



**Northern Illinois
University**

Social-I/O Newsletter

2022

Updates

Highlights

News

Inside this Issue



Welcome!

Welcome to the 2022 edition of our academic newsletter, the Social/Industrial-Organizational Psychology Newsletter. We hope this newsletter finds you well!

On an annual basis, the Social/Industrial-Organizational Psychology Newsletter keeps you informed of the work being done by our faculty, alumni, and students.

In this issue, you will find a letter from our area coordinator and highlights from the area, including updates from faculty, alumni, and current graduate students. You will also get a chance to meet our new graduate students. You will also find updates on research and applied activities. Included is a list of publications and presentations for the 2022 academic year.

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Letter from our Coordinator



Hello Social-IO Family and Friends!

I'm happy to kick off another wonderful newsletter chock-full of information about and celebration of the events experienced in 2022 by our students, alumni, and faculty. A hearty thanks goes to this year's newsletter committee: Lauren Luchetti (returning for a second year) and Haleigh Broucher. This is a big undertaking and is much appreciated!

Although the very first week of the Spring 2022 semester ended up back online for NIU, after that we started to slowly get back into the swing of being around the psychology building. It continues to be such a pleasure to see each other in person on a regular basis and feel that live sense of community again.

This Fall semester we welcomed three new students to Social-IO: Taylor Mackenzie, Rachel Rushing, and Teddy Schupack. We are delighted that they've joined us. We also sent three new PhDs out into the world this year; big congratulations go to Dr. Joy Pawirosetiko, Dr. Alexandria Brown, and Dr. Jesus Martinez! We hope you will become active members of our alumni community.



Speaking of alumni, one of the things I am most excited about this year is the tremendously positive response we got to our alumni survey. Thanks to Jennifer Davis and Morgan Tillery, our alumni committee, for helping to organize and analyze the survey. We got some great ideas about how we can serve the alumni community better and how the alumni community might be interested in serving our current students. We are working toward planning some events and activities on both these fronts. We are also happy to report on the recent achievements of so many alumni in this issue. Thank you to all who contributed.

Our students and faculty continue to make an important contribution to science as can be evidenced with our area vita highlighting the 34 presentations, 41 invited speeches, and 26 publications we had this year. Great work, everyone!

Enjoy the newsletter and please reach out to us or one another to continue to keep our connections strong.

Cheers,
Lisa



Faculty Updates



I have continued to do research with Anne Britt on how people can frame tasks in order to learn new things, which we have been applying to helping students learn--everything from Introduction the Psychology to graduate classes :). The idea is that students will do better if we help them set the right goals--rather than just "learn everything" which isn't particularly helpful.

I also had the pleasure of continuing to lead the psychology department as its chair this past year. In January 2023, I handed that important task to Alecia Santuzzi's able hands as I have stepped into the role of Associate Dean for Undergraduate Affairs. I have been in this new position since January, and so far, so good! I miss psychology a lot, but I think this role is a good fit.

Amanda Durik



Brad Sagarin



I co-authored three papers (one with Cody Gibson, one with Jennifer Davis, and one with Kat Klement) and one book chapter (with John Edlund) and spent a lot of time presenting and co-presenting at professional and community conferences.

Kimberly, my spouse, and I sent our twins to college! One traveled east to the Rochester Institute of Technology in New York. The other traveled west to Occidental College in California.

Randy McCarthy

I had a happy and healthy 2022, I published a few papers I am proud of, and I enjoyed the students I worked with. What else is there?



Rachel Saef



Personal: I finally started traveling again, which I really missed throughout pandemic. In 2022 I visited Florida, Georgia, California, Pennsylvania, Missouri, and Nebraska, and traveled abroad to Italy. I also bought my first house in August. I have already learned a lot about home ownership and am excited to get started on DIY projects.

Professionally: Tori, Lisa, and I received the CLAS Summer Grant for Community Based Research, Race and Racism Research, and Research Innovation to fund work on our project investigating race-based differences in employee punishment. My colleagues and I published a paper in JAP, which was spotlighted in JAP's "The Editor's Corner". I did my first ever live TV interview for a few different news stations to talk about the growing popularity of automated interviews within organizations. It was fun, but also a bit intimidating. Saef lab (Sarah Sentovich, Rosina Walker, & Haleigh Broucher) won third place at the NIU Consortium for Undergraduate Research and Engagement (CURE).

Faculty Updates

Alecia Santuzzi

- Conducted several workshops and served on panels to discuss the well-being of workers with disabilities and disclosure dilemmas faced by those workers while in the workplace. These events were hosted by SIOP, Academy of Management, U.S. Department of Veterans Affairs, and the NIU Inclusion in Action series.
- Invited to co-edit a book about neurodiversity in the workplace (with Eric Patton) as part of the Academy of Management series focused on diversity and inclusion.



Lisa Finkelstein



I so enjoyed the energy of being fully back in the psych building again and seeing everyone in three dimensions! My huge (300+, eek!) PSYC 101 course remains online, though, and I have continued to enjoy helping the undergrads find their paths. I was very honored to hear at the end of the year that I won the Psychology Department's Excellence in Undergraduate Teaching Award for Fall. I also had the pleasure of celebrating two of my former graduate students get married (congrats to Courtney and to Lebena), and watching Courtney take on a tenure-track position. I was also so excited to graduate JJ and Alie (who wants to go by Alex in the professional world but she'll always be Alie to me!).

I've been spending pretty much all my disposable income on trips to New Orleans and decorating our place down there – it gives me so much joy. In 2023 I get to march in Krewe du Vieux parade...stay tuned next year for highlights!

Alumni Updates

Aaron Bolin

Used robotic process automation and process redesign to reduce the backlog of Navy travel payments from 45 days down to 12 resulting in over 28k on time payments totaling more than \$110M.



Courtney Baker

A lot has happened since the last newsletter! I am a first-year assistant professor faculty member at East Carolina University in their MA I/O and Ph.D. OHP program. I have two excited thesis students working on some really cool aging in the workplace research. I am really excited to be here! Personally, I married my 11-year-in-the-making partner in July and one of my cohort members from NIU was my maid-of-honor! Jack and I bought a house in North Carolina, sight unseen (that was a little terrifying). I did a lot of traveling (e.g., Lake Tahoe, Florida, Las Vegas) and met up with some NIU alum at SIOP in Seattle. Life has been exciting!



Debora Jeske

I had the pleasure of connecting again with two PhD alumni from our NIU programme in 2022, which was really fabulous and made me remember my own time and struggles as a PhD student :) In terms of professional news: I supported my last company through an unexpected company closure towards the end of 2022, after a long and tumultuous year. That was a very new experience as I was personally affected as an employee and needed to provide support to my colleagues as an HR Professional during the process. That was really tough. It reminded me again of our OD class at NIU but also how important it is to maintain a good network of colleagues in the field who can provide timely advice and support! In my case, one of my former NIU students from 2009 (!) had recently gone through a company restructuring and dismissal rounds. Talking about and exchanging our experiences was really insightful. Thankfully, I am now in a new role at fintech where I am working as a Senior People Development Manager.

Alumni Updates

Eliza Hanrahan

I spent a year as a Consultant with Russell Reynolds Associates leading business development for their executive assessment service line. And I'm excited to have just joined Right Management as a Senior Talent Management Consultant where I'll get to spend more time focused on executive coaching. More importantly, I spent an incredible weekend in Stowe, VT for Levena's bach party with Arielle & Meg. And somehow survived adding another pup, Ivy, to the fam!



Jade Jenkins

Jade continues to lead UX research and mentorship at Genesys. She recently enjoyed leveraging cognitive psych research methods and statistical analysis to complete a high-impact information architecture project. Having made it through her first hurricane experience with a direct hit from Hurricane Ian in SWFL, she has been enjoying bonding with her newborn baby while out on maternity leave.



Jenny Swanson

In 2022, I left corporate America and started my own practice, JDS Leadership Consulting LLC, where I partner with organizations in the talent assessment and development space to provide guidance around selecting, developing, and engaging top leaders. Outside of work, my husband and I have enjoyed introducing our children to new places and cultures around the globe. (Photo from The Twelve Apostles, Victoria, Australia - Dec 2022)



Alumni Updates



Jessica Hartnett

I finished the first draft of my Psychological Statistics textbook for W.W. Norton & Company. PHEW. Like, I've written over 1,000 pages about t-test and crap. I don't recommend doing that, it is very hard.

I also spoke about the teaching of statistics at the Southeastern Teaching of Psychology Conference and the University of California's PSYCHterms conference in 2022. I spoke at NITOP in January 2023 (please see attached photo of proud NIU alumni Sara Johnson, Ed Hansen, and Jess Hartnett at karaoke night at NITOP).

I'm listening to a lot of Taylor Swift. I'm also cooking a lot. Largely lactose-free recipes because of my husband. For more on that: <https://www.pinterest.com/jlhartnett/>

John Edlund

Academically, I was selected as a Fellow for the Society for Personality and Social Psychology; I had three papers publish, and I have five papers in press. On the non-academic side, I had a batch of my Aromella wine win "Best in Show" in the New York State Fair. We are also now over halfway done with our effort to get the family to every state in the US before my eldest goes off to college.





Kat Klement

My favorite personal accomplishment of 2022 is that Nick and I celebrated our 10 year anniversary together. We also learned that our old-ass house is decaying in real time around us and we're planning a tear-down/rebuild when I go on sabbatical (!) in 2025.

Professionally speaking, I finally published my One Ring manuscript (thank you to co-authors Brad and John) and I also published an ethics paper in the Journal of Positive Sexuality (which began life as a project in Lacie's ethics class!). I received a grant with a colleague to create scholarly communications curriculum focused on the importance of transgender inclusion in OER

(<https://transinclusionoer.pressbooks.com/>) and I've given several conference presentations about creating 2SLGBTQ+-inclusive course design and curriculum (it feels inevitable that working at a teaching-focused regional school means getting interested in SoTL). I was appointed faculty co-chair for Bemidji State's HLC assurance review committee, which has been really fun because it allows me to learn even more about what every office and department around campus is doing.

As the advisor for the Phoenix student group, I helped advocate for more all-gender bathrooms on campus, and as the director of the Northwoods Queer Outreach, I gave several workshops to area organizations (including a small, conservative school district) about how to support 2SLGBTQ+ students. I'm lucky for a variety of reasons, and one of them is that I live in Minnesota, which is currently an oasis of human rights in the upper midwest. Solidarity to everyone in the red states. The pic is from tabling at Bemidji Pride 2022: me (L), my NQO student worker Styx (M), and BSU's Director of Affirmative Action and Civil Rights, Nick (R).

Alumni Updates

Meg Huntoon

I continue to study leadership as a research psychologist at the Army Research Institute at Fort Belvoir. I am also a company commander in the Army Reserves. I enjoy spending time with Soldiers on both fronts and continue to strive to create positive changes wherever possible.



Robert Pulvermacher

I led the development and implementation of a monthly talent management metrics report that is presented to the highest levels of Amazon. I did not change companies for the first time since 2016 but I did change teams, and spend my days surrounded by other I/O's again. It's super fun! Personally, I got married to the best person I've ever met, bought the two best dogs I ever met, and was a centerpiece of several group chats with NIU Psych alumni.



Alumni Updates

Ruth Imose

In the past year, I've continued working at McKinsey and Company where I was promoted to Manager Level and now am a Research Science Expert overseeing client and internal research projects on talent and DEI. It's been a fulfilling year professionally while personally I recently relocated to Houston and bought my first home.

Stephanie Marberry Keller

Professional: Continuing to evolve the Federal Reserve Bank culture and HR function as we adjust to hybrid work, grow the organizational development team to support additional work functions (e.g., strategic workforce planning), and partner with key business areas on engagement and talent management.

Personal: Spending time with friends and family, celebrating Scarlett's 1st birthday and Madison's 5th birthday as well as taking several family trips including Chicago, Florida, Tennessee, and North Carolina.



Tim D. Ritchie

This past year I have been in recovery from thyroid and lymph cancer. Recent tests show that my meds are working and that it is time for another scan. I have switched my roles at my current university from chair of the Psychology department to Coordinator of Educational Quality and Assessment in the Office of Institutional Research and Planning. It has been about a year since the transition and I love it. If you know me, then yes, "Tim gets to do stats all day for a living now?" Correct, and from home. Publications have slowed down a bit, however, keep an eye on the Journal of Experimental Psychology: General, because our lovely colleagues in the UK are about to drop a banger about cross-cultural nostalgia--I am one of +30 authors on that piece. Mad respect to my international homies.

Yohsuke Ohtsubo

Published a couple of papers.

Ohtsubo, Y., Matsunaga, M., Masuda, T., Noguchi, Y., Yamasue, H., & Ishii, K. (2022). Test of the serotonin transporter gene \times early life stress interaction effect on subjective well-being and loneliness among Japanese young adults. *Japanese Psychological Research*, 64(2), 193–204. doi: 10.1111/jpr.12376

Kometani, A., & Ohtsubo, Y. (2022). Can impulsivity evolve in response to childhood environmental harshness? *Evolutionary Human Sciences*, 4, Article e21. doi: 10.1017/ehs.2022.22

Ohtsubo, Y., & Yamaura, K. (2022). Prestige orientation and reconciliation in the workplace. *Evolutionary Psychology*, 20 (4). doi: 10.1177/14747049221134220



Northern Illinois
University



Recent Graduates

Alexandria Brown

1. When did you finish?

I defended my dissertation on October 4th, 2022. And officially graduated on December 10th, 2022.



2. What are some personal or professional accomplishments you made over the past year?

In 2022, I completed a very intense internship at SAP SuccessFactors as part of a small research team. This internship allowed me to grow as an IO psychologist both in the consulting world but also as a researcher.

In addition, I presented in two talks at SIOP 2022, one I was a moderator for a debate on the future of AI in HR (which was rated as one of the top sessions) and I was also a moderator on a discussion of the future of employee experience.

In 2022, I also successfully defended my dissertation and graduated!!! It is still an accomplishment I am coming to terms with.



In 2022, I was also on the job hunt. I interviewed at several amazing companies and ended up at Booz Allen Hamilton. Personally, I moved into my own apartment in downtown Chicago - this is my first time officially living alone (shout out to alumni Judy and Elizabeth for being my roommates throughout graduate school).



3. What are you up to now/where are you working?

I am currently living in a beautiful apartment in the River North area of Chicago! I am a Senior Consultant at Booz Allen Hamilton focusing on organizational transformation and change. My main project is helping to develop the future cyber workforce for the VA.

4. What are you doing with *all* of you post-program free time?

YIKES, still haven't fully figured this one out! I am taking barre classes, started reading for fun again (yes, it is possible after reading thousands of pages of academic articles), and most importantly I play bar trivia/bingo with fellow alumni Jesus and soon to be alumni Rob!



Recent Graduates



Jesus Martinez

1. When did you finish?

I officially finished in the Fall semester of 2022.

3. What are you up to now/where are you working?

I am currently working at McKinsey and Company as a Senior Research Science Analyst as part of the Culture and Experience Solutions team. My role helps our clients make distinctive, lasting, and substantial improvements in their DEI.

4. What are you doing with *all* of you post-program free time?

Who says I have free time just because I am done with grad school? I have been taking standup comedy classes with Rob. I have also become a regular winner of Tringo (Trivia and bingo) with some combination of Alie, Rob, and Anna. Tori also came and helped us win one week

Recent Graduates



Joy Pawirosetiko

1. When did you finish?

May 2022

2. What are some personal or professional accomplishments you made over the past year?

This past year, I attended SIOP for the first time and had the best time reconnecting with everyone in the program after moving away from DeKalb during the pandemic; I graduated and was finally able to wear the fun hat; my dissertation was endorsed by the Department of Psychology for this year's Outstanding Dissertation Award; my fiancé and I moved to Ann Arbor, MI (and attended our first game at The Big House!); and I turned thirty (eek!).

3. What are you up to now/where are you working?

I'm a Research Scientist on DDI's Product Development - Content team. I maintain current and create new leadership assessments.

4. What are you doing with *all* of you post-program free time?

These days I spend my free time cooking fun dishes, reading books, walking nature trails with my fiancé and our dog Frank, and exploring Michigan (where we ended up)!



Advice for Current Students



Alexandria Brown

There is a light at the end of the tunnel. Often times you will feel defeated in your journey to your Ph.D., but I so promise it is worth it. So far you have survived 100% of your worst days and failures, which gives you a pretty good alpha level you will continue to succeed.

Jesus Martinez

My advice to students early in the program: 1) The faculty accepted you into the program because you are smart enough to earn a Ph.D. Whether you complete the program is a matter of how persistent and resilient you are. The philosopher Rocky Balboa once said: "It ain't about how hard you hit. It's about how hard you can get hit and keep moving forward." 2) You are not in grad school on your own. You have a network of people that want you to succeed (e.g., your cohort, senior students, faculty, alumni). Lean on them when necessary. My advice to senior students: 1) Mahesh once told me, "The best dissertation is a done dissertation." I might not have exactly listened to him at first, but that was one of the best pieces of advice I ever heard and now I pass it on to you. 2) There might be a time when your job prospects seem hopeless, but do not stress out about it too much. You will get a job. We all get a job.

Joy Pawirosetiko

Take that break! Work can wait. The rested and recharged version of you will produce a better product than the burnt-out version. Remember to keep moving and making progress! As Brad often said to me, it's very easy not to see the forest for the trees. Instead of focusing on the details, keep the big picture in mind! Take advantage of opportunities that will allow you to explore the kind of work, tasks, and environment you find motivating, fulfilling, and energizing. These opportunities might be different types of assistantships, internships, roles on research projects, or even informational interviews with people in roles of interest to you. Maintain your CV/resume/LinkedIn profile, and if you're comfortable, be active and post on LinkedIn. Having a presence on a professional network like LinkedIn can be another way to find new opportunities. And lastly, I strongly recommend defending your dissertation before starting a full-time position.

Meet Our New Students



Taylor Mackenzie

Where do you call home?

Raleigh, North Carolina

Who did you come to NIU to work with?

I came to NIU to work with Brad Sagarin, which had been my dream for years! I'm involved with the Science of BDSM research team, IEM lab, and Finklab!

What are your research interests?

Diversity issues in the workplace, stigma experience and management of concealable stigmatized identities in the workplace, barriers to gender diversity in the workplace, labor market discrimination, LGBTQ+ issues, stigma surrounding BDSM

What are your hobbies outside of grad school?

I enjoy traveling, taking care of my plants, playing PC video games, reading, and spending time with my friends.

What are your career goals?

I am still unsure what the future holds right now, but I am potentially interested in going academic and continuing to do research or consulting.

At the start of 2022, I was working in academic publishing at John Wiley & Sons, which I really enjoyed. In my free time, I was also working on a research project with a professor from my undergrad university (Appalachian State University). During 2022, I also decided to start transitioning and came out to everybody before I moved up here for graduate school, which is an exciting milestone for me! At the end of my first semester of grad school, I submitted a commentary with another student and I was also accepted to present a poster at the sexuality preconference for SPSP.

Meet Our New Students

Rachel Rushing

Where do you call home?

Loves Park, IL

Who did you come to NIU to work with?

The IO Professors. I am involved in Finklab and IEM Lab.

What are your research interests?

Perceived time poverty, the dark side of authenticity, DEI, meta cognition, age & gender at work.

What are your hobbies outside of grad school?

I coach youth (Rockford Stingrays) & adult (Rock Masters) swim teams in the Rockford area. I enjoy cooking, knitting, hiking, gardening, mixing music, reading and spending time with my children and more!

What are your career goals?

I am not entirely sure, but I would love to consult, teach, and research. It's important to keep a strong community connection through some kind of advocacy and/or programming.

I submitted a commentary to IOP along with a fellow colleague, submitted and amendment to Illinois legislation that's being considered this year, had the honor of leading my organizations first human trafficking seminar that focused on our position as a resource and local awareness, and started crocheting a scarf!



Meet Our New Students



Teddy Schupack

Where do you call home?

I call many places home; I have lived in California for plenty of years, but I have also lived in Chicago and the Midwest for some time now as well. I think of both as homes

Who did you come to NIU to work with?

I came to NIU to work with Randy, and I have been doing research primarily in his lab. I do expect to branch out and work within more labs in the future.

What are your research interests?

I am presently working on research on the Victim-Perpetrator Asymmetry, but I also have interest in prosocial behaviors and the intersection between the two. That being said, I am finding my research interests expanding as I am becoming more exposed to the field.

What are your hobbies outside of grad school?

Outside of grad school I enjoy spending times with friends. I enjoy playing games of all variety, but I also can appreciate some mindless entertainment.

What are your career goals?

My current career goal is to continue into academe, ideally in a position where I can both teach as well as pursue my own research agenda.

This past year I started graduate school at NIU and I have submitted two poster presentations to MPA that have since both been accepted.

Current Students

Jared Wilson

I presented in-person at MPA for the first time, completed pilot study data collection for my thesis, and obtained my first official publication!



Lizzy Bohrer

In my second year I have decided to refocus some of my research interests, now focusing on diversity and justice in the workplace. I also gained some experience working with a couple of undergraduates in Saef lab and I have begun working on projects with Alecia as well. I look forward to continuing with my new research interests and expanding to other labs in the future.

Nick Smith

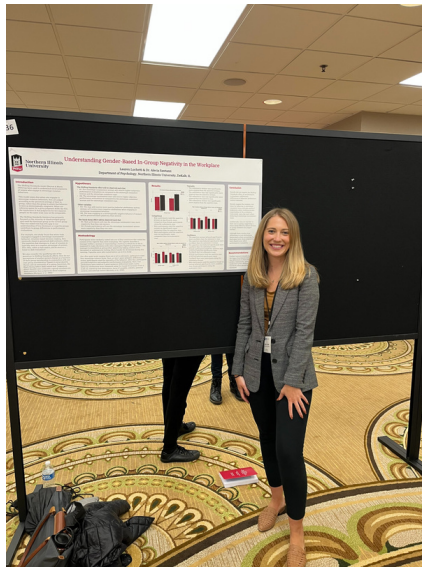
2022 was fun! I had a few presentations accepted at SIOP and Babson, proposed my thesis, and have taken on the roles of graduate co-coordinator for VPA and our area representative for GSAC.

I've also been part of an ongoing partnership with Southwest Airlines throughout 2022, where our team has been conducting research and assisting in the creation of a professional development program for flight attendants.

In other news, I've continued pursuing my interests in music and art, and visited some new places.



Current Students



Lauren Luchetti

This past year, I attended MPA and presented my research on gender-based in-group negativity in the workplace. I completed VPA training and am looking forward to taking on clients in the upcoming months. Additionally, I supervised several undergraduate students who presented at NIU's undergraduate research symposium. Working with several other grad students, we conducted a workshop on person-environment fit for NIU's Employee Assistance Program. Moving forward, I will continue working in Alecia's IEM lab on multiple projects, as well as continuing work on my thesis related to disability in the workplace.

Haleigh Broucher

I presented at SIOP, assisted undergraduates in a presentation by which they were awarded third place overall, and was accepted into two conferences for the 2023 year with my first-year project data.

Hannah Tarleton

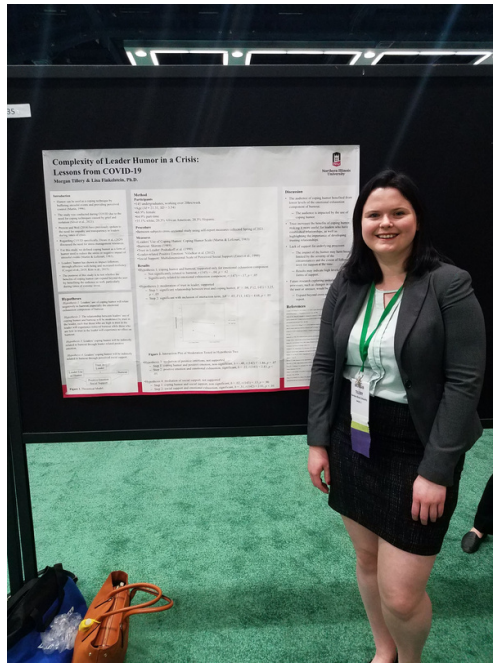
Submitted my first year project for publication, got a Revise and Resubmit Began TAing for the women, gender, and sexuality studies (attached image is from a student's final project).

Tori Brooks

Presented at MPA
Presented at SIOP
Started a non profit



Current Students



Morgan Tillery

Full-time internship with PepsiCo as Global Talent Management Intern in Senior Leader Selection
Presented a humor symposium and poster at SIOF
Presented a humor paper talk at MPA

Jennifer Davis

A planned family vacation to Hawaii turned into a last-minute elopement so that was pretty neat I guess. In an effort to expand my hobbies and skills, I've started to learn knife throwing (great stress reliever!) and expand my knitting abilities, among other things. 2022 was also a year filled with so many amazing concerts. I saw a lot of great bands (e.g., Heilung, Slipknot, Pat Benatar) but my hands down favorite was a blues festival in Aurora.

Professionally, it's been great to resume traveling to academic and kink conferences. My favorite in 2022 was presenting at the Society for the Scientific Study of Sexuality in Vancouver. I completed my term as the Social/Personality Psychology representative for the APA Science Student Council and collaborated with a research group from Belgium (along with Brad and Hannah).



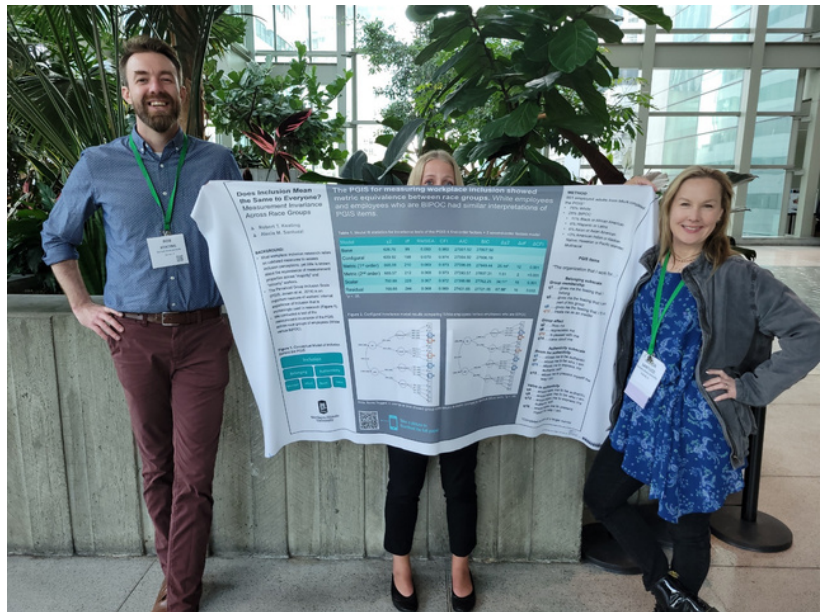
Cody Gibson

Manuscript accepted for publication (publication date set for 2023)
Stories about research published in various online newspapers, including The Times (London)
Survived teaching solo classes (high school and undergraduate)

Current Students

Rob Keating

I started a new position as Assistant Teaching Professor in the Department of Psychology at Illinois Institute of Technology and performed my first stand-up comedy show at The Second City in Chicago.





Volunteer Program Assessment

The Volunteer Program Assessment (VPA) at Northern Illinois University is a free volunteer assessment service offered by faculty and students in I/O psychology. NIU VPA representatives partner with organizations to manage the collection of survey responses from their volunteers, generate a report with an executive summary of the results, and share and discuss relevant results during a final consultation call.

- Leadership
 - Director: Dr. Lisa Finkelstein
 - Graduate Student Directors: Nicholas Smith & Hannah Tarleton
- Active Consultants
 - 7 active consultants; 5 newly trained
 - 2 consultants in training
- Clients
 - 1 local client assisted, with an in-person consultation presentation
 - Several clients assisted across the nation



Booz | Allen | Hamilton

Southwest®

SAP SuccessFactors 

SAP SuccessFactors

- Research Analyst
- Alie Brown

NIU Library Training Project

- Faculty Advisor: Dr. Lisa Finkelstein
- Student Consultants: Haleigh Broucher, Morgan Tillery, & Hannah Tarleton

Booz Allen Hamilton

- Senior Consultant
- Alie Brown

B. L. Gregory Non-Profit Organization

- Co-President
- Tori Brooks

Center for Learning Strategies

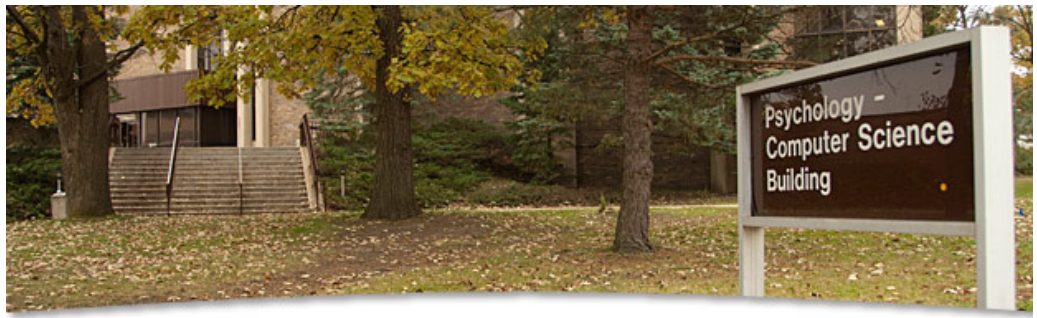
- Tutor
- Rachel Rushing

Southwest Airlines

- Research Partner
- Nick Smith

PepsiCo

- Global Talent Management Intern
- Morgan Tillery



Academic Service

- Manuscript reviewer, Archives of Sexual Behavior: Jennifer Davis
- Social/personality psychology representative, APA Science Student Council: Jennifer Davis
- Committee member, electronic communications: Lisa Finkelstein
- Chair, SIOF Disability, Inclusion, and Accessibility Conference Subcommittee: Lisa Finkelstein
- Outside reviewer for tenure, San Francisco State University: Lisa Finkelstein
- Outside reviewer for promotion to Full professor, Koc University, Istanbul: Lisa Finkelstein
- Roundtable co-facilitator, "Leading the Charge: Student-Driven DEI Initiatives", SIOF Conference: Lisa Finkelstein
- Chair, SIOF awards subcommittee for the SIOF's Distinguished Teaching Award: Lisa Finkelstein
- Editorial board member, Personnel Psychology: Lisa Finkelstein
- Editorial board member, Work, Aging and Retirement: Lisa Finkelstein
- Editorial board member, Journal of Management: Lisa Finkelstein
- Editorial board member, Journal of Business and Psychology: Lisa Finkelstein
- Editorial board member, Group and Organization Management: Lisa Finkelstein
- SIOF reviewer for Student Travel Award Committee: Rachel Saef
- SIOF conference ambassador: Rachel Saef
- Reviewer, Journal of Personality: Rachel Saef
- Reviewer, Journal of Management: Rachel Saef
- Reviewer, Journal of Research in Personality: Rachel Saef
- Undergraduate advisor for careers in social/I-O psychology: Rachel Saef
- Presentation coordinator, NIU, Employee Assistance Program: Rachel Saef
- Editor-in-Chief, Journal of Positive Sexuality: Brad Sagarin
- Editorial Board Archives of Sexual Behavior: Brad Sagarin
- Reviewed symposium and single paper proposals SIOF conference: Brad Sagarin
- NIU's Responsible Conduct of Research Advisory Board: Brad Sagarin
- Organizer, Health in Entrepreneurship Research Forum, MATTER Chicago: Nick Smith
- Representative, Graduate Student Panel: Nick Smith
- Representative, Graduate Student Advisory Committee (GSAC): Nick Smith

Honors and Awards

- Excellence in Undergraduate Teaching Award, NIU: Lisa Finkelstein
- Teacher of the Month, Lambda Sigma Honors Society, NIU: Lisa Finkelstein
- Distinguished Graduate Faculty Award, NIU: Brad Sagarin

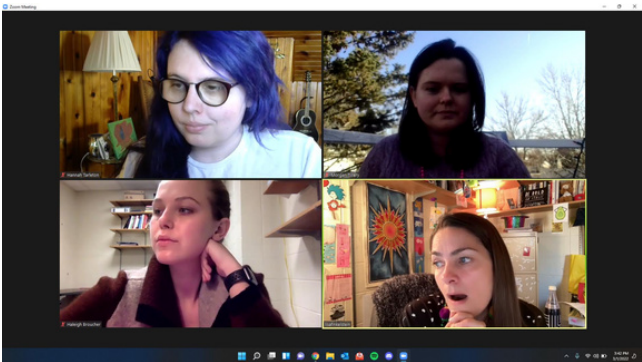
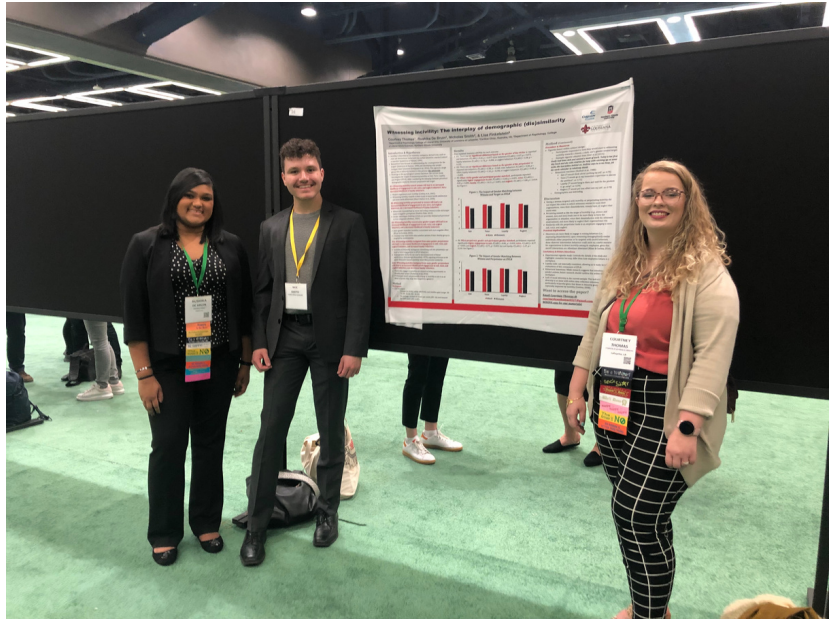
External and Internal Funding

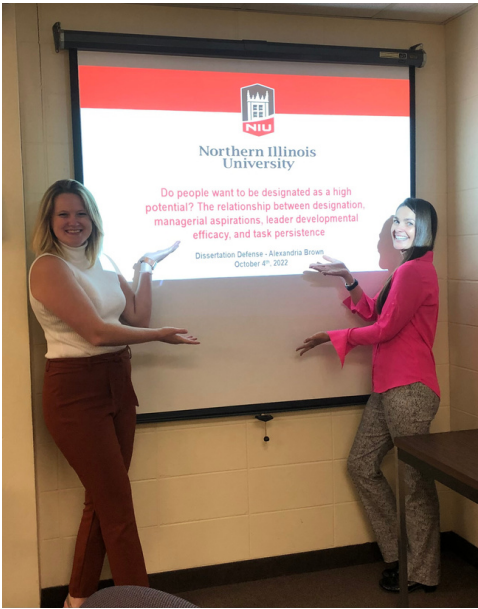
- CLAS Summer Research Grant: Vyctoria Brooks, Lisa Finkelstein, and Rachel Saef. Title: *Does the punishment fit the crime? The influence of employee race on punishment severity.*
- Social Sciences and Humanities Research Council of Canada, Insight Grant: Alecia Santuzzi. Title: *Parent engagement and ADHD risk: Reciprocal relationships in early elementary school.*
- National Science Foundation/Science of Organizations: Alecia Santuzzi. Title: *Collaborative research: Reducing after-hours availability expectations to promote well-being among STEM workgroups.*
- National Institutes of Health (NIMH): Alecia Santuzzi. Title: *Collaborative data sharing to investigate the impact of COVID-19 on children with ADHD.*



Area Highlights

















Where we published

- Affective Science Journal
- Aggression and Violent Behavior Journal
- Archives of Sexual Behavior Journal
- Equality, Diversity, and Inclusion: An International Journal
- Guilford Press
- IEEE Access Journal
- International Journal of Psychology
- Journal of Applied Psychology
- Journal of College Reading
- Journal of Experimental Social Psychology
- Journal of Management
- Journal of School Psychology
- National Academy of Sciences
- Oxford Press
- Pediatrics & Child Health Journal
- Psychological Reports Journal
- Psychology of Sexual Orientation and Gender Diversity Journal
- Routledge
- Sexuality & Culture Journal
- SIOP Organizational Frontier Series
- Taylor and Francis
- Work, Aging and Retirement Journal

Where we presented

- CARAS-CLAW Conference: Leather-Kink Research and Clinical Knowledge
- Meeting of the Academy of Management
- Meeting of the Midwestern Psychological Association
- Meeting of the Midwestern Psychological Association
- Meeting of the Society for Personality and Social Psychology
- Meeting of the Society for the Scientific Study of Sexuality
- Organizational Frontlines Research Symposium
- Psychology Department Undergraduate Conference
- Sexuality Preconference meeting of the Society for Personality and Social Psychology
- Society for Industrial and Organizational Psychology Conference

Where we were asked to speak

- Beguiled Conference
- CARAS Group Mentoring Program
- Center for Positive Sexuality's Positive Sexuality
- Community-Academic Consortium for Research on Alternative Sexualities (CARAS) Education Program
- House of Bacchus
- Kinky Kollege conference
- Leather Leadership Conference
- Leather Leadership Conference
- Master/slave Conference
- North Central College
- Northern Illinois University
- Professional Staff Academy
- Psychological Basis of Sexuality
- The science of BDSM
- U.S. Department of Veterans Affairs
- University of Memphis
- University of Oklahoma

Peer-Reviewed Publications

Britt, A.M., Durik, A.M., & Rouet, J. (2022). Reading contexts, goals, and decisions: Text comprehension as a situated activity. *Discourse Processes*, 59, 361-378.

Colella, A., & Santuzzi, A. M. (2022). Known and unknown mental illness: Uncovering the multiple routes to workplace inequities. *Journal of Management*.

Delios, A., Clemente, E., Wu, T., Tan, H., Wang, Y., Gordon, M., Viganola, D., Chen, Z., Dreber, A., Johannesson, M., Pfeiffer, T., Generalizability Tests Forecasting Collaboration, & Uhlmann, E.L. (2022). Examining the context sensitivity of research findings from archival data. *Proceedings of the National Academy of Sciences*, 119(30).
<http://dx.doi.org/10.1073/pnas.2120377119> *Member of a collaboration authorship McCarthy

Dorison, C., Lerner, J. S., Heller, B. H., Rothman, A., Kawachi, I. I., Wang, K., ...McCarthy, R.J.... Coles, N. A. (2022). In COVID-19 health messaging, loss framing increases anxiety with little-to-no concomitant benefits: Experimental evidence from 84 countries. *Affective Science* (2022), 3, 577-602.
<https://doi.org/10.1007/s42761-022-00128-3> OSF Project Link: <https://osf.io/m6q8f/>

Erickson, J.M., *Slayton, A.M., *Hyams, H.M., *Howard, L.J., *Petersen, J.G., Sharp, S., & Sagarin, B.J. (2022). Challenge at the intersection of race and kink: Racial discrimination, fetishization, and inclusivity within the BDSM community. *Archives of Sexual Behavior*, 51(2), 1063-1074. <https://doi.org/10.1007/s10508-021-02102-9>

Guo, L., Abdul, N., Vengalil, M., Wang, K., & Santuzzi, A. (2022). Engaging renewable energy education using a web-based interactive microgrid virtual laboratory. *IEEE Access*.

Hanrahan, E., Thomas, C., & Finkelstein, L. (2022). You're too old for that! Ageism and prescriptive stereotypes in the workplace. *Work, Aging and Retirement*, doi.org/10.1093/workar/waab037.

Harris, L. N., Gladfelter, A., Santuzzi, A. M., Lech, I. B., Rodriguez, R., Lopez, L. E., Soto, D., & Li, A. (2022). Braille literacy as a human right: A challenge to the "inefficiency" argument against braille instruction. *International Journal of Psychology*. Advance online publication. <http://doi.org/10.1002/ijop.12879>

Hickman, L., Bosch, N., Ng, V., Saef, R., Tay, L., & Woo, S. E. (2022). Automated Video Interview Personality Assessments: Reliability, Validity, and Generalizability Investigations. *Journal of Applied Psychology*

Klement, K. R, Sagarin, B. J., & Skowronski, J. J. (2022). The one ring model: Rape culture beliefs are linked to purity culture beliefs. *Sexuality & Culture*, 26, 2070-2106.

McCarthy, R. J., Jensen, A. P., Wilson, J. P., & Rivers, A. K. (2022). Perpetrators', Victims', and Witnesses' Folk Explanations of Aggressive Behaviors. *Psychological reports*. Advanced online publication. <https://doi.org/10.1177/00332941221123781>

McCarthy, R.J., Rivers, A.K., Jensen, A.P., Pawirosetiko, J.S., & Erickson, J.M. (2022). The victim-perpetrator asymmetry is stronger in situations where blame is being assigned. *Journal of Experimental Social Psychology*, 101. <https://doi.org/10.1016/j.jesp.2021.104164>.

JMilner, J. S., Crouch, J. L., McCarthy, R. J., Ammar, J., Dominguez-Martinez, R., Thomas, C. L., & Jensen, A. P. (2022). Child physical abuse risk factors: A systematic review and a meta-analysis. *Aggression and Violent Behavior*, 66, 101778. Advanced online publication. <https://doi.org/10.1016/j.avb.2022.101778>

O'Reilly, H., Rogers, M. Ogg, J., Ritchie, T., Whitley, J., Shelleby, E., & Santuzzi, A. (2022). The effect of children's ADHD and internalizing symptoms on mindful parenting during the covid-19 pandemic. *Pediatrics & Child Health*, 27(Supplement_1), S47-S52.

Ogg, J., Shelleby, E., Santuzzi, A., Wendel, M., Alfonso, D., Corning, E., & Rogers, M. (2022). Examining daily parent involvement in caregivers of children with ADHD using electronic diaries. *Journal of School Psychology*, 91, 195-208.

Psychological Science Accelerator. Self-Determination Theory Collaboration (2022). A global experiment on motivating social distancing during the COVID-19 pandemic. *Proceedings of the National Academy of Sciences*, 119 (22). <https://doi.org/10.1073/pnas.2111091119> *Member of a collaboration authorship OSF Project Link: <https://osf.io/2u6xs/> *Member of a collaboration authorship mccarthy

Smith, A., Bostwick, W., Burke, L., Hequembourg, A., Santuzzi, A., & Hughes, T. (2022). How deep is the cut? The influence of daily microaggressions on bisexual women's health. *Psychology of Sexual Orientation and Gender Diversity*. Advance online publication. <https://doi.org/10.1037/sgd0000556>

Talwar, A., Magliano, J., Higgs, K., Santuzzi, A., Tonks, S., O'Reily, T., & Sabatini, J. (2022). Early academic success in college: Examining the contributions of literacy skills, strategic reading, and reading motivation. *Journal of College Reading*, 1-30.

Thomas, C. L., & Finkelstein, L. M. (2022). Development and initial validation of a word fragment completion test for age metastereotype activation. *Work, Aging and Retirement*, doi.org/10.1093/workar/waac005.

Tompa, E., Samosh, D., & Santuzzi, A. M. (2022). The Benefits of Inclusion: Disability and Work in the 21st Century. *Equality, Diversity, and Inclusion: An International Journal*, 41(3), 309-317.

Presentations and Posters

Brooks, V., Finkelstein, L., & Saef, R. (2022, April). How perpetrator race and stereotypical racial context of workplace infractions influence perceptions of workplace deviance. Poster presented at the annual meeting of the Midwestern Psychological Association. Chicago, IL.

Brown, A. (Chair), Bidwell, L., Brown, M., Mondragon, N., & Sun T. (2022). Robot or Not: Is AI the Future of HR? [Debate]. Society for Industrial and Organizational Psychology Conference, Seattle, WA, United States.

Cameron, A., Parvin, E., Broucher, H., & Saef, R. (2022, December). The Social Consequences of Technology Based Multitasking at Work. Presented at the 3rd Annual Psychology Department Undergraduate Conference, DeKalb, IL

Dubek, H., Mackenzie, T., Luchetti, L. F., & Santuzzi, A. M. (2022, December 2). Anticipated and internalized stigma of mental illness correlates to more mental and physical health complaints and a lower quality of life [Poster presentation]. 14th Annual NIU Psychology Undergraduate Research Conference, DeKalb, IL.

Enriquez, E., Heinlein, S., Wilson, J., The Hero Project II: Examining Helpers' and Recipients' Explanations for Helping Behaviors. (2022) Conference on Undergraduate Research and Engagement. Northern Illinois University. DeKalb, IL.

Erickson, J.M., Henderson, D., Tarleton, H., *Shuman, A.C., & Sagarin, B.J. (2022, April). Status and Discrimination in Single-Gender and Multigender Alternative Sexuality Spaces. Talk presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Erickson, J.M., Henderson, D., Tarleton, H., & Sagarin, B.J. (2022, February). Subtle sexism in same-sex settings. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Erickson, J.M., Henderson, D., Tarleton, H., & Sagarin, B.J. (2022, February). Subtle sexism in same-sex settings. Data Blitz talk presented at the annual Sexuality Preconference meeting of the Society for Personality and Social Psychology, San Francisco, CA.

Erickson, J.M., Henderson, D., Tarleton, H., Shuman, A.C., *Hedrick, L., & Sagarin, B.J. (2022, November). Subtle Sexism in Same-Sex Spaces. Talk presented at the annual meeting of the Society for the Scientific Study of Sexuality, Vancouver, BC, Canada.

Heinlein, S., Wilson, J., McCarthy, R. (2022) This Poster is Better Than Average! Examining the Better-Than-Average Effect Through Judgments of Forgiveness and Apologies. Psychology Undergraduate Research Conference. Northern Illinois University. DeKalb, IL.

Heroldt, K., Wilson, J., McCarthy, R. (2022) Blindspot Justice: Biased Perceptions of Revenge. Psychology Undergraduate Research Conference. Northern Illinois University. DeKalb, IL.

Area Curriculum Vitae

Hu, X., Pawirosetiko, J. S., Santuzzi, A. M., & Barber, L. K. (2022, April). Does your job make you feel telepressured? Examining the impact of occupational characteristics on the interpretation of the workplace telepressure measure. In A. Casper & S. Sonnentag (Chairs), New (methodological) perspectives on job stress and employee well-being [Symposium]. The 82nd Annual Conference of Society for Industrial and Organizational Psychology, Seattle, WA.

Keating, R. T. (2022, August). From compliance to inclusion: Going beyond accommodations to create inclusion of disability/ability divergences in organizations [Panel discussant]. C. Nittrouer & A. M. Santuzzi (Chairs). Panel symposium conducted for the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

Keating, R. T., & Santuzzi, A. M. (2022, April). Does inclusion mean the same to everyone? Measurement invariance across races. Poster presented at the 37th Annual Society for Industrial-Organizational Psychology Conference, Seattle, WA.

Keating, R. T., Martinez, J. M., Santuzzi, A. M., Finkelstein, L. M., Barber, L. k., Rupp, D. (2022, August). Day-to-day identity management among workers with hearing loss: The role of workplace inclusion in identity management and well-being. In M. Kulkarni & D. C. Baldridge (Chairs), Rethinking workplace inclusion of persons with disabilities through multiple levels and lenses. Symposium conducted for the 82nd Annual Meeting of the Academy of Management, Seattle, WA.

Kim, H. L., Sabat, I. E., Arena, D. F., Eaton, A. A., Santana, D. L., Diaz, I., & Magaña, Z. (2022). Teaching the teachers: Transforming the undergraduate research experience [Alternative Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Liu, S.-N. C (Co-Chair), Zelin, A. I. (Co-Chair), Broucher, H. F., Wymer, C., Volpone, S. D., Luchetti, L. F., & Santuzzi, A. (2022, April 21). *Understanding gender-based in-group negativity in the workplace* [Poster Presentation]. 94th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Luchetti, L. F., & Santuzzi, A. (2022, April 21). Understanding gender-based in-group negativity in the workplace [Poster Presentation]. 94th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Martinez, J., Smith, N., Brooks, V., Maday, D., Liu, C., Finkelstein, L. (2022, April). Leading the charge: Student-driven diversity, equity, and inclusion initiatives. Roundtable session at the 2022 Society of Industrial and Organizational Psychology (SIOP) Conference, Seattle, WA.

McCarthy, R. J., Jensen, A., Wilson, J., & Rivers, A. (2022, April). Folk Explanations of Aggressive Behavior. A presentation at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

McCarthy, R. J., Jensen, A., Wilson, J., & Rivers, A. (2022, April). Just Vengeance or Just Vengeance? Perceived Motivation of Aggressive Behaviors. A presentation at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Pawirosetiko, J. S., & Raghavan, M. (2022, April 27-30). Not so neutral midpoint: Situational Judgment Tests and response scales [Poster presentation]. Society for Industrial and Organizational Psychology (SIOP). Seattle, WA, United States.

Quiroga, D., Curry, T., Wilson, J., McCarthy, R. (2022) *AM I THE A\$\$HOLE? Investigating Self-Explanations of Aggressive Behaviors*. Psychology Undergraduate Research Conference. Northern Illinois University. DeKalb, IL.

Sagarin, B. J. (2022, April). *The dimensions of authority transfer/power exchange*. Paper presented at the CARAS-CLAW Conference: Leather-Kink Research and Clinical Knowledge (C2C), Cleveland, OH.

Samosh, D., Kulkarni, M., Santuzzi, A. M., & Lyons, B. (2022, April). Disability as an enabler of career success and inclusion. In S. Bonocchio (Chair), *Facilitators of positive work experience for employees with disabilities* [Symposium]. The 82nd Annual Conference of Society for Industrial and Organizational Psychology, Seattle, WA.

Stowe, K., Luchetti, L. F., & Santuzzi, A. M. (2022, December 2). *Engagement and satisfaction of minority STEM students* [Poster presentation]. 14th Annual NIU Psychology Undergraduate Research Conference, DeKalb, IL.

Subramony, M., Hu, X., Smith, N., & Cockburn, B. (2022, February). *Organizational frontlines in the sky: Stress and well-being of flight attendants during the pandemic*. In Frontline Challenges in the New Normal [Symposium]. The 7th Annual Organizational Frontlines Research Symposium, San Diego, CA.

Thomas, C. L. & Finkelstein, L. (2022, April). Daily investigation into effects of selective incivility based on age. Poster presented at the 37th Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Thomas, C. L., DeBruin, R., Smith, N., & Finkelstein, L. (2022, April). Witnessing incivility: The interplay of demographic (dis)similarity. Poster presented at the 37th Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Tillery, M. & Finkelstein, L. (2022, April). Laugh it off: Disagreements about self-derogating humor. Paper presented at the 37th Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Tillery, M. G. & Finkelstein, L. M. (2022). Complexity of leader humor in a crisis: Lessons from COVID-19 [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Tillery, M. G., Finkelstein, L. M., & Robert, C. (2022). Moving humor research forward: Experimental design & unique populations [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Tippins, N., Sendra, C., Deacon, A., Romain, R., Schrah, G., & Brown, A. (Moderator) (2022). The Evolution of the Employee Experience: From Personas to People [Panel Discussion]. Society for Industrial and Organizational Psychology Conference, Seattle, WA, United States.

Wilson, J. (2022) Just Vengeance or Just Vengeance? Perceived Motivations of Aggressive Behaviors. Midwestern Psychological Association Conference. Chicago, IL.

Invited Speeches

Biennu, R., & Sagarin, B. J. (2022, September). Why, when, and how to incorporate more complex research designs in alternative sexualities research. Presentation given to the Community-Academic Consortium for Research on Alternative Sexualities (CARAS) Education Program.

Broucher, H., Smith, N., Bohrer, E. (2022, April 15). Individual Differences in the Workplace. Northern Illinois University

Davis, J.M., & Sagarin, B.J. (2022, October). What the BDSM Community Can Teach a Kinky World. Workshop presented at the Kinky Kollege conference, Chicago, IL.

Erickson, J.M., & *Shuman, A. (2022, March). Why we hunger for hurt. Workshop presented at the Kinky Kollege conference, Chicago, IL.

Finkelstein, L. (August & June 2022) Invited Speaker, Orientation. Invited to speak to parents at orientation on growth mindset.

Finkelstein, L. (November, 2022) Invited Speaker, Professional Staff Academy. Invited to speak to professional staff about current issues in the classroom. November, 2022.

Finkelstein, L.(April, 2022) Invited Speaker: Northern Illinois University SPA: Invited to speak on internships in psychology.

Luchetti, L. (2022) Careers in Psychology Alumni Guest Speaker. North Central College, Naperville, IL.

Luchetti, L. (2022) Professional Psychology Alumni Guest Speaker. Northern Illinois University.

Luchetti, L., Brooks, V., Wilson, J. (Co-presenters) (2022). The Importance of Person-Environment Fit. Northern Illinois University.

McCarthy, R. J. (2022, December). Happy, healthy, holidays: Tools for successful communication. Presented at Northern Illinois University's STEM Café speaker series.

McCarthy, R. J. (2022, June). Strategies for Success. Presented at Northern Illinois University's Graduate Student Success series.

Saef, R. (2022, March). Navigating the academic market. Presented at Northern Illinois University's Social/Industrial-Organizational Psychology Research Colloquium, DeKalb, IL.

Sagarin, B. J. (2022, February). Authoring and publishing your research. Responsible Conduct of Research Forum Series, Northern Illinois University. DeKalb, IL.

Sagarin, B. J. (2022, June). Being a more concise academic writer. Presentation given online to the CARAS Group Mentoring Program.

Sagarin, B. J. (2022, June). Subspace: The final frontier. Presentation given online at the 2022 Beguiled Conference.

Sagarin, B. J. (2022, June). The prosocial sadist. Presentation given online at the 2022 Beguiled Conference.

Sagarin, B. J. (2022, March). Traversing the path to publication: How to successfully navigate the peer review process. Presentation given online at the Center for Positive Sexuality.

Sagarin, B. J. (2022, November). The science of BDSM. Online presentation given for Kink: CL8.

Sagarin, B. J. (2022, October). Lifecycle of a research project. Presentation given at the Leather Leadership Conference, Atlanta, GA.

Sagarin, B. J. (2022, October). The dimensions of kink relationships. Workshop presented at Kinky Kollege Homecoming, Chicago, IL.

Sagarin, B. J. (2022, October). The science of BDSM. Online presentation given at the House of Bacchus.

Sagarin, B. J. (2022, October). The science of BDSM. Presentation given at the Leather Leadership Conference, Atlanta, GA.

Sagarin, B. J. (2022, September). Peer review. Responsible Conduct of Research Forum Series, Northern Illinois University. DeKalb, IL.

Sagarin, B. J. (2022, September). The hormonal effects of consensual BDSM. Online presentation given at the Center for Positive Sexuality's Positive Sexuality Day.

Sagarin, B. J., & Tafari, N. (2022, September). The dimensions of master/slave. Presentation given at the Master/slave Conference, Washington, DC.

Sagarin, B. J., & Tarleton, H. (2022, September). The prosocial sadist. Presentation given at the Master/slave Conference, Washington, DC.

Sagarin, B. J. (2022, March). Lifecycle of a research project. Workshop presented at Kinky Kollege Spring Break, Chicago, IL.

Santuzzi, A. M. (2022, August). Disability or diversity: Challenges of identifying and managing a neurodivergent identity in the workplace. Presentation given to the U.S. Department of Veterans Affairs, Washington, DC.

Santuzzi, A. M. (2022, August). Identity management in evaluative contexts: How feeling judged by others relates to perceptions, disclosures, and well-being. Presentation given at the NIU College of Liberal Arts and Sciences Welcome Day.

Santuzzi, A. M. (2022, January). The Hidden Challenges of Identifying and Managing a Disability Identity in the Workplace. Workshop given to the University of Oklahoma STEM Diversity course. Hosted by Dr. Jeffrey Kelly, Biology, University of Oklahoma.

Santuzzi, A. M. (2022, March). Getting started with Prolific: Lessons learned while conducting research on identity management experiences of workers with disabilities. Colloquium and workshop given to the University of Memphis, Department of Management.

Santuzzi, A. M. (2022, October). Disability and ability differences as diversity; Compliance vs inclusion practices. Workshop given as part of the NIU Inclusion in Action series.

Smith, N. (2022) Experiencing Diversity in the Workplace Workshop, Northern Illinois University.

Tarleton, H.L. (2022). Hide in Plain Sight: Women Erased in Leather History. Presented at the NIU Women, Gender, and Sexuality Studies Research and Artistry Symposium, DeKalb, IL.

Tarleton, H.L. (2022). What is Consent? Guest Lecture, PHHE 506 Psychological Basis of Sexuality, DeKalb, IL.

Tarleton, H.T. (2022). Kink by the Numbers. Presented at Kinky Kollege, Chicago, IL.

Tarleton, H.T., Hedrick, L. (2022). The Complex Nature of Consent. Presented at the Master/slave Conference, College Park, MD.

Tartleton, H., Erickson, J.M., & Sagarin, B.J. (2022, March). A conversation at the intersection. Workshop presented at Kinky Kollege Spring Break, Chicago, IL.

Tartleton, H., Erickson, J.M., & Sagarin, B.J. (2022, March). A conversation at the intersection. Workshop presented at the Kinky Kollege conference, Chicago, IL

Book Chapters

Finkelstein, L. M. (2022). Epilogue. In H. Zacher and C. Rudolph (Eds.) *Age and Work: Advances to Theory, Methods, and Practice*. New York: Taylor and Francis.

Santuzzi, A. M., & Keating, R. T. (2022). Neurodiversity and the disclosure dilemma. In S. M. Bruyère and A. Colella (Eds.), *Neurodiversity in the Workplace: Interests, Issues, and Opportunities*, (pp. 124-148). SIOP Organizational Frontiers Series.

Santuzzi, A. M., & Keating, R. T. (2022). Neurodiversity and the disclosure dilemma. In S. Bruyere & A. Colella (Eds.), *Neurodiversity in the workplace*. SIOP Organizational Frontiers Series (pp. 124-148). Routledge.

Skowronski, J. J. & McCarthy, R. J. Reflections on a 30-year long program of research exploring perceivers' spontaneous thoughts about social targets. In E. Balciotis & G. Moskowitz (2022), *Handbook of Impression Formation: A Social Psychological Approach*. New York, NY: Routledge.

McCarthy, R. J. & Skowronski, J. J. (2014). Spontaneous trait inferences. In J. Sherman, B. Gawronski, & Y. Trope (Eds), *Dual-Process Theories of the Social Mind*. New York, NY: Guilford Press.

Skowronski, J. J., McCarthy, R. J., & Wells, B. M. Person memory: Past, perspectives, and prospects. In D.E. Carlston, (2013), *The Oxford Handbook of Social Cognition* (pp. 352-374). New York, NY: Oxford Press.