2022, Jan.). *Calculating and friendly: The paradox of AI teammates*. Accepted at 20th European Association of Work and Organizational Psychology Congress, Glasgow, Scotland. [Conference canceled due to COVID-19]

Harris-Watson, A. M. & DeChurch, L. A. (2022, Jan.). *Zooming in and zoning out: Team decision-making during the COVID-19 pandemic*. Accepted at the 20th European Association of Work and Organizational Psychology Congress, Glasgow, Scotland. [Conference canceled due to COVID-19]

DeChurch, L. A. & **Harris-Watson, A. M.** (Multi)Team decision making. (2021, August). In I. Gokhman & L. A. DeChurch (Co-Chairs), *Innovations in Teaching (Virtual) Teamwork*. Professional development workshop (PDW) presented at the 81st Annual Meeting of the Academy of Management, Virtual.

Harris-Watson, A. M., Xue, H., DeChurch, L. A., & Contractor, N. (2021, April). *Your next coworker could be a robot: What "type" will it be?* In J. Martin (Chair), *The Future of Team Composition: Robots, Cyber Teams, & Decision-Support Systems*. Alternative

session presented at the 36th Annual Meeting of the Society for Industrial and Organizational Psychology, Virtual.

Harris-Watson, A. M. *Leadership takes two: Leadership from the perspective of both leader and follower.* Invited colloquium at Louisiana State University, Department of Industrial and Organizational Psychology, Virtual.

Harris, A. M., Larson, L. E., DeChurch, L. A., Zaccaro, S. J., & Carter, D. R. (2020, July). *Disconnected leadership relations in teams: When informal leaders and informal followers report differing leadership networks.* Paper accepted to the 15th Annual Conference of the Interdisciplinary Network for Group Research, Seattle, WA. [Session withdrawn due to COVID-19]

Harris, A. M., Larson, L. E., DeChurch, L. A., Zaccaro, S. J., & Carter, D. R. (2020, August). *Disconnected leadership relations in teams: When informal leaders and informal followers report differing leadership networks.* In C. T. Miller, S. Yoon, & N. Wellman (Co-Chairs), *Leadership in 20/20: Leveraging innovative methodologies to broaden and sharpen our sight.* Symposium accepted to the 80th Annual Meeting of the Academy of Management, Vancouver, British Columbia, Canada. [Session withdrawn due to COVID-19]

Larson, L. E., **Harris, A. M.,** Carter, D. R., Asencio, R., DeChurch, L. A., Kanfer, R., & Zaccaro, S. J. (2020, August). *Cross-disciplinary team design, communication overload, and innovation.* Paper presented at the 80th Annual Meeting of the Academy of Management, Virtual.

Harris, A. M., Jones, J. M., Carter, D. R., Carter, N. T., & DeChurch, L. A. (2020, April). Social network analysis approach to personality fit in teams. In **A. M. Harris,** J. G. Pendergraft, & N. B. Outland (Co-Chairs), *Research incubator: Methodological challenges in team composition research.* Alternative session accepted to the 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX. [Session withdrawn due to COVID-19]

Harris, A. M. & Carter, N. T. (2020, April). The inhibitory effect of general mental ability on CWB: A personality-GMA interaction. In C. L. Barratt (Chair), *Naughty by nature: An in-depth look at personality's role in employee deviance.* Symposium presented at the 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Virtual.

Harris, A. M., & Carter, N. T. (2018, April). Reinserting (and removing) situations in situational judgment tests. In **A. M. Harris &** M. G. Hughes (Co-Chairs), *Of situations and responses: Unpacking the elements of situational judgment tests.* Symposium presented at the 33rd Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Harris, A. M. & Carter, N. T. (2018, March). *Intelligence, openness, and creativity: A conditional threshold hypothesis.* Presented at the 3rd Teams Incubator, Evanston, IL.

Harris, A. M., McMillan, J. T., & Carter, N. T. (2018, Feb.). *Reactions to ideal point measures of personality*. Presented at the Annual Conference of Industrial and Organizational Psychology and Organizational Behavior, Tulsa, OK.

Harris, A. M., Carter, N. T., & Tocci, M. C. (2017, April). Revisiting the personality-GMA interaction for job performance. In N. Guenole (Chair), *Discoveries in the measurement and function of personality at work*. Symposium presented at the 32nd Annual Meeting of the Society for Industrial Organizational Psychology, Orlando, FL.

Harris, A. M., Williamson, R. L., & Carter, N. T. (2017, April). Investigating curvilinearity with an ideal-point measure of openness. In R. L. Williamson, C. M. Castille, and A. M. Harris (Chairs), *Ideal point IRT modeling: Advances in personality assessment*. Symposium presented at the 32nd Annual Meeting of the Society for Industrial Organizational Psychology, Orlando, FL.

Harris, A. M. & Carter, N. T. (2016, Sept.). *Development and application of an ideal point measure of openness to experience*. Junior session presented at the Expert Meeting for Personality and Assessment, Oostduinkerke, Belgium.

Siedor, L., Williamson, R. L., **Harris, A. M.,** & Carter, N.T. (2016, April). Gender bias in measurement of the narcissistic personality inventory. In N.T. Carter and L. Guan (Co-Chairs), *Measurement equivalence of psychological measures: Gender, culture, and sampling sources*. Symposium presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Panel Discussions:

Harris-Watson, A.M., Landers, R.N., & Jankovic, R.J., (2024, April). *What is human? Exploring the interconnection of humans and AI* [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Harris-Watson, A. M. (Chair), Acton, B., Robertson, M., Traylor, A., & McCukser, M. (2023, April). *The in between: Postdocs for industrial/organizational psychologists*. Panel discussion at the 38th Annual Meeting of the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Harris, A. M., (Chair), Contractor, N., Lauharatanahirun, N., Larson, L., **Harris-Watson, A. M.,** Schector, A. (2022, July). *Real research and artificial intelligence: Research design in human-AI teaming*. Panel discussion at the Interdisciplinary Network of Group Research (INGRoup) Annual Conference.

Poster Presentations:

Masser, J.*, Rice, J.*, & **Harris-Watson, A. M.** (2024, May). *Developing a Measure of Agency and Communion from Facets of the Big 5*. Poster presented at the Association for Psychological Science Annual Convention, San Francisco, CA, United States.

- Choi, B. *, Masser, J. *, Romero, M. R. *, Bisbey, T., & **Harris-Watson, A. M.** (2024, April). *Development and Measurement of Implicit Teammate Theories*. Poster presented at Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Harris, A. M.**, McMillan, J. T., & Carter, N. T. (2019, June). *Applicant reactions to ideal point measures of personality*. Poster presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.
Note: Finalist for Best Practitioner Poster
- Harris, A. M.**, Vande Griek, O. H., Melson-Silimon, A. T., & Carter, N. T. (2019, June). *Virtual work: Exploring a framework for psychological outcomes*. Poster presented at the 19th European Association of Work and Organizational Psychology Congress, Turin, Italy.
- Harris, A. M.**, McMillan, J. T., Matzen, L. E., & Carter, N. T. (2019, April). *The Sandia Matrices: Psychometric review of free intelligence item sets*. Poster presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
- Castille, C. M., Simonet, D. & **Harris, A. M.** (2019, April). *Psychometric network analysis and ideal points assessment: Developing ideal employees*. Poster presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC.
- Harris, A. M.**, Guenole, N., Tocci, M. C., & Carter, N. T. (2018, May). *The interaction between conscientiousness and general mental ability: Support for a compensatory role of personality in task performance*. Poster presented at the 30th Association for Psychological Science Annual Convention, San Francisco, CA.
- Lowery, M., **Harris, A. M.**, & Carter, N. T. (2017, July). *Ideal point processes in IRT: Comparing the GGUM and normal PDF model*. Poster presented at the 2017 Meeting of the Psychometric Society, Zurich, Switzerland.
- Weiss, B., Crowe, M., Lamkin, J., Sleep, C., **Harris, A. M.**, Carter, N., Lynam, D., & Miller, J. D. (2016, October). *Assessing the relevance of fearless dominance to the construct of psychopathy through testing its curvilinear relations with externalizing behaviors*. Poster presented at the 30th annual conference for the Society for Research in Psychopathology, Baltimore, MD.
- Harris, A. M.**, Carter, N. T., Tocci, M. C., & Boyce, A. S. (2016, July). *Revisiting and refining interactions: The effect of a personality-general mental ability interaction on job performance*. Poster presented at the 2016 meeting of the International Personnel Assessment Council, Sacramento, CA.
- Conley, K. M., Vande Griek, O. H., Williamson, R. L., **Harris, A. M.**, & Carter, N. T. (2016, April). *Disposition or ability? Using IRT to solve the mindfulness mystery*. Poster presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Williamson, R. L., **Harris, A. M.**, Maupin, C. K., King, R. T., & Carter, N. T. (2016, April). *Network psychometrics and the analysis of organizational surveys*. Poster presented at the 31st Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

PRESENTATIONS AT LOCAL OR INTERNAL MEETINGS

(*indicates a graduate or undergraduate student author at submission)

Chatterji, M. *, Ferguson, G. *, Gonzalez-Gonzalez, M. *, & **Harris-Watson, A. M.** (2024, April). *Predicting Implicit Leadership Theories with Personality*. Poster presented at the University of Oklahoma's Undergraduate and Graduate Student Research Conference, Psychology Graduate Student Association, Norman, OK.

Harris-Watson, A. M. (2023, April). *Staying apart to work better together: Team structure in cross-functional teams*. Brownbag Presentation given for the Department of Economics at the University of Oklahoma, Norman, OK.

Harris-Watson, A. M. & Jang, S. (2022, October). *The academic job market for I/O psychologists*. Presentation given to Industrial/Organizational Psychology graduate students at the University of Oklahoma, Norman, OK.

Parham, C. *, Shin, J. *, Ruppel, A. *, **Harris, A. M.**, & Carter, N. T. (2017, April). *Exploring the relationship between personality traits and intelligence*. Poster presented at the University of Georgia's annual Psi Chi convention, Athens, GA.

Dille, D. *, West, J. V. *, **Harris, A. M.**, & Carter, N. T. (2017, April). *Predicting organizational citizenship behavior from personality: Application of trait activation theory using O*NET work styles*. Poster presented at the University of Georgia's annual Psi Chi convention, Athens, GA.

Melson-Silimon, A. *, **Harris, A. M.**, & Carter, N. T. (2017, April). *Trait activation theory and academic performance: Predicting academic performance from personality moderated by major*. Poster presented at the University of Georgia's annual Center for Undergraduate Research Opportunities, Athens, GA.

TEACHING EXPERIENCE

University of Oklahoma

Introduction to Industrial Psychology (PSYC 5703; PhD seminar)	Fall 2023
Introduction to Industrial Organizational Psychology (PSYC 3753; 2 sections)	Spring 2023
Personality at Work (PSYC 4920-001)	Fall 2022, Spring 2024

Note: New Course for the University of Oklahoma

Northwestern University

Organizational Assessment (COMM_ST 365)	Summer 2021
Personality and Communication at Work (COMM_ST 395)	Spring 2020

Note: New Course for Northwestern University

MENTORSHIP EXPERIENCE

Service on Master's Thesis Committees, University of Oklahoma

Joseph Stewart (Committee Member, Psychology)	Defended Spring 2023
Joshua Rice (Committee Member, Psychology)	Defended Fall 2023
Brandon Choi (Committee Member, Psychology)	Defended Summer 2024
Raechel Sanger (Committee Member, Psychology)	In Progress

Service on Dissertation Committees, University of Oklahoma

Alexandra Beattie (Committee Member, Engineering)	Defended Fall 2023
Ares Boira Lopez (Committee Member, Psychology)	In Progress

Supervision of Undergraduate Research Assistants, University of Oklahoma

Gineka Ferguson (2023 – 2024)
 McKenna Chatterji (2023 – 2024)
 Mariana Gonzalez (2023 – 2024)

PROFESSIONAL AFFILIATIONS

Society for Industrial Organizational Psychology (SIOP), Member
 Academy of Management (AOM), Member
 Interdisciplinary Network for Group Research (INGRoup), Member

AD HOC REVIEWER

British Journal of Psychology
 Journal of Research in Personality
 Journal of Vocational Behavior
 Personnel Assessment and Decisions
 Society for Industrial and Organizational Psychology (conference reviewer)
 Academy of Management (conference reviewer)
 INGRoup (conference reviewer)

SERVICE & LEADERSHIP

Committee Member, S. Rains Wallace Dissertation Award <i>Society for Industrial and Organizational Psychology</i>	2024
Co-Chair, Early Career Faculty Consortium <i>Society for Industrial and Organizational Psychology</i>	Aug. 2022 – May 2024
Graduate Student Admission Committee <i>University of Oklahoma, Department of Psychology</i>	Aug. 2022 – Aug. 2024
Faculty Awards Committee <i>University of Oklahoma, Department of Psychology</i>	Aug. 2022 – Aug. 2024
Committee Member, Joyce & Robert Hogan Award for Personality and Performance <i>Society for Industrial and Organizational Psychology</i>	2022
Director of Undergraduate Research Internship <i>Advancing Teams Leaders and Systems (ATLAS) Lab, Northwestern University</i>	June – Aug. 2020

Organizational Effectiveness Consultant <i>Volunteer Program Assessment, University of Georgia</i>	Feb. 2018 – Aug. 2019
Judge for Georgia Junior Science & Humanities Symposium <i>Office of Academic Special Programs, University of Georgia</i>	Feb. 2018, 2019
Graduate Student Council <i>Psychology Department, University of Georgia</i>	Aug. 2016 – May 2018
Newsletter Chair <i>I/O Psychology Student Association, University of Georgia</i>	2015 – 2016, 2017 – 2018
Vice President of Finance <i>I/O Psychology Student Association, University of Georgia</i>	Aug. 2016 – May 2017
Judge for Psi Chi Convention <i>Psi Chi, University of Georgia</i>	April 2016