

# Cory K Costello, PhD

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## Professional Appointments

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### Postdoctoral Fellow

2020 - Present

*University of Michigan, Ann Arbor, MI*

- Emotion & Self-Control Lab (PI: Ethan Kross)

### Graduate Employee

2014 - 2020

*University of Oregon, Eugene, OR*

- Teaching Fellow, various roles (see Teaching Experience).
- Research Fellow, *Big Data, Mental Health, and Personality on Twitter*, NIH (PI: Sanjay Srivastava).
- Research Fellow, *Interpersonal Perception on Twitter*, NSF (PI: Sanjay Srivastava)

### Graduate Research Assistant

2012 - 2014

*Wake Forest University, Winston-Salem, NC*

- ACES, IARPA (Supervisor: Eric Stone)
- *The Character Project*, John Templeton Foundation (PIs: R Michael Furr, William Fleeson)

### Teaching Assistant

2012

*New College of Florida, Sarasota, FL*

### Research Assistant

2010-2011

*Institutional Research & Assessment, New College of Florida, Sarasota, FL*

## Education

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### Ph.D. Psychology

2020

*University of Oregon*

- Dissertation Committee: Sanjay Srivastava (Chair), Rob Chavez, Nick Allen, & Ryan Light.
- Dissertation: Human and Computerized Personality Inferences from Digital Footprints on Twitter.

### M.A. Psychology

2014

*Wake Forest University*

- Thesis Committee: Dustin Wood (Chair), R. Michael Furr, Lara Kammrath.
- Thesis: Does the Motive Matter? The Role of Intended Effects in Characterizing Actions and Inferring Personality Traits.

### B.A. Psychology

2012

*New College of Florida (The Honors College of Florida)*

- Thesis Committee: Steven Graham (Chair), Michelle Barton, Maribeth Clark
- Thesis: The Effects of Attachment Priming on Anxiety Sensitivity and Drinking Motives.

## Professional memberships

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- Society for Personality and Social Psychology
- Association for Research on Personality
- Society for the Improvement of Psychological Science

## Publications

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- Costello, C. K.** & Srivastava, S. (2020). *Perceiving Personality Through the Grapevine: A Network Approach to Reputations*. In Press at Journal of Personality and Social Psychology. Preprint available at <https://psyarxiv.com/8wg25>.
- Thalmayer, A. G., Saucier, G., Srivastava, S., Flournoy, J. C., **Costello, C. K.** (2019). Ethics-Relevant Values in Adulthood: Longitudinal Findings from the Life and Time Study. *Journal of Personality*, 87, 1119-1135. <https://doi.org/10.1111/jopy.12462>
- Costello, C. K.**, Wood, D., & Tov, W. (2018). Examining East-West Personality Differences Indirectly Through Action Scenarios. *Journal of Cross-Cultural Psychology*, 49, 554-596. <https://doi.org/10.1177/0022022118757914>
- Wood, D., Tov, W., & **Costello, C. K.** (2015). What a \_\_\_\_ Thing to Do! Formally Characterizing Actions by their Expected Effects, *Journal of Personality and Social Psychology*, 108, 953-976. <http://dx.doi.org/10.1037/pspp0000030>

## Preprints & Works in Progress (incl. under review)

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- Costello, C. K.**, Srivastava, S., Rejaie, R., & Zalewski, M. (2019). *Do the Accounts We Follow Reflect How We Feel? Predicting Individual Differences in Mental Health from Twitter Friends*. Stage 1 RR in principle acceptance at Collabra: Psychology. Preprint available at [https://costello.netlify.com/files/MHTwitterFriends\\_S1RR\\_revision1.pdf](https://costello.netlify.com/files/MHTwitterFriends_S1RR_revision1.pdf)
- Hughes, B. T., **Costello, C. K.**, Pearman, J., Razavi, P., Bedford-Petersen, C., Ludwig, R. M., Srivastava, S. (2019). *The Big Five Across Socioeconomic Status: Measurement Invariance, Relationships, and Age Trends*. Stage 1 RR in principle acceptance at Collabra: Psychology. Preprint available at <https://psyarxiv.com/4jema/>
- Stone, E. R., Luu, j., **Costello, C. K.** (2019). *Automated Calibration Training for Forecasters*. Revise and Resubmit at Journal of Behavioral Decision Making.
- Costello, C. K.**, Srivastava, S., & Saucier, G. (2017). *Stability and Mean-Level Change in the Big Six: A Novel Test of the Maturity and Cumulative Continuity Principles*. Preprint available at <https://psyarxiv.com/b36tv/>

## Conference Presentations (supervisees in *italics*)

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- Costello, C. K.** & Srivastava S. (2019). Do You Feel Like Who You Follow? A Network Approach to Predicting Individual Differences in Mental Health on Twitter. In **Costello, C. K.** & Srivastava S. (Chairs), *The Difference Engine: Advancing Personality Science With Digital Records of Language, Networks, and Behavior*. Symposium conducted 2019 Biennial Meeting of the Association for Research in Personality (Grand Rapids, MI.)
- Costello, C. K.** & Srivastava, S. (2019). Longitudinal stability and change in the Big Six. In G. Saucier & S. Srivastava (Chairs), *Longitudinal Stability/Change in Personality Understood Broadly: Beyond the Big Five*. Symposium conducted at the 2019 Lifespan Social-Personality Preconference, part of the 20th annual meeting of the Society of Personality and Social Psychology (Portland, OR).
- Costello, C. K.** & Srivastava, S. (2018). Consensus, Accuracy, and Consequences of Hearsay Reputations. In R. Rau (Chair), *Making good impressions: On the antecedents and consequences of peer reputations*. Symposium conducted at the 19th European Conference on Personality (Zadar, Croatia).
- Xu, C., **Costello, C. K.**, & Srivastava, S. (2018). *What did you say she was like? Features of Gossip Associated with Hearsay Accuracy and Consensus*. Poster presented at the 19th annual meeting of the Society of

Personality and Social Psychology (Atlanta, GA).

- Costello, C. K.** & Srivastava S. (2017). Perceiving through the Grapevine. In **C. K. Costello** & S. Srivastava (Chairs), *What Do We Do with Interpersonal Knowledge? Social Functions of Interpersonal Perception, Gossip, & Reputation*. Symposium conducted at 2017 Biennial Meeting of the Association for Research in Personality (Sacramento, CA).
- Costello, C. K.** & Srivastava, S. (2017). *Perceiving through the Grapevine: Consensus and Accuracy of Hearsay Reputations*. Poster presented at the 18th annual meeting of the Society for Personality and Social Psychology (San Antonio, TX).
- Costello, C. K.** & Srivastava, S. (2016). *Traits, What Are They Good For? Functions and Affordances of Perceiving Big Five Personality Attributes*. Poster presented at the 17th annual meeting of the Society for Personality and Social Psychology (San Diego, CA).
- Costello, C. K.** & Wood, D. (2015). *Does the Motive Matter? The Role of Intended Effects in Characterizing Actions and Inferring Personality Traits*. Poster presented at the 16th annual meeting of the Society for Personality and Social Psychology (Long Beach, CA).
- Wood, D., Tov, W. & **Costello, C. K.** (2015). *The strange inversion: Defining Big Five-relevant action descriptors simultaneously identifies important situational features*. Paper presented at the International Convention of Psychological Science (Amsterdam, Netherlands).
- Wood, D., **Costello, C. K.**, & Tov, W. (2015). *Are we talking about the same thing here? Cross-cultural differences in the meaning of trait concepts*. Paper presented at the International Convention of Psychological Science (Amsterdam, Netherlands).
- Wood, D., Tov, W., & **Costello, C. K.** (2014). Examining East-West Personality Differences Indirectly Through Action Scenarios. In G. Saucier (Chair), *Response profiles as indicators of cultural models, internalization, and normativity*. Symposium conducted at the 22nd annual congress of the International Association of Cross-Cultural Psychology (Reims, France).
- Costello, C. K.**, Wood, D., & Tov, W. (2014). *Actions are What They Do: Identifying Trait-Relevance through Action Effects*. Poster presented at the 15th annual meeting of the Society for Personality and Social Psychology (Austin, TX).
- Anderson, R. A., **Costello, C. K.**, Helzer, E. G., Furr, R. M., & Fleeson, W. (2014). *Individual and situational predictors of helping: Results from a 10-week longitudinal study*. Talk presented at the Morality and Justice Preconference held at the annual meeting of the Society for Personality and Social Psychology (Austin, TX).
- Costello, C. K.** & Wood, D. (2013) *It's the Thought That Counts: The Differential Role of Intended and Unintended Effects in Characterizing Actions*. Poster presented at the 35th annual meeting of the Society of Southeastern Social psychologists (Augusta, GA).

## Technical skills

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- **Programming Languages:**
  - Expertise in R (incl. tidyverse, ggplot2, lme4, lavaan, caret) and Markdown.
  - Proficiency in Git and Python.
  - Experience with SQL, HTML, CSS.
- **Data Science:**
  - Expertise in creating reproducible pipelines for cleaning, tidying, reshaping, visualizing, analyzing, and reporting data.
  - Proficiency in webscraping & accessing data from APIs.
  - Experience working with large, complex datasets.

- **Statistical Modelling:**
  - Expertise in Linear and Logistic Regression, Longitudinal Data Analysis, MLM/HLM, SEM, Supervised and Unsupervised Machine Learning Techniques, and Social Network Analysis.
  - Proficiency in Automated Text Analysis & Natural Language Processing.
  - Experience with Deep Learning with Keras.
- **Research Approaches:** Expertise in experimental, quasi-experimental, survey-based, and data scientific methods. Causal inference in experimental and non-experimental designs.

## Honors & Awards

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| Special Opportunities Travel Award, University of Oregon, Eugene, OR.         | Spring 2018 |
| Tuition Scholarship, Wake Forest University, Winston-Salem, NC.               | 2012-2014   |
| Summer Research Funding, Wake Forest University, Winston-Salem, NC            | Summer 2013 |
| Alumni Association Grant, New College of Florida, Sarasota, FL.               | 2010-2011   |
| New College Academic Scholarship, New College of Florida, Sarasota, FL.       | 2008-2012   |
| Florida Bright Futures Scholarship, New College of Florida, Sarasota, FL.     | 2008-2012   |
| First Generation College Student Grant, New College of Florida, Sarasota, FL. | 2008-2012   |

## Teaching Experience

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### *University of Oregon*

Data Analysis I Fall, 2015, 2017

- Lab Instructor.
- Graduate Level Course covering univariate statistics. Basic Logic of Frequentist Statistics, NHST, comparing means ( $t$  tests & ANOVA), and correlation.
- Instruction included reviewing materials from lecture & analyzing data in R. Created Lab Materials (in R/Rmarkdown) walking through data analysis in R.

Data Analysis II Winter, 2016, 2019, 2020

- Lab Instructor.
- Graduate Level Course covering basic multivariate statistics. More advanced regression models, complex designs (repeated measures, nested designs, etc.), and continuous and factorial interactions.
- Instruction included reviewing materials from lecture & analyzing data in R. Created Lab Materials (in R/Rmarkdown) walking through data analysis in R.

Data Analysis III Spring, 2016, 2019

- Lab Instructor.
- Graduate Level Course covering advanced multivariate statistics. Multi-level modelling, Structural Equation Modelling, and other advanced data analytic techniques.
- Instruction included reviewing materials from lecture & analyzing data in R. Created Lab Materials (in R/Rmarkdown) walking through data analysis in R. Provided several guest lectures.

Personality Spring, 2019

- Teaching Assistant
- Broad survey on personality science for mid-level undergraduates.
- Primarily graded assignments. Delivered guest lecture on personality and culture.

Personality Summer, 2015

- Co-Instructor
- Upper-level undergraduate course on personality science, covering personality assessment, development, interpersonal perception, and the person-situation debate.
- Designed course, prepared lectures and assignments, and graded assignments.

Thinking Fall, 2014; Spring, 2015  
 - Teaching Assistant  
 - Survey on cognitive psychology and its applications.  
 - Prepared assignments, graded assignments, maintained online course materials.

Psychology & Law Winter, 2015  
 - Teaching Assistant  
 - Survey on psychology's application to the legal system.  
 - Graded assignments and maintained online course materials.

#### *New College of Florida*

Social Science Research Lab Spring, 2012  
 - Walk in tutor-service  
 - Assisted students completing undergraduate theses and other advanced projects with planning and executing data analysis (using SAS).

Lab in Social/Personality Psychology Spring, 2012  
 - Teaching Assistant  
 - Undergraduate-level course on research methods and data analysis in social-personality psychology.  
 - Assisted with students' research projects (including data analysis) and course administration.

### Students Mentored

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Xu, Chenle. *Psychology Honors Student, University of Oregon.* A/Y 2016-2017  
 - Honor's thesis: *What did you say she was like? Features of gossip associated with hearsay accuracy and consensus.*  
 - Currently enrolled as PhD student in Clinical Psychology at University of North Texas

Davis, K. *McNair Scholar, University of Oregon.* A/Y 2018-2019  
 - McNair Project: *Heard it Through the Grapevine: Does Physical Attractiveness Affect Impressions Formed via Gossip?*

### Service

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Facilitator, Quantitative Methods Lab (Dept Brown Bag), *University of Oregon.* Spring, 2018  
 Facilitator, Data Science Club (formerly called R Club), *University of Oregon.* 2016-2018  
 Lab Ambassador, Regional Intel Science Fair, *University of Oregon.* Spring 2017  
 Student Organizer, Seminar in Self-Regulation (Dept Brown Bag), *Wake Forest University.* 2013-2014