

*Curriculum Vitae*

**Sydney L. Reichin, M.A.**

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Pennsylvania State University, University Park, PA 16802*

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**EDUCATION**

- 2023 Ph.D. (Expected) Pennsylvania State University  
Program: Industrial and Organizational Psychology  
Advisor: James M. LeBreton, Ph.D.
- 2018 M.A. Middle Tennessee State University  
Program: Industrial and Organizational Psychology  
Advisor: Mark C. Frame, Ph.D.
- 2015 B.A. Quinnipiac University  
Program: Industrial and Organizational Psychology  
Advisor: Carrie Bulger, Ph.D.

**RESEARCH FOCUS**

Implicit Personality  
Personnel Selection  
Applied Psychometrics  
Research Methods

**PEER REVIEWED PUBLICATIONS**

2. Jackson, A. T., Young, M., Howes, S., Knight, P. & **Reichin, S. L.** (2019). Examining factors influencing use of a decision aid in personnel selection. *Personnel Assessment and Decisions*. 5(1), 1 – 36.
1. **Reichin, S. L.**, Grimaldi, E. M. & LeBreton, J.M. (2019). Critically evaluating the use of dark trait measurement in selection. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 12(2), 163-166. Doi: 10.1017/iop.2019.32.

**CHAPTERS IN EDITED VOLUMES**

1. Frame, M. C., & **Reichin, S.** (2019). Emotion and sport performance: Stress, anxiety, arousal, and choking. In M. H. Anshel, T. A. Petrie & J. A. Steinfeldt (Eds.), *APA handbook of sport and exercise psychology, volume 1: Sport psychology (vol. 1)* (pp. 219-243, Chapter xxiii, 876 Pages) American Psychological Association, Washington, DC. doi:http://dx.doi.org/10.1037/0000123-012

**OTHER PUBLICATIONS**

1. Jackson, A. T. and **Reichin, S. L.** (2018). Philip E. Tetlock and Dan Gardner. Superforecasting: The art and science of prediction. New York: Broadway Books, 2015, 340 pages, \$17.00 Paperback. *Personnel Psychology*, 71: 292-295. doi:10.1111/peps.12272

## MANUSCRIPTS UNDER REVIEW

2. LeBreton, J. M., **Reichin, S. L.**, te Nijenhuis, J., van der Heijden, K. & Cremers, M. (conditionally accepted). Topic: Validity Evidence and Measurement Equivalence for the Dutch Translation of the Conditional Reasoning Test for Aggression.
1. **Reichin, S. L.**, Frame, M. C., Jackson, A. T. & Hein, M. (proposal accepted for special issue). Topic: Assessing cultural sensitivity in the selection of police.

## MANUSCRIPTS IN PREPARATION

### DRAFT IN PROGRESS

7. Gallagher, P., Coley, S., Ivory, S., **Reichin, S. L.**, Walters, K., Frasca, T., Roberson, A., & Hunter, S. (draft in progress). Topic: A replication and extension of the incremental validity of engagement over and above commitment and satisfaction.
6. **Reichin, S. L.**, Tarantino, D., & Meyer, R. (draft in progress). Topic: Faking on selection assessments in the midst of COVID.
5. Schoen, J. L., Williams, J. L., **Reichin, S. L.**, & Meyer, R. (draft in progress). Topic: Faking detection in conditional reasoning tests of creative personality and achievement motivation.
4. **Reichin, S. L.\***, Ivory, S.\*, Walters, K., Frasca, T., Roberson, A., Hunter, S., Coley, S., & Gallagher, P. (draft in progress). Topic: A person-centered approach to antecedents of engagement. \*indicates equal contribution
3. **Reichin, S. L.**, Frame, M. C., Jackson, A. T. & Hein, M. (draft in progress). Topic: Promotional assessment score changes with repeat administrations.
2. **Reichin, S. L.**, Galderab, H., & LeBreton, J. M. (draft in progress). Topic: Measurement invariance of an Arabic translation of the CRT-A.
1. **Reichin, S. L.**, Nye, C. D., & Linden-Carmichael, A. N. (draft in progress). Topic: LPA of RIASEC Interests.

### DATA COLLECTION

2. Tarantino, D., Meyer, R., **Reichin, S. L.**, Snyder, K. J. (data collection). Topic: Strategic faking.
1. **Reichin, S. L.**, Moeller, A. N., Manning, C. E., Levy, K. N., & LeBreton, J. M. (data collection). Topic: A Review and Research Agenda of The Implicit Need for Achievement.

### INVITED TALKS

1. **Reichin, S. L.** & Ivory, S. I. (November, 2020). *Uncovering Patterns of the Drivers of Employee Engagement*. Invited Brown Bag hosted by Truist Leadership Institute.

### AWARDS

- |      |                                                                                                          |
|------|----------------------------------------------------------------------------------------------------------|
| 2020 | Mirian Graddick-Weir Summer Research Scholarship (\$3,500)<br>Pennsylvania State University, I-O Program |
| 2019 | Psychology Department Travel Award (\$450)<br>Pennsylvania State University                              |

- 2019 Psychology Department Travel Award (\$600)  
Pennsylvania State University
- 2018 Department of Psychology Outstanding Graduate Student Award  
Middle Tennessee State University (\$500)
- 2018 Industrial and Organizational Psychology Outstanding Graduate Student Award  
Middle Tennessee State University
- 2017 Student Research Award Honorable Mention  
Association for Psychological Sciences (APS)
- 2014 Sarah Gilbert Endowed Scholarship Awardee (\$1000)  
Quinnipiac University
- 2015 Sarah Gilbert Endowed Scholarship Awardee (\$1000)  
Quinnipiac University

## GRANTS AND FELLOWSHIPS

Role: Principal Investigator

Project: **Reichin, S. L.** (PI). *Evaluating Grit and Resilience in Navy SEALs*.

Source: National Defense Science and Engineering Graduate Fellowship Program (2019)

Status: Not Funded

Role: Co-Principal Investigator

Project: Frame, M. C. (PI), **Reichin, S. L.** (Co-PI) & LeBreton, J. M. *Understanding the Impact of Retesting on Performance Changes in Promotional Assessments*.

Source: Society for Industrial and Organizational Psychology Small Grant Program (2019)

Status: Not Funded

Role: Research Fellow

Project: Jellison, W. (Faculty Mentor) & **Reichin, S. L.** (Research Fellow). *Traditional gender roles and hiring decisions*.

Source: Quinnipiac University Program for Research and Scholarship (2014)

Status: Funded, \$5,000

## SYMPOSIA CHAIRED

4. **Reichin, S. L.** & Hunter, S. S. (Co-Chairs) (To be presented April, 2021). How I-O psychology can contribute to the study of terrorism. Symposium to be presented at the 36<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, New Orleans, LA.
3. **Reichin, S. L.** (August, 2020). Person centered approaches in management: Methodological insights and substantive examples. Symposium to be presented to the 80<sup>th</sup> annual meeting of the Academy of Management, Vancouver, CA.
2. **Reichin, S. L.** & LeBreton, J. M. (Co-Chairs) (April, 2020). How implicit personality research can contribute to i-o psychology. Symposium to be presented at the 35<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)

1. **Reichin, S. L.** & Frame, M. C (Co-Chairs) (April, 2019). Science not stamps: Unitarian perspectives of validating situational judgment tests. Symposium presented at the 34<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, National Harbor, MD.

## PAPER & ORAL PRESENTATIONS

7. Moeller, A. N. & **Reichin, S. L.** (To be presented April, 2021). Can words reveal motives? Using LIWC to assess the implicit traits of terrorists. In Reichin, S. L. & Hunter, S. S. (Co-Chairs). How I-O psychology can contribute to the study of terrorism. Paper to be presented at the 36<sup>th</sup> annual meeting for the Society of Industrial and Organizational Psychology, New Orleans, LA.
6. **Reichin, S. L.\***, Ivory, S.\*, Walters, K., Frasca, T., Roberson, A., Hunter, S., Coley, S., & Gallagher, P. (August, 2020). A Person-Centered Analysis of the Antecedents of Employee Engagement. In Reichin, S. L. Person centered approaches in management: Methodological insights and substantive examples. Paper to be presented at the 80<sup>th</sup> annual meeting of the Academy of Management, Vancouver, CA. \*indicates equal contribution
5. Schoen, J. L., Williams, J. L., **Reichin, S. L.**, & Meyer, R. (August, 2020). Faking detection in conditional reasoning tests of creative personality and achievement motivation. In. Schoen, J. L. Latest findings using conditional reasoning: Faking, risk-propensity, and aggression. Paper to be presented at the 80<sup>th</sup> annual meeting of the Academy of Management, Vancouver, CA.
4. **Reichin, S. L.**, LeBreton, J. M., te Nijenhuis, J., Myckel, C. & van der Heijden-Lek, K. (April, 2020). Implicit aggression predicting integrity: Validity evidence for a Dutch CRT-A. In **Reichin, S. L.** & LeBreton, J. M. (Co-Chairs). How implicit personality research can contribute to I-O psychology. Paper to be presented at the 35<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, Austin, TX. (Conference canceled)
3. **Reichin, S. L.**, Frame, M. C., Thompson, K. & Hein, M. (April, 2019). Finding factors to promote: Factor analyzing a promotional situational judgment test. In **Reichin, S. L.** & Frame, M. C. (Co-Chairs) Science, not stamps: Unitarian perspectives of validating situational judgment tests. Paper presented at the 34<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, National Harbor, MD.
2. **Reichin, S. L.**, Batchelor, G. M., Wilson, C. S., Revels, K., Frame, M. C., Hein, M. & Van Hein, J. (April, 2018). Education, gender and personality as antecedents of coaching relationships. In J. M. McClure & A. T. Jackson (Co-Chairs). It's game time coach! The science of evaluating executive coaching. Paper presented at the 33<sup>rd</sup> annual meeting for the Society for Industrial and Organizational Psychology, Chicago, IL.
1. **Reichin, S. L.**, Frame, M. C., Jackson, A. T. & Hein, M. (Oct, 2017). Will third time be the charm? Scores decline on repeat SJT administration. In E. Seyfang & M. C. Frame (Co-Chairs). Time after time: Creating a culture of development by assessing at multiple times. Paper presented to the 13<sup>th</sup> annual River Cities I-O Psychology Conference, Chattanooga, TN.

## POSTER PRESENTATIONS

\*indicates an undergraduate student mentee at time of collaboration

17. **Reichin, S. L.**, Stremic, S. M.\*, Thiele, A.\*, & Jackson, A. T. (May, 2019). *Self-Efficacy and CWBs: Perceptions of ethical misconduct as a mediator*. Poster presented at the 19<sup>th</sup> annual European Association for Work and Organizational Psychology Congress, Turin, Italy.

16. Wang, Y., Theriault, C., **Reichin, S. L.**, Moeller, A. & LeBreton, J. M. (April, 2019). *Implicit vs. explicit power motives in relations with work outcomes: A meta-analysis*. Poster presented at the 34<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, National Harbor, MD.
15. **Reichin, S. L.**, Thompson, K., Hein, M. & Frame, M. C. (July, 2018). *Factor analysis of a situational judgment test for promotional assessment*. Poster presented at the International Personnel Assessment Council (IPAC) 2018 Conference, Alexandria, VA.
14. **Reichin, S. L.**, Frame, M. C., Jackson, A. T. & Hein, M. (July, 2018). *Within-subject evaluation of promotional assessment: Investigation of scores over three years*. Poster presented at the International Personnel Assessment Council (IPAC) 2018 Conference, Alexandria, VA.
13. Thompson, K., **Reichin, S. L.**, Hein, M. & Frame, M. C. (July, 2018). *Factor analysis of an in-basket simulation for promotional assessment*. Poster presented at the International Personnel Assessment Council (IPAC) 2018 Conference, Alexandria, VA.
12. Sorto, B. N., **Reichin, S. L.**, Frame, Hein, M. & Moffett, R. G. (April, 2018). *Could social media background checks discourage qualified job applicants?* Poster presented at the 33<sup>rd</sup> annual meeting for the Society for Industrial and Organizational Psychology, Chicago, IL.
11. **Reichin, S. L.**, Frame, M. C., Jackson, A. T., & Hein, M. (Oct, 2017). *Retesting in a promotional process: Amount of time between tests accounting for magnitude of score increases*. Poster presented at the 13<sup>th</sup> annual River Cities I-O Psychology Conference, Chattanooga, TN.
10. Stremic, M.S.\*, **Reichin, S. L.**, Thiele, A.\*, Jackson, A. T. & Frame, M. C. (Oct, 2017). *The effects of self-efficacy, perceptions of ethical misconduct, and guilt-proneness on CWBs*. Poster presented at the 13<sup>th</sup> annual River Cities I-O Psychology Conference, Chattanooga, TN.
9. Thompson, K., **Reichin, S. L.**, McClure, J., Loftis, M. & Frame, M. C. (Oct, 2017). *Defending your competency model: Sit back, relax and get comfortable*. Poster presented at the 13<sup>th</sup> annual River Cities I-O Psychology Conference, Chattanooga, TN.
8. Moore, B.A., Buono, F.D., Lloyd, D.P., Printz, D.M.B., **Reichin, S.L.**, Jones, J.M., Sullivan, R.M.\*, N Zenoni, N.M., Barry, D.T., Schottenfeld, R.S. & Fiellin, D.A. (June, 2017). *The Recovery Line supports harm reduction in methadone maintenance*. Poster presented at the 79<sup>th</sup> annual scientific meeting of the College on Problems of Drug Dependence, Montreal, QC, Canada.
7. Bearden, C.L.\*, **Reichin, S.L.** & Frame, M.C. (May, 2017). *Determining Readiness-for-Coaching: Development and applications of an empirically-validated scale*. Poster presented at the 29th Association for Psychological Science (APS) Annual Convention, Boston, MA.
6. **Reichin, S.L.** & Frame, M.C. (May, 2017). *The role of stigma against tattoos in the hiring process*. Poster presented at the 29th Association for Psychological Science (APS) Annual Convention, Boston, MA. 2017 Student Research Award Honorable Mention.
5. **Reichin, S.L.** & Frame, M.C. (October, 2016). *Are job qualifications only skin deep? How stigma against tattoos can result in failing to hire more qualified job candidates*. Poster presented at the 12<sup>th</sup> Annual Meeting of the River Cities Industrial Organizational Conference (RCIO), Chattanooga, TN.

4. Lloyd, D.P., Buono, F.D., Printz, D.M.B., **Reichin, S.L.**, Jones, J.M., Sullivan, R.M.\*, Zenoni, N.M. & Moore, B.A. (October, 2016). *The Recovery Line: An automated voice response system as adjunctive treatment for methadone patients*. Poster presented at the 56<sup>th</sup> Annual Meeting of the New England Psychology Association (NEPA), Worcester, M.A.
3. Sullivan, R.M.\*, Buono, F.D., Lloyd, D.P., Printz, D.M.B., **Reichin, S.L.**, Jones, J.M., Zenoni, N.M. & Moore, B.A. (October, 2016). *The use of an achievement-based point system among methadone maintained patients: A pilot study*. Poster presented at the 56<sup>th</sup> Annual Meeting of the New England Psychology Association (NEPA), Worcester, M.A.
2. Printz, D. M. B., Buono, F. D., Lloyd, D. P., **Reichin, S.** & Moore, B. A. (June, 2016). *Gender differences in timing of reminder message to improve use of an automated telephone-based treatment system for methadone patients*. Poster presented at the 78<sup>th</sup> annual College on Problems of Drug Dependence Meeting, Palm Springs, California.
1. Lloyd, D. P., Printz, D. M. B., Buono, F. D., **Reichin, S.** & Moore, B. A. (June, 2016). *Evaluation of tailored therapeutic recommendations to improve use of an automated telephone-based treatment for methadone*. Poster presented at the 78<sup>th</sup> annual College on Problems of Drug Dependence Meeting, Palm Springs, California.

## RESEARCH ASSISTANTSHIPS

|                |                                                                                                                                                                           |
|----------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2018 – Present | Graduate Research Assistant (Faculty Advisor: Dr. James M. LeBreton)<br>Measurement and Applied Psychology Lab<br>Department of Psychology, Pennsylvania State University |
| 2016 – 2018    | Graduate Research Assistant (Faculty Advisor: Dr. Mark C. Frame)<br>Department of Psychology, Middle Tennessee State University                                           |
| 2015 – 2016    | Lead Research Assistant (Faculty Advisor: Dr. Brent Moore)<br>Yale School of Medicine/APT Foundation - Medical Research Unit                                              |
| 2013 – 2015    | Undergraduate Research Assistant (Faculty Advisor: Dr. Gary Giumetti)<br>Department of Psychology, Quinnipiac University                                                  |

## TEACHING EXPERIENCE

|             |                                                                                                                                    |
|-------------|------------------------------------------------------------------------------------------------------------------------------------|
| Spring 2021 | Course Instructor – Basic Research Methods in Psychology (PSYCH 301)<br>Penn State World Campus                                    |
| Fall 2020   | Course Instructor – Basic Research Methods in Psychology (PSYCH 301)<br>Penn State World Campus                                    |
| Summer 2020 | Teaching Assistant – Introduction to Multilevel Analysis with R<br>Consortium for the Advancement of Research Methods and Analysis |
| Spring 2020 | Course Instructor – Basic Research Methods in Psychology (PSYCH 301)<br>Penn State World Campus                                    |
| Fall 2019   | Graduate Teaching Assistant – Introduction to I-O Psychology (PSYCH 281)<br>Pennsylvania State University                          |

|             |                                                                                                  |
|-------------|--------------------------------------------------------------------------------------------------|
| Fall 2019   | Essentials of Online Teaching for Graduate Students Certificate<br>Pennsylvania State University |
| Spring 2018 | Graduate TA Teaching Preparation Certificate<br>Middle Tennessee State University                |

## **PROFESSIONAL AFFILIATIONS/ORGANIZATIONS**

Society for Industrial and Organizational Psychology (SIOP)  
Academy of Management (AoM: RMD, HR, OB)

## **PROFESSIONAL SERVICE**

### **Review, Journals**

Personnel Assessment and Decisions

### **Ad Hoc Reviewer, Journals:**

Journal of Applied Biobehavioral Research  
Computers and Human Behavior  
Learning and Behavior

### **Ad Hoc Reviewer, Conferences:**

Academy of Management (AoM) Annual Meeting – RM Division & HR Division  
Association for Psychological Science (APS) Student Grant Competition

### **Other Professional Service**

|                |                                                                |
|----------------|----------------------------------------------------------------|
| 2019 – Present | Student Rep, Academy of Management   Research Methods Division |
| Fall 2019      | Student Member, Penn State I-O Faculty Search Committee        |
| 2017 – 2019    | APSSC Student Mentor, Association for Psychological Science    |
| 2017 – 2018    | Chapter President, Middle Tennessee State University   SHRM    |

## **MENTORSHIP**

### **Aneeqa Thiele**

*Mentored as a Postbacc at Middle Tennessee State University*  
*Enrolled in Louisiana State University's PhD program in industrial and organizational psychology*

### **Christopher Ryan Bearden**

*Mentored as an undergraduate at Middle Tennessee State University (MTSU)*  
*Graduated from MTSU's master's program in industrial and organizational psychology*

### **S. Mattie Stremic**

*Mentored as an undergraduate at Middle Tennessee State University (MTSU)*  
*Enrolled in MTSU's master's program in industrial and organizational psychology*

## **RELEVANT WORK EXPERIENCE**

|                |                                                                               |
|----------------|-------------------------------------------------------------------------------|
| 2019 – Present | Ad Hoc Consultant, PSI                                                        |
| 2017 – 2018    | Project Associate, Center for Organizational and Human Resource Effectiveness |
| 2017 – 2018    | Graduate Assistant, LT&ITC                                                    |
| Summer 2017    | Organizational and Faculty Development Intern, LT&ITC                         |
| Summer 2015    | Human Resources Intern, 360i                                                  |
| 2013 – 2015    | Organizational Training and Consulting Intern, Learning Dynamics              |

## **APPLIED PROJECTS**

|             |                                                                                                       |
|-------------|-------------------------------------------------------------------------------------------------------|
| 2019 – 2020 | Validation of an employee engagement measure<br>BB&T Leadership Institute                             |
| 2019        | Scoring of Structured Engineering Resumes<br>PSI                                                      |
| 2019        | Identification of Constructs/Scales for Selection<br>U.S. Navy/Charles River Analytics (CRA)          |
| 2018 – 2020 | Leadership Development Center (LDC) Assessor<br>PNC Bank/Deloitte/Schreyer Honors College             |
| 2018 - 2019 | Validation of Predictors for Engineer Performance<br>Pennsylvania State University                    |
| 2017        | Career Preparedness Training Series Development<br>MTSU SHRM/MTSU Veterans and Military Family Center |
| 2017        | Qualtrics Tutorial Development<br>Middle Tennessee State University                                   |