

Curriculum Vitae

Sydney L. Reichin, M.A.

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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

PEER REVIEWED PUBLICATIONS

3. LeBreton, J. M., **Reichin, S. L.**, te Nijenhuis, J., van der Heijden, K. & Cremers, M. (2021). Validity evidence and measurement equivalence for the Dutch translation of the Conditional Reasoning Test for Aggression. *Applied Psychology: An International Review*. DOI: 10.1111/apps.12309
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. DOI: <https://doi.org/10.25035/pad.2019.01.001>
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

3. Ivory, S.*, **Reichin, S. L.***, Walters, K., Roberson, A., Frasca, T., Hunter, S. T., Coley, S., & Gallagher, P. (under review). Topic: A person-centered approach to antecedents of engagement.
*alphabetical, indicates equal contribution
2. **Reichin, S. L.**, Jackson, A. T., Frame, M. C., & Hein, M. (under second review). Topic: Assessing cultural sensitivity in the selection of police.
1. Schoen, J. L., Williams, J. L., **Reichin, S. L.**, & Meyer, R. (under review). Topic: Faking detection in conditional reasoning tests of creative personality and achievement motivation.

MANUSCRIPTS IN PREPARATION

DRAFT IN PROGRESS

4. **Reichin, S. L.**, Frame, M. C., Jackson, A. T. & Hein, M. (accepted with minor revisions, resubmission in progress). Topic: Promotional assessment score changes with repeat administrations.
3. **Reichin, S. L.**, Linden-Carmichael, A. N., & LeBreton, J. M. (draft in progress). Topic: Uncovering typologies of an aggressive personality.
2. **Reichin, S. L.**, Tarantino, D. M., & Meyer, R. D. (draft in progress). Topic: Response distortion in the midst of COVID-19.
1. **Reichin, S. L.**, Wang, Y., Moeller, A. N., Manning, C. E., Levy, K. N., & LeBreton, J. M. (draft in progress). Topic: A review and research agenda of the implicit need for achievement.

DATA COLLECTION

2. Tarantino, D., Meyer, R., & **Reichin, S. L.** (data collection). Topic: Strategic faking.
1. Tarantino, D., Moeller, A. N., & **Reichin, S. L.** (data collection). Topic: Meta-Analysis on personality in law enforcement.

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

- 2021 Mirian Graddick-Weir Summer Research Scholarship (\$4,200)
Pennsylvania State University, I-O Program
- 2020 Mirian Graddick-Weir Summer Research Scholarship (\$3,500)
Pennsylvania State University, I-O Program

- 2019 Psychology Department Travel Award (\$450)
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)
- 2015 Sarah Gilbert Endowed Scholarship Awardee (\$1000)
Quinnipiac University
- 2014 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 Interdisciplinary Program for Research and Scholarship (2014)

Status: Funded, \$5,000

SYMPOSIA CHAIRED

- 4. **Reichin, S. L.** & Hunter, S. S. (Co-Chairs) (April, 2021). How I-O psychology can contribute to the study of terrorism. Symposium to be presented at the 36th annual meeting for the Society for Industrial and Organizational Psychology, Virtual.
- 3. **Reichin, S. L.** (August, 2020). Person centered approaches in management: Methodological insights and substantive examples. Symposium presented to the 80th annual meeting of the Academy of Management, Virtual.

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 35th 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 34th annual meeting for the Society for Industrial and Organizational Psychology, National Harbor, MD.

PAPER & ORAL PRESENTATIONS

8. **Reichin, S. L.**, Linden-Carmichael, A. N., Smith, D. R., & LeBreton, J. M. (January, 2022). Is all aggression the same? A latent profile analysis of the CRT-A. In Runge, J. M. & Lang, J. W. B. (Co-Chairs). Implicit Personality Measurement in WOP: New Findings and Practical Applications. Paper to be presented to the 20th annual European Association for Work and Organizational Psychology Congress, Glasgow, Scotland. (Conference cancelled due to COVID-19)
7. Moeller, A. N. & **Reichin, S. L.** (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 presented at the 36th annual meeting for the Society of Industrial and Organizational Psychology, Virtual.
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 presented at the 80th annual meeting of the Academy of Management, Virtual. *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 presented at the 80th annual meeting of the Academy of Management, Virtual.
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 35th annual meeting for the Society for Industrial and Organizational Psychology, Austin, TX. (Conference cancelled due to COVID-19)
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 34th 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 33rd 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 13th 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 19th 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 34th 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 33rd 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 13th 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 13th 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 13th 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 79th 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 12th 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 56th Annual Meeting of the New England Psychology Association (NEPA), Worcester, MA.
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 56th Annual Meeting of the New England Psychology Association (NEPA), Worcester, MA.
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 78th 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 78th annual College on Problems of Drug Dependence Meeting, Palm Springs, California.

RESEARCH ASSISTANTSHIPS

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

TEACHING EXPERIENCE

Spring 2022	Graduate Teaching Assistant – Graduate Psychometrics (PSY 509) Pennsylvania State University
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Fall 2021	Lead Instructor – Basic Research Methods in Psychology (PSYCH 301) Penn State World Campus
Spring 2021	Lead Instructor – Basic Research Methods in Psychology (PSYCH 301) Penn State World Campus
Fall 2020	Lead Instructor – Basic Research Methods in Psychology (PSYCH 301) Penn State World Campus
Summer 2020	Teaching Assistant – Introduction to Multilevel Analysis with R Consortium for the Advancement of Research Methods and Analysis
Spring 2020	Lead Instructor – Basic Research Methods in Psychology (PSYCH 301) Penn State World Campus
Fall 2019	Graduate Teaching Assistant – Introduction to I-O Psychology (PSYCH 281) Pennsylvania State University
Fall 2019	Essentials of Online Teaching for Graduate Students Certificate Pennsylvania State University
Spring 2018	Graduate TA Teaching Preparation Certificate 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)

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