

## JACQUELINE K. DEULING (MITCHELSON)

Department of Psychology  
Roosevelt University  
430 S. Michigan Ave.  
Chicago, IL 60605  
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### **ACADEMIC EMPLOYMENT**

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2013 – present Associate Professor of Psychology, Roosevelt University, Chicago, IL.  
2013 – 2015 Director of Industrial/Organizational Psychology MA Program, Roosevelt University, Schaumburg, IL.  
2010 – 2013 Assistant Professor of Psychology, Roosevelt University, Schaumburg, IL.  
2009 – 2010 Faculty Associate for the Center for Ethical Organizational Cultures, Auburn University, Auburn, AL.  
2007 – 2010 Assistant Professor of Psychology and Management (joint appointment) Auburn University, Auburn, AL.

### **EDUCATION AND DEGREES**

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Wayne State University, Detroit, MI  
Ph.D. in Industrial Organizational Psychology, 2007  
Dissertation Title: *Does the message resonate? Follower persuasion effects, motivation, and emotional responses to leader communications*  
Committee: Marcus Dickson (Chair), Boris Baltes, Rusty McIntyre, WSU President Irvin Reid

Wayne State University, Detroit, MI  
M.A. in Industrial Organizational Psychology, 2005  
Thesis Title: *Personality and leadership style: The Abridged Big Five Circumplex (AB5C) of personality traits as predictor of transformational leadership factors*  
Committee: Marcus Dickson (Chair), Boris Baltes, James LeBreton

Grand Valley State University, Allendale, MI  
B.S. in Psychology with a minor in Applied Statistics, Cum Laude, 1998

### **PEER-REVIEWED PUBLICATIONS** *\*\*italics denotes student author*

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**Deuling, J.K., Roebuck, A., Wilson, K., & Thomas, A.L.** (in preparation). Effects of #MeToo Movement on Women's Experiences of Sexism at Work.

**Deuling, J.K., Page, K., & Chung, A.** (under review). Perfectionism, burnout, fatigue and general health: Mediating role of coping strategies.

- Motyka, A. & Deuling, J.K. (under review). Social support and work-family conflict: Hardiness as moderator.
- Gomes, S. & Deuling, J.K. (2<sup>nd</sup> revise & resubmit). Helicopter parented Millennials: Family influence as mediator of work attitudes.
- Page, K., Deuling, J.K., Mazzola, J., & Rospenda, K.M. (2018). A fresh look at demographics in work-family conflict: A cluster analysis approach. *Occupational Health Science*, 1-21.
- Deuling, J.K. & Burns, L.R. (2017). Perfectionism and work-family conflict: Self-esteem and self-efficacy as mediator. *Personality and Individual Differences*, 116, 326-330.
- Sher, B., Wilson, K., Thomas, A., & Deuling, J.K. (2017). Death-related dimensions of disability: How terror management theory affects people with disabilities. *Journal of Rehabilitation*, 83(4).
- Dickson, M. W., Mullins, M.W. & Deuling, J. K. (2017). Organizational culture. In S. G. Rogelberg (Editor), *The SAGE Encyclopedia of Industrial Organizational Psychology (2<sup>nd</sup> Edition)*. Thousand Oaks, CA: Sage Publications.  
<http://dx.doi.org/10.4135/9781483386874.n378>
- Wilson, K., Thomas, A., & Deuling, J.K. (2016). Disability dimensions: Course, risk and mortality salience predict workplace bias. *Journal of Organizational Psychology*, 16(2), 113-125.
- Cohen, E.H. & Deuling, J.K. (2014). Structural analysis of the Abridged Big Five Circumplex: A comparison among gender and ethnic groups. *Bulletin of Sociological Methodology*, 122, 63-86.
- Schloesser, O., Frese, M., Heintze, A., ... Mitchelson, J.K. ... & Zhang, K. (2013). Humane Orientation as a New Cultural Dimension of the GLOBE Project: A Validation Study of the GLOBE Scale and Out-Group Humane Orientation in 25 Countries. *Journal of Cross-Cultural Psychology*, 44, 535-551.
- Mazzola, J. & Deuling, J.K. (2013). Forgetting what we learned as graduate students: HARKing and selective outcome reporting in I/O Journal articles. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 6(3), 279-284.
- Stevens, G., Deuling, J.K., & Armenakis, A. (2012). Successful psychopaths: Are they unethical decision-makers and why? *Journal of Business Ethics*, 105, 139-149.
- Deuling, J.K., Denissen, J. J. A., van Zalk, M., Meeus, W., & van Aken, M. (2011). Perceived influence in groups over time: How associations with personality and cognitive ability can change over time. *Journal of Research in Personality*, 45, 576-585.

[Selected as the best JRP paper published in 2011]

**Deuling, J.K.** & Mallard, A. (2011). Work-nonwork research: Moving towards a scientist-practitioner collaboration. *Industrial Organizational Psychology: Perspectives on Science and Practice*, 4(3), 406-409.

Michel, J. S., Kotrba, L. M., **Mitchelson, J.K.**, Clark, M. A., & Baltes, B. B. (2011). Antecedents of work-family conflict: A meta-analytic review. *Journal of Organizational Behavior*, 32, 689-725.

Resick, C. J., Dickson, M. W., **Mitchelson, J. K.**, Allison, L., & Clark, M. (2010). Team composition, cognition, and effectiveness: Examining mental model similarity and accuracy. *Group Dynamics: Theory, Research, and Practice*, 14, 174-191.

Sawhney, E., Michel, J. S., & **Mitchelson, J. K.** (2010). Where has all the parsimony gone? Revisiting the original work-family conflict model via meta-analytic structural equation modeling. In C. L. Goossens (Ed.), *Family Life: Roles, Bonds, and Impact*. (pp. 75-97). Hauppauge, NY: Nova Science Publishers.

Michel, J. S., **Mitchelson, J. K.**, Pichler, S. M., & Cullen, K. L. (2010). Clarifying relationships among work and family social support, stressors, and work-family conflict. *Journal of Vocational Behavior*, 76, 91-104.

**Mitchelson, J. K.**, Wicher, E. W., LeBreton, J. M., & Craig, S. B. (2009). Gender and ethnicity differences on the Abridged Big Five Circumplex (AB5C) of personality traits: A differential item functioning analysis. *Educational and Psychological Measurement*, 69, 613-635.

Giberson, T. R., Resick, C. J., Dickson, M. W., **Mitchelson, J. K.** & Randall, K. R. (2009). Leadership and organizational culture: Linking leader characteristics to cultural values. *Journal of Business and Psychology*, 24, 123-137.

**Mitchelson, J. K.** (2009). Seeking the perfect balance: Perfectionism clusters and work-family conflict. *Journal of Occupational and Organizational Psychology*, 82, 349-367.

Michel, J. S., **Mitchelson, J. K.**, Kotrba, L. M., Baltes, B. B., & LeBreton, J. M. (2009). A comparative test of work-family conflict models and critical examination of work-family linkages. *Journal of Vocational Behavior*, 74, 199-218.  
[Selected as one of the Top 20 nominated articles in the annual competition for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research in 2010]

Resick, C. J., **Mitchelson, J. K.**, Hanges, P. J. & Dickson, M. W. (2009). Culture, corruption, and the endorsement of ethical leadership. In W. H. Mobley, Ying Want, & Ming Li

(Eds.), *Advances in Global Leadership, Vol 5*. (pp. 113-144). Bingley, U.K.: Emerald Group Publishing.

**Mitchelson, J. K.**, Dickson, M. W., Arfken, C. L., & Agius, E. (2007). Level of analysis issues in assessing treatment beliefs in substance abuse treatment clinics. *Addictive Behaviors, 32*(12), 2837-2851.

Resick, C. J., Hanges, P. J., Dickson, M. W. & **Mitchelson, J. K.** (2006). A cross-cultural examination of the endorsement of ethical leadership. *Journal of Business Ethics, 63*, 345-359.

Dickson, M. W. & **Mitchelson, J. K.** (2006). Organizational culture. In S. G. Rogelberg (Editor), *Encyclopedia of Industrial Organizational Psychology, Vol. 2* (pp. 558-562). Thousand Oaks, CA: Sage Publications.

Dickson, M. W. & **Mitchelson, J. K.** (2006). Organizational climate. In S. G. Rogelberg (Editor), *Encyclopedia of Industrial Organizational Psychology, Vol. 2* (pp. 545-548). Thousand Oaks, CA: Sage Publications.

Koch, A. L., Arfken, C. L., Dickson, M. W., Agius, E., & **Mitchelson, J. K.** (2005). Variables associated with environmental scanning among clinicians at substance abuse treatment clinics. *Information Research, 11*(1) paper 244 [Available at <http://InformationR.net/ir/11-1/paper244.html>].

Dickson, M. W., Den Hartog, D. N. & **Mitchelson, J. K.** (2003). Research on leadership in a cross-cultural context: Making progress, and raising new questions. *The Leadership Quarterly, 14*, 729-768.

Burns, L. R., Dittmann, K. L., Nguyen, N. L. & **Mitchelson, J. K.** (2000). Academic procrastination, perfectionism, and control: Associations with vigilant and avoidant coping. *Journal of Social Behavior and Personality, 15*(5), 35-46.

**Mitchelson, J. K.** & Burns, L. R. (1998). Career mothers and perfectionism: Stress at work and at home. *Personality and Individual Differences, 25*(3), 477-486.

**PEER-REVIEWED PRESENTATIONS** *\*\*italics denotes student author*

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Bittner, K., **Deuling, J.K.**, Sokol, M., & Sylvan, D. (April, 2018). Regional IOP Association Presidents: Local initiatives and SIOP integration. Panel discussion for the Society of Industrial Organizational Psychology Conference, Chicago, IL.

- Wilson, K., Thomas, A.L. & **Deuling, J.K.** (April, 2018). Development and Validation of the Perceived/Experienced Sexism Scale (PESS). Paper presentation for the Society of Industrial Organizational Psychology Conference, Chicago, IL.
- Page, K., **Deuling, J.K.**, & Mazzola, J. (June, 2017). A fresh look at demographics in work-family conflict: A cluster analysis approach. Paper presentation submitted for the Work, Stress, & Health Conference, Minneapolis, MN.
- Gomes, S. & **Deuling, J.K.** (May, 2017). Helicopter parented Millennials: Family influence as mediator of work attitudes. Paper presentation for the Association for Psychological Science Conference, Boston, MA.
- Wilson, K., **Deuling, J.K.**, DiMambro, J. & Thomas, A.L. (April, 2017). Sexual orientation and perceived sexism mediated by gender identity. Paper presentation for the Society of Industrial Organizational Psychology Conference, Orlando, FL.
- Chung, A. & **Deuling, J.K.** (April, 2017). Coping strategies and its mediation of the relationship between perfectionism and burnout and fatigue. Paper presentation for the Society of Industrial Organizational Psychology Conference, Orlando, FL.
- Wilson, K., Thomas, A., & **Deuling, J.K.** (April, 2016). Disability dimensions: Course, risk and mortality salience predict workplace bias. Paper presentation for the Society of Industrial Organizational Psychology Conference, Anaheim, CA.
- Baldwin, N., **Deuling, J.K.**, Thomas, A. (May, 2015). Leader motivation matters: Leader power motivation and organizational commitment. Paper presentation for the Society of Industrial Organizational Psychology Conference, Philadelphia, PA.
- Roberts, A. L. D. & **Deuling, J. K.** (June, 2012). Cross-cultural perspectives on family dynamics and children's involvement in household work (chores). Paper presentation for the Society for Research in Child Development Conference in Seattle, WA.
- Deuling, J. K.** (June, 2012). Work-nonwork research: Moving toward a Scientist-Practitioner collaboration. Paper presentation for the inaugural Work and Family Researchers Network (WFRN) Conference in New York City, New York.
- Stevens, G.W., Scruggs, R.S., & **Deuling, J.K.** (August, 2011). Development of a Scale for Personalized and Socialized Power (SPSP). Paper presentation for the 2011 Academy of Management Meeting in San Antonio, Texas.
- Doyle, A., Thomas, A.L., & **Deuling, J.K.** (August, 2011). True factor structure of and gender differences in psychological reactance. Paper presentation for the American Psychological Association, Washington, D.C.

- Kongable, E., & Deuling, J.K.* (May, 2011). Reduced version of Almost Perfect Scale-Revised: Home and work contexts explored. Paper presentation for the Association for Psychological Science Annual Convention, Washington, D.C.
- Bubb, R., Kongable, E., Deuling, J. K., & Thomas, A.L.* (April, 2011). Development of a multidimensional attitude toward disability scale. Paper presentation for the Society of Industrial Organizational Psychology Conference, Chicago, IL.
- Brown, V.R., Deuling, J. K., & Thomas, A.L.* (April, 2011). Differential performance of a regulatory focus measure by political affiliation. Paper presentation for the Society of Industrial Organizational Psychology Conference, Chicago, IL.
- Stevens, G., Deuling, J.K., & Armenakis, A.* (April, 2011). Successful psychopaths: Are they unethical decision-makers and why? Paper presentation for the Society of Industrial Organizational Psychology Conference, Chicago, IL.
- Stevens, G., Wicher, E.W., & Deuling, J.K.* (April, 2011). Differential functioning by gender of conditional reasoning test of aggression. Paper presentation for the Society of Industrial Organizational Psychology Conference, Chicago, IL.
- Kongable, E., Cunningham, K., & Mitchelson, J. K.*, (May, 2010). Relationship quality: A person-by-situation approach. Poster presentation for the Association for Psychological Science Annual Convention, Boston, MA.
- Brown, V., Kongable, E., Mitchelson, J. K., & Teague, S.* (April, 2010). Personality and work-family conflict: Situation strength as moderator. Paper presentation for the Society of Industrial Organizational Psychology Conference, Atlanta, GA.
- Stevens, G., Mitchelson, J. K., & Michel, J. S.* (April, 2010). Are happy leaders engaged leaders? Affect and leadership style. Paper presentation for the Society of Industrial Organizational Psychology Conference, Atlanta, GA.
- Brown, V. & Mitchelson, J. K.* (April, 2010). The effect of perfectionism on self-efficacy for work family conflict. Paper presentation for the Society of Industrial Organizational Psychology Conference, Atlanta, GA.
- Mitchelson, J. K.,** Denissen, J. J. A., *Bruce, L. & Selfhout, M.* (August, 2009). Concurrent and longitudinal group influence: Impact of cognitive ability and personality traits. In N. A. Cohen (Chair), *Longitudinal Perspectives on Leadership in Autonomous Work Teams*. Symposium at the Annual Meeting of the Academy of Management, Chicago, IL.
- Mitchelson, J. K.,** *Brown, V., & Teague, S.* (April, 2009). Person and situation predictors of perfectionism in work and family domains. In R. J. Weiss (Chair), *The Many Faces of*

*Perfectionism in Organizations*. Symposium at the Society of Industrial Organizational Psychology Conference, New Orleans, LA.

Michel, J. S., **Mitchelson, J. K.**, & Cullen, K. (April, 2009). Non-symmetrical relationships between support, involvement, role stressors, and work-family conflict. Paper presentation at the Society of Industrial Organizational Psychology Conference, New Orleans, LA.

Teague, S., Thomas, A., Winkelspecht, C., & **Mitchelson, J. K.** (April, 2009). Intelligence and mood state influence faking behavior on personality tests. Paper presentation at the Society of Industrial Organizational Psychology Conference, New Orleans, LA.

**Mitchelson, J. K.**, & Dickson, M. W. (July, 2008). Follower emotional responses to leader communications. Paper presentation at the International Congress of Psychology Conference, Berlin, Germany.

**Mitchelson, J. K.**, & Dickson, M. W. (May, 2008). Follower persuasion and motivational responses to leader communications. In P. Johnson & J. C. Wallace (Chairs), *Advances in Regulatory Focus Research*. Symposium at the Society of Industrial Organizational Psychology Conference, San Francisco, CA.

Teague, S., Thomas, A., **Mitchelson, J. K.**, & Scokel, C. (May, 2008). Effects of individual differences on willingness and ability to fake on personality inventories. Paper presented at the National Conference for Undergraduate Research, Salisbury, MD.

Wicher, E. W., **Mitchelson, J. K.**, LeBreton, J. M., & Craig, S. B. (May, 2007). Gender and ethnicity differences on the Abridged Big Five Circumplex (AB5C) of personality traits: A differential item functioning analysis. Paper presentation at the Society of Industrial Organizational Psychology Conference, New York City, NY.

Michel, J. S., **Mitchelson, J. K.**, Kotrba, L. M., Baltes, B. B., & LeBreton, J. M. (May, 2007). Work-family interface: A meta-analysis of structural models. Paper presentation at the Society of Industrial Organizational Psychology Conference, New York City, NY.

Dwight, S. A., Bauer, C. C., & **Mitchelson, J. K.** (May, 2007). A critical evaluation of a role-play assessment for screening salespeople. In S. A. Dwight (Chair), *Validity and Practical Application of Role-Play Assessments for Customer-Facing Positions*. Practitioner forum to be held at the Society of Industrial Organizational Psychology Conference, New York City, NY.

**Mitchelson, J. K.** & Dickson, M. W. (May, 2006). Personality and leadership style: The Abridged Big Five Circumplex (AB5C) of personality traits as predictor of transformational leadership factors. In L. M. Hough & M. Ingerick (Co-chairs), *What Makes a "Great"*

*Leader? Refining the Personality-Leadership Relationship.* Symposium held at the Society of Industrial Organizational Psychology Conference, Dallas, TX.

**Mitchelson, J. K.**, Dickson, M. W., Arfken, C. L., Agius, E., & Koch, A. (October, 2005). Emotional drain and turnover intentions: The role of the organizational leader. Paper presentation at the Addiction Health Services Research Conference, Santa Barbara, CA.

Dickson, M. W., Agius, E., Arfken, C. L., **Mitchelson, J. K.**, & Koch, A. L. (May, 2005). The effects of turnover and leadership in creating homogeneity on organizational values. Paper presentation at the meeting of the American Psychological Society, Los Angeles, CA.

**Mitchelson, J. K.** (April, 2005). Exploratory study of perfectionism clusters as predictor of work-family conflict. Poster presentation at Society of Industrial Organizational Psychology Conference, Los Angeles, CA.

Michel, J. S., Gramzow, A. M., **Mitchelson, J. K.**, Young, L. M., Baltes, B. B., & LeBreton, J. M. (April, 2005). Work-family conflict: An examination of three models. Poster presentation at Society of Industrial Organizational Psychology Conference, Los Angeles, CA.

Resick, C. J., Dickson, M. W. & **Mitchelson, J. K.** (April, 2005). Cognitive ability, personality, and shared mental models in teams. Poster presentation at Society of Industrial Organizational Psychology Conference, Los Angeles, CA.

**Mitchelson, J. K.**, Dickson, M. W., Arfken, C. L., Agius, E., & Anderson, H. L. (October, 2004). Understanding information dissemination in substance abuse community treatment programs: Levels of analysis issues. Poster presentation at the Addiction Health Services Research Conference, Philadelphia, PA.

Agius, E., Arfken, C. L., Dickson, M. W., **Mitchelson, J. K.**, & Anderson, H. L. (October, 2004). Impact of turnover on organizational climate of substance abuse treatment clinics. Paper presented at the Meeting of the Addiction Health Services Research Conference, Philadelphia, PA.

Resick, C. J., Hanges, P. J., Dickson, M. W. & **Mitchelson, J. K.** (September, 2004). Cultural variation and agreement in the endorsement of ethical leadership. Paper presentation at British Academy of Management Conference, St. Andrews, Scotland.

Resick, C. J., Hanges, P. J., Dickson, M. W. & **Mitchelson, J. K.** (September, 2004). A cross-cultural examination of the endorsement of ethical leadership. Paper presentation at Irish Academy of Management Conference, Dublin, Ireland.



- Resick, C. J., **Mitchelson, J. K.**, Dickson, M. W. & Hanges, P. J. (June, 2004). Culture, corruption, and the endorsement of ethical leadership. Paper presentation at the Gallup Leadership Summit, Lincoln, NE.
- Mitchelson, J. K.**, Hargis, M. & Zhdanova, L. (April, 2004). Evaluation of the Detroit Fellows Tutoring Program. Poster presentation at Promoting the Well-Being of Children and Youth in Urban America Conference, Detroit, MI.
- Young, L. M., Michel, J. S., **Mitchelson, J. K.** & Baltes, B. B. (April, 2004). Antecedents of work-family conflict: A meta-analytic review. Interactive poster presentation at Society of Industrial Organizational Psychology Conference, Chicago, IL.  
[The first, second and third authors contributed equally to this research project]
- Dickson, M. W. & **Mitchelson, J. K.** (February, 2004). Leadership and culture: Untying, cutting, or living with that Gordian knot. Invited presentation at the Douglas A. Fraser Center for Workplace Issues, Detroit, MI.
- Resick, C. J., **Mitchelson, J. K.** & Dickson, M. W. (August, 2003). Culture, corruption and prototypes of ethical leadership. In C. Resick (Chair), *Leadership and Organizational Ethics: Perspectives from Multiple Levels*. Showcase symposium to be held at the 2003 Annual Meetings of the Academy of Management, Seattle, WA.
- Giberson, T. R., Resick, C. J., Dickson, M. W. & **Mitchelson, J. K.** (April, 2003). Organizational culture and effectiveness outcomes: Examining culture content and strength. Poster presentation at Society of Industrial Organizational Psychology Conference, Orlando, FL.
- Mitchelson, J. K.**, Burns, L. R. & Spoor, J. R. (May, 1999). Perfectionism and defining personality variables. Poster presentation at the Midwestern Psychological Association, Chicago, IL.
- Burns, L. R., Dittmann, K. L., Nguyen, N. L. & **Mitchelson, J. K.** (May, 1999). Academic procrastination, perfectionism, and control: Associations with vigilant and avoidant coping. Poster presentation at the Midwestern Psychological Association, Chicago, IL.
- Mitchelson, J. K.** & Burns, L. R. (May, 1998). Career mothers and perfectionism: Stress at work and at home. Paper presentation at the Midwestern Psychological Association, Chicago, IL.
- Mitchelson, J. K.** & Burns, L. R. (April, 1998). Career mothers and perfectionism: A look at stress at work and at home. Paper presentation at Grand Valley State University's Student Scholarship Day, Allendale, MI.
- Mitchelson, J. K.** & Burns, L. R. (November, 1997). Perfectionism and stress: A look at career mothers. Poster presentation at the 6th Annual Ronald E. McNair National Research Conference, Delavan, WI.

## **TECHNICAL REPORTS**

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- Deuling, J.K.** (2018). Reliability and validity evidence for the OPMI for selection. Technical report presented to undisclosed recruiting firm.
- Roebuck, A., Costello, B., & Deuling, J.K.* (2015). Selection system recommendations for sales position. Technical report and recommendations for small office machines business.
- Deuling, J.K., Sher, B., & Bingham, K.** (2012). Counterproductive work behaviors. Technical report presented to HRCatalyst on behalf of client in employee assistance industry.
- Mitchelson, J.K.** (2007). Leadership development system. Technical report presented to undisclosed pharmaceutical client.
- Mitchelson, J.K.** (2007). Selection test item diagnostics. Technical report presented to undisclosed pharmaceutical client.
- Mitchelson, J.K.** (2006). 2006 employee survey results. Technical report presented to undisclosed pharmaceutical client.
- Mitchelson, J.K.** (2006). Sales associate expansion selection system validation. Technical report presented to undisclosed pharmaceutical client.
- Mitchelson, J.K., LeBreton, J. M. & Reiber, J. U.** (2005). Factor structure, regression analysis and mean differences analysis of global employee survey data. Technical report presented to undisclosed global automotive supply client.
- Mitchelson, J.K., Reiber, J. U., Sergeyev, A., Senter, J., & Burnazi, L.** (2004). The effectiveness of using latent semantic indexing to classify open-ended employee survey responses. Technical report presented to Dr. Fredric Frank, TalentKeepers.
- Mitchelson, J.K., Hargis, M., Zhdanova, L., Wicher, E. & Reiber, J. U.** (2004). Program Evaluation of the Detroit Fellows Tutoring Program. Technical report presented to Jerry Herron, Dean of the Honors College, Wayne State University.
- Mitchelson, J.K., LePla, L., Natanios, M., & Reiber, J. U.** (2003). Understanding PVS Chemical's Organizational Culture: A focus on Safety. Technical report presented to PVS Chemicals.
- Mitchelson, J.K., Boyce, A., Homant, M., LePla, L., Natanios, M., & Dickson, M. W.** (2002). Understanding PVS Chemical's Organizational Culture. Technical report presented to PVS Chemicals.

## **PROFESSIONAL RESEARCH EXPERIENCE**

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Principal, Mitchelson Consulting later Deuling Group, LLC, Chicago, IL.

Provide strategic evaluation for mergers & acquisitions; serve as strategic partner for research & development; lead projects ranging from creation and assessment of selection tools, creation of leadership development content, employee engagement surveys, and organizational culture assessment. Partner with a variety of service and manufacturing firms. December 2005 – present.

Graduate Student Assistant for University President Irvin D Reid, Wayne State University, Detroit, MI.

Selected from a University-wide pool of graduate student applicants from variety of disciplines. Duties include management of and providing research assistance on various academic and policy-oriented projects as needed, with a specific focus on understanding effectiveness of universities and university leadership. August 2005 – May 2007.

Project Manager for Applied Psychology and Organizational Research Group, Detroit, MI.

Duties included managing a variety of research projects with clients such as Visteon, PVS Chemicals, and Talentkeepers. December 2002 – May 2007.

Project Director at Wirthlin Worldwide, Livonia, MI.

Duties included managing employee and consumer research projects for various Fortune 500 clients. Specifically, monitor data collection, perform data analysis and create reports with an emphasis on actionable results. Experience with directing global research projects with high-level employee and consumer groups. While at Wirthlin, was assigned to work for two months as an on-site consultant for General Motors in the Communications Department with projects ranging from executive-level employee survey analysis and reporting to salaried employee focus groups on GM-related policies. October 2000 – August 2002.

## **TEACHING EXPERIENCE**

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Undergraduate level

- Freshman Seminar
- Introduction to Psychology
- Social Psychology
- Industrial/Organizational Psychology
- Group Dynamics and Team Processes

Graduate level

- Social Psychology
- Advanced Organizational Psychology
- Advanced Research Methods in Psychology
- Leadership and Motivation

- Group Dynamics and Team Processes
- Diversity in Organizations
- Practical Applications of Item Response Theory
- Training and Development
- Ethic and Professional Development in I/O Psychology

### ***STUDENT REVIEW COMMITTEES***

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#### Dissertation committees:

2018	Anjali Banerjee (Chair; PhD proposed)
2018	Roni Kholomyansky (Chair; PsyD RU)
2018	Divya Jain (Chair; PsyD RU)
2018	Brian Costello (member; PhD RU)
2017	Ayesha Jamaspi (Chair; second PhD RU)
2016	Benjamin Sher (Chair; first PhD RU)
2014	Andrea Doyle (member; Chair, Dan Svyantek)
2010	Brennan Cox (member; Chair, Adrian Thomas)
2009	Suna Eryigit (outside reader; Chair, Jennifer Kerpelman)
2009	Anju Mehta (outside reader; Chair, Achilles Armenakis)
2009	Min Carter (outside reader; Chair, Achilles Armenakis)
2009	Julie Hetzler (member; Chair, Dan Svyantek)

#### Masters Committee Chair:

2018	Zuky Robles (proposed)	2014	Nicholas Baldwin
2018	Julia Markus (proposed)	2014	Yelizaveta Yutalas
2018	Lauren Merwin	2012	Benjamin Sher
2017	Amy Motyka	2011	Danica Jovanova
2016	Shelomi Gomes	2010	Elizabeth Kongable
2016	Ashley Chung	2010	Greg Stevens
2015	Anjali Banerjee	2010	Victoria Brown

### ***PROFESSIONAL SERVICE***

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#### Discipline-specific

President, Chicago Industrial Organizational Psychologists (CIOP)

Created the CIOP Consulting Challenge and Veteran Resume Workshop

Member, Visibility Committee, Society of Industrial Organizational Psychology (SIOP)

Volunteer, Program Committee, Society of Industrial Organizational Psychology (SIOP)

#### Editorial Board:

*Journal of Business and Psychology (Editorial Board)*

#### Ad hoc reviewer:

*Journal of Personality and Social Psychology*  
*Journal of Organizational Behavior*  
*Applied Psychology: An International Review*  
*The Leadership Quarterly*  
*Human Relations*  
*Personality and Individual Differences*  
*European Journal of Work and Organizational Psychology*  
*Journal of Applied Social Psychology*  
*Stress & Health*  
*Human Resource Development Review*  
*Learning and Individual Differences*  
*Society of Industrial Organizational Psychology Conference*  
*Academy of Management Conference*  
*American Psychological Association Conference*

University/College

Member, Budget and Planning Committee  
Chair, Global Diversity and Inclusion Certification Task Force, Roosevelt University  
Project Consultant, Mansfield Institute for Social Justice and Transformation, Roosevelt University  
Retention Committee, College of Arts and Sciences, Roosevelt University  
Instructor, ACP 101: Freshman Seminar, Roosevelt University

Department/Program

Faculty Advisor, Roosevelt Industrial/Organizational Psychology Association (RIOPA) student organization  
Faculty Mentor, McNair Scholar's Program  
Research PEG, Roosevelt University  
I/O Psychology MA PEG, Roosevelt University  
I/O Psychology PhD PEG, Roosevelt University  
Course Release Task Force, Roosevelt University  
Presentation, Sparling Lecture, Roosevelt University  
Teaching and Research Festival, Auburn University  
Presentation, Women's Leadership Conference, Auburn University  
Presentation, Women's Initiative, Office of Diversity and Multicultural Affairs, Auburn University  
Creator/Editor, *RU Connect/Ons* - Roosevelt University I/O Newsletter for alumni and students  
Creator/Editor, *Auburn I/Opener* - Auburn University I/O Newsletter for alumni and students  
Creator/Editor, *Wayne@Work* - Wayne State University I/O Newsletter for alumni and students

**PROFESSIONAL ORGANIZATIONS AND HONOR SOCIETIES**

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2012 – present	Chicago Industrial Organizational Psychologists, President
2007 – present	Association for Psychological Science

- 2003 – present Academy of Management
- 2002 – present Society of Industrial and Organizational Psychology
- 1997 – present Psi Chi, National Honor Society in Psychology

### **AWARDS AND ACHIEVEMENTS**

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- 2011 Journal article received Best Paper Award for the *Journal of Research in Personality*
- 2010 Journal article selected as one of Top 20 nominated articles for the Rosabeth Moss Kanter Award for Excellence in Work-Family Research
- 2008 Young Scientist Program Scholar, International Congress of Psychology Conference, Berlin, Germany
- 2008 Visiting Scholar, Humboldt University Berlin
- 2004 Graduate Student Poster Day Award for Outstanding I/O Research Poster
- 2002 Rumble Fellowship at Wayne State University
- 1997 McNair Research Scholar at Grand Valley State University

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