

Cory K Costello, PhD

🔗 [coryc3133](#) ✉ coryc3133@gmail.com 🌐 costello.netlify.com | Updated: June 9, 2025

Professional Appointments

Predictive Modeler

2023 - present

FCCI Insurance Group, Sarasota, FL (Hybrid)

- Built pricing tools using machine learning for multiple lines of business (Workers Comp, Commercial Auto) improving profitability for hundreds of millions in premium.
- Pulled data, engineered features, trained models, evaluated performance, and provided overviews of new models to technical and non-technical colleagues.

Senior Data Scientist

2021 - 2023

Nielsen Corporation, Oldsmar, FL (Remote)

- Worked with cross-functional partners to make data-driven recommendations for product improvement.
- Designed surveys, conducted statistical testing, and created dashboards to monitor KPIs.

Postdoctoral Fellow

2020 - 2021

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

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.

- Thesis: The Effects of Attachment Priming on Anxiety Sensitivity and Drinking Motives.

Professional memberships

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

Publications

- Hughes, B. T., **Costello, C. K.**, Pearman, J., Razavi, P., Bedford-Petersen, C., Ludwig, R. M., Srivastava, S. (2021). *The Big Five Across Socioeconomic Status: Measurement Invariance, Relationships, and Age Trends*. In press at Collabra: Psychology. Preprint available at <https://psyarxiv.com/wkhfx/>
- Costello, C. K.**, Srivastava, S., Rejaie, R., & Zalewski, M. (2021). *Predicting Mental Health From Followed Accounts on Twitter*. Collabra: Psychology, 7(1). <https://doi.org/10.1525/collabra.18731>
- Kross, E., Verduyn, P., Sheppes, G., **Costello, C. K.**, Jonides, J., & Ybarra, O. (2021). *Social Media and Well-Being: Pitfalls, Progress, and Next Steps*. Trends in Cognitive Sciences, 25, 55-66. <https://doi.org/10.1016/j.tics.2020.10.005>
- 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)

- 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/>

Selected Conference Presentations

- 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).

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).

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).

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

- **Programming Languages & Other Tools:**
 - Expertise in R, SQL, Git, Python, Markdown, Databricks, and Tableau.
- **Statistical Modeling:**
 - Expertise in GLM (incl. penalized), Mixed Effects Modeling, Supervised and Unsupervised Machine Learning, Social Network Analysis, & Natural Language Processing.
- **Research Approaches:**
 - Expertise in experimental, quasi-experimental, and survey-based methodology. Causal inference in experimental and non-experimental designs.
- **Experience Managing** several simultaneous projects and supervising small teams of researchers.

Selected Courses Taught

Graduate Data Analysis I, II, III, Lab Instructor	University of Oregon, 2015-2019
R bootcamp for Incoming Graduate Students, Instructor	University of Oregon, Summer 2019
Personality, Co-Instructor	University of Oregon, Summer, 2015

see 5-page CV for more detail