

Curriculum Vitae

Sydney L. Reichin, M.A.

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The Pennsylvania State University, University Park, PA 16802*

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EDUCATION

- 2023 Ph.D. (Expected) The 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

Applied Psychometrics
Personnel Selection
Research Methods
Implicit Personality

PEER REVIEWED PUBLICATIONS

- 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.
- 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

- 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

- 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 IN PREPARATION

REVISE & RESUBMIT

LeBreton, J. M., **Reichin, S. L.**, te Nijenhuis, J., van der Heijden, K. & Cremers, M. (revise & resubmit) Topic: Validity Evidence and Measurement Equivalence for the Dutch Translation of the Conditional Reasoning Test for Aggression. Target Journal: Applied Psychology: International Review

DRAFT IN PROGRESS

Gallagher, P., Coley, S., Ivory, S., Reichin, S. L., Walters, K., Frasca, T., Roberson, A., & Hunter, S. (draft in progress). Topic: A new conceptualization and operationalization of employee engagement.

Reichin, S. L., Frame, M. C., Jackson, A. T. & Hein, M. (draft in progress). Topic: Promotional assessment score changes with repeat administrations.

Reichin, S. L., & Frame, M. C. (draft in progress). Topic: Stigma against tattoos in hiring decisions.

Reichin, S. L., Galderab, H., & LeBreton, J. M. (draft in progress). Topic: Measurement invariance of an Arabic translation of the CRT-A.

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

Reichin, S. L., Nye, C. D., Linden-Carmichael, A. N. (draft in progress). Topic: LPA of RIASEC Interests.

DATA COLLECTION

Reichin, S. L., LeBreton, J. M., & Levy, K. (data collection). Topic: Meta-analysis of the need for achievement and personality constructs.

Williams, J., Schoen, J., **Reichin, S.** & Meyer, R. (data collection). Topic: A test of faking ability and criterion changes on the CRT-RMS and CRT-CP.

Williams, J., Schoen, J., Meyer, R. & **Reichin, S.** (data collection). Topic: The development and testing of faking detection items on the CRT-RMS and CRT-CP.

AWARDS

2020 Mirian Graddick-Weir Summer Research Scholarship (\$3,000)
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)
- 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

Reichin, S. L. (August, 2020). *Person Centered Approaches in Management: Methodological Insights and Substantive Examples*. Symposium to be presented to the 80th annual meeting of the Academy of Management, Vancouver, CA.

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.

Reichin, S. L. & Hunter, S. S. (Co-Chairs) (April, 2020). *How I-O Psychology Can Contribute to the Study of Terrorism*. Symposium to be presented at the 35th annual meeting for the Society for Industrial and Organizational Psychology, Austin, TX.

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

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 80th annual meeting of the Academy of Management, Vancouver, CA.

*indicates equal contribution

- Moeller, A. N. & **Reichin, S. L.** (April, 2020). 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 35th annual meeting for the Society of Industrial and Organizational Psychology, Austin, TX.
- 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.
- 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.
- 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.
- 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

- 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.
- 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.
- 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.
- 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.
- 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.

- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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.
- 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, M.A.
- 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, M.A.
- 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.

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

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| 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

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| Spring 2020 | Course Instructor – Basic Research Methods in Psychology (PSYCH 301)
Penn State World Campus |
| Fall 2019 | Graduate Teaching Assistant – Introduction to Industrial and Organizational 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)
Association for Psychological Science (APS)
International Personnel Assessment Council (IPAC)

PROFESSIONAL SERVICE

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 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

Fall 2019 Validation of an employee engagement measure
BB&T Leadership Institute

Summer 2019 Scoring of Structured Engineering Resumes
PSI

Summer 2019 Identification of Constructs/Scales for Selection
U.S. Navy/Charles River Analytics (CRA)

2018 - 2019 Validation of Predictors for Engineer Performance
The Pennsylvania State University I-O Practicum Group

2018 – Present Leadership Development Center (LDC) Assessor
PNC Bank/Schreyer Honors College

Fall 2017 Career Preparedness Training Series Development
MTSU SHRM/MTSU Veterans and Military Family Center

Fall 2017 Qualtrics Tutorial Development
Middle Tennessee State University

REFERENCES

James M. LeBreton, Ph.D.

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The Pennsylvania State University
(814) 867-4847

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Mark C. Frame, Ph.D.

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Rustin D. Meyer, Ph.D.

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