

# Cory K Costello

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## Professional Appointments

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**Graduate Employee** 2014 - Present  
*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)
- Responsibilities included cleaning and analyzing data, designing research materials, and communicating findings.

**Teaching Assistant** Spring 2012  
*New College of Florida, Sarasota, FL*

- Responsibilities primarily consisted of individualized help with statistics and data analysis for advanced undergraduate students.

**Research Assistant** 2010-2011  
*Institutional Research & Assessment, New College of Florida, Sarasota, FL*

- Responsibilities included experience cleaning and analyzing data on student enrollment and retention.

## Education

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**Ph.D. Psychology** 2020 (expected)  
*University of Oregon*

- Dissertation Committee: Sanjay Srivastava (Chair), Rob Chavez, Nick Allen, & Ryan Light.
- Dissertation: Social Functions and Structures that Promote Accurate Interpersonal Perception in Online Social Networks. (in progress)

**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

## 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

## Publications

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- 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>

## Manuscripts in Progress

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- 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/>
- Costello, C. K.** & Srivastava, S. (2018). Perceiving through the Grapevine: Consensus and Accuracy of Hearsay Reputations. Manuscript in preparation.

## Conference Presentations (supervisees in *italics*)

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- Costello, C. K.** & Srivastava, S. (2019). Longitudinal stability and change in the Big Six, emphasizing honesty/propriety, a maturity principle, the Cumulative Continuity Principle, and a socialization principle of maturity. In G. Saucier & S. Srivastava (Chairs), *Longitudinal Stability/Change in Personality Understood Broadly: Beyond the Big Five*. Symposium to be 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:** Proficient in R, Git, and Markdown. Experience with Python & SQL.
- **Statistical Modelling:** Proficient in Linear and Logistic Regression, Longitudinal Data Analysis, Multi-Level Modelling (MLM/HLM), Structural Equation Modelling, Supervised and Unsupervised Machine Learning Techniques, Natural Language Processing, and Social Network Analysis.
- **Research Approaches:** Experimental, quasi-experimental, survey-based, and data scientific methods to draw inferences about the nature and perception of individual differences in behavior.

## 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.
- Data Analysis II Winter, 2016
- 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.
- Data Analysis III Spring, 2016
- 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, Provided several guest lectures.
- 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 in MA program of psychology, Villanova University.
- 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?*
  - Currently: Senior at University of Oregon

## 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-present
- 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