

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
Workplace Deviance
Applied Psychometrics

PEER REVIEWED PUBLICATIONS

7. **Reichin, S. L.**, Tarantino, D., Meyer, R. (in press). Intentional response distortion during the COVID-19 pandemic. *International Journal of Selection and Assessment*.
6. **Reichin, S. L.**, Jackson, A. T., Frame, M. C., & Hein, M. (2022). Exploring the feasibility of assessing cultural competence in police officers. *Personnel Assessment and Decisions*, 8(2).
5. Schoen, J. L., Williams, J. L., **Reichin, S. L.**, & Meyer, R. (2022). IT'S A TRAP! Faking and Faking Detection on Conditional Reasoning Tests. *Personality and Individual Differences*, 198.
<https://doi.org/10.1016/j.paid.2022.111803>
4. **Reichin, S. L.**, Frame, M. C., Jackson, A. T. & Hein, M. (2022). Promotional score changes across three test administrations: Preliminary evidence for construct relevant change. *Journal of Police and Criminal Psychology*. <https://doi.org/10.1007/s11896-022-09503-z>
3. LeBreton, J. M., **Reichin, S. L.**, te Nijenhuis, J., van der Heijden, K. & Cremers, M. (2022). Validity evidence and measurement equivalence for the Dutch translation of the Conditional Reasoning Test for Aggression. *Applied Psychology: An International Review*.
<https://doi.org/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. <https://doi.org/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. <https://doi.org/10.1111/peps.12272>

MANUSCRIPTS UNDER REVIEW

1. Ciagala, K., **Reichin, S. L.**, Parsons, K., & Hunter, S. (Under Review). Topic: Physical security climate in organizations.

MANUSCRIPTS IN PREPARATION

DRAFT IN PROGRESS

4. Min, H., Moeller, A. N., Gonzalez, C., **Reichin, S. L.**, & LeBreton, J. M. (draft in progress). Topic: A review of deep learning for organizational scholars.
3. **Reichin, S. L.**, Parsons, K., Ciagala, K., & Hunter, S. (draft in progress). Topic: Flexibility and accessibility of soft target assessments.
2. **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.
1. Tarantino, D., Moeller, A. N., & **Reichin, S. L.**, & LeBreton, J. M. (draft in progress). 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

- 2023 RGSO Dissertation Support Competition Awardee (\$2,000)
Pennsylvania State University, College of Liberal Arts
- 2020 - Mirian Graddick-Weir Summer Research Scholarship (\$3,000-\$4,200)
2022 Pennsylvania State University, I-O Program
- 2019 Psychology Department Travel Award (\$450)
Pennsylvania State University, Department of Psychology

- 2019 Psychology Department Travel Award (\$600)
Pennsylvania State University, Department of Psychology
- 2018 Department of Psychology Outstanding Graduate Student Award (\$500)
Middle Tennessee State University, Department of Psychology
- 2018 Industrial and Organizational Psychology Outstanding Graduate Student Award
Middle Tennessee State University, I-O Program
- 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: Investigator

Project: Nguyen, T. (PI), Kearns, E. (Co-PI), **Reichin, S.**, Parsons, K., & Ciagala, K. *Minimum Capabilities and Teamwork Practices in Threat Assessment Teams*

Source: National Counterterrorism Innovation, Technology, and Education Center (2023)

Status: Under Review

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

5. Tarantino, D. M. (Chair) & **Reichin, S. L.** (Co-Chairs) (April, 2023). Leveraging I-O Psychology to Improve Law Enforcement Practices. Symposium to be presented at the 38th annual meeting for the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

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

11. **Reichin, S. L.**, Wang, Y., Moeller, A. N., Manning, C. E., Levy, K. N., & LeBreton, J. M. (April, 2023). A Meta-Analysis of the Need for Achievement at Work. In Runge, J. M. (Co-Chair), Galic, Z. (Co-Chair), Lang, J. W. B. (Discussant). Implicit Motive Research in I/O Psychology: New Findings and Developments. Paper to be presented at the 38th annual meeting for the Society of Industrial and Organizational Psychology, Boston, MA.
10. Tarantino, D. M., Moeller, A. N., **Reichin, S. L.**, & LeBreton, J. M. (April, 2023). Personality and misconduct in law enforcement: A meta-analysis examining the bright and dark sides of personality. In Tarantino, D. M. (Chair) & **Reichin, S. L.** (Co-Chairs) (April, 2023). Leveraging I-O Psychology to Improve Law Enforcement Practices. Symposium to be presented at the 38th annual meeting for the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.
9. **Reichin, S. L.**, Linden-Carmichael, A. N., Smith, D. R., & LeBreton, J. M. (August, 2022). How do you justify aggression? Uncovering typologies of an aggressive personality. In Gray, T W., Zabinski, A. M., & Lambert, L. S. (Organizers). The Challenges of Scale Development. Paper presented to the 82nd annual meeting of the Academy of Management, Seattle, Washington.
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, 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 56th 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 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 – 2023	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
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

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

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 – 2023 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

RELEVANT WORK EXPERIENCE

2022 – Present Research Specialist, NCITE
2019 – 2022 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

REFERENCES

James LeBreton
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Penn State University
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Sam Hunter
Professor of Psychology
University of Nebraska Omaha
samuelhunter@unomaha.edu | 814-865-0107

Rustin Meyer
Assistant Professor of Psychology
Penn State University
rxm667@psu.edu | 765-532-6436