CHRISTOPHER M. CASTILLE, PH.D.

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[Web](https://www.webofscience.com/wos/author/record/G-5352-2016) of Science

[Google Scholar](https://scholar.google.com/citations?user=vO-9e7MAAAAJ&hl=en)

EDUCATION

LOUISIANA TECH UNIVERSITY

Ph.D., Industrial/Organizational Psychology (2015)

Concentration: Organizational Leadership

M.A., Industrial/Organizational Psychology (2012)

Dissertation: Castille, C. M. (2015). *Bright or dark, or virtues and vices? A reexamination of the big five and job performance*. Louisiana Tech University.

LOUISIANA STATE UNIVERSITY

B.S., Psychology (2008)

Minor: Business Administration

ACADEMIC POSITIONS

NICHOLLS STATE UNIVERSITY (Thibodaux, LA)

Associate Professor of Management, Department of Management & Marketing (Fall 2017–present)

RUTGERS UNIVERSITY (New Brunswick, NJ)

Assistant Professor of Practice, Department of Management & Global Business, Rutgers Business School (Fall 2016–present)

VILLANOVA UNIVERSITY (Philadelphia, PA)

Visiting Assistant Professor of Human Resource Development, Department of Psychology (Fall 2014–Spring 2016)

LOUISIANA TECH UNIVERSITY (Ruston, LA)

Adjunct Assistant Professor of Psychology, Department of Psychology and Behavioral Sciences (2013–Spring 2014)

TEACHING INTERESTS

* Managing Human Capital
* Human Relations and Interpersonal Skills
* Human Resource Analytics

TEACHING

|  |  |  |
| --- | --- | --- |
| **NICHOLLS STATE UNIVERSITY** | **INSTRUCTOR RATINGS** | |
| * *Managing Human Capital* (*Management 502, multiple sessions Fall 2017–present)* | |  |
| Taught 149 students in a required MBA course (section ratings: 4.42, 4.57, 4.08, 4.33, 4.25, 4.33, 4.33, 4.39, 3.99, 4.39) | | 4.31/5 |
| * *Human Resource Analytics* *(Management 425 & 486, multiple sessions Spring 2018–present)* | |  |
| Taught 95 students in an elective and eventually core Human Resource Management course (section ratings: 4.01, 4.61, 4.94, 4.37, 4.61) | | 4.51/5 |
| * *Performance and Compensation Management* *(Management 475, multiple sessions Fall 2017–present)* | |  |
| Taught 151 students in a core Human Resource Management course (section ratings: 4.30, 4.36, 4.64, 4.48, 4.11) | | 4.38/5 |
| * *Human Relations and Interpersonal Skills (Management 370, multiple sessions Fall 2017–present)* | |  |
| Teaching 291 students in an elective Management course (section ratings: 3.72, 4.11, 4.53, 3.33, 4.68, 4.78, 4.08, 4.72, 4.76, 4.67) | | 4.34/5 |
|  | |  |
| **RUTGERS UNIVERSITY** |  | |
| * *Management Skills (Management 302)* |  |  |
| Taught over 250 students in core a Management and Global Business course. Average rating is across all eight sections. | | 4.51/5 |
|  |  | |
| **VILLANOVA UNIVERSITY** |  | |
| * *Organizational Development and Change Management* *(Human Resource Development 8875, multiple sessions 2014–2016)* | | 4.31/5 |
| Taught 46 students in core HRD course for both the online (section ratings: 4.46, 4.24) and on-campus (section ratings: 4.59, 3.93, 4.34) degree programs | |  |
| * *Human Resource Metrics and Statistical Research (Human Resource Development 8006, multiple sessions 2014–2016)* | | 4.10/5 |
| Taught 85 students in core HRD course for both the online (section ratings: 4.23, 4.07) and on-campus (section ratings: 3.65, 4.13, 4.37, 4.16) | |  |
| * *Leadership in Work Settings (Human Resource Development 8499, Spring 2015)* | | 4.62/5 |
| Taught 4 students in an elective on-campus HRD course | |  |
| * *Organizational Psychology (Human Resource Development 8425, Fall 2014)* | | 4.14/5 |
| Taught 9 students in an elective HRD course | |  |
|  | |  |
| **LOUISIANA TECH UNIVERSITY** | |  |
| * *Introduction to Psychology (Psychology 102, multiple sessions 2012–2013)* | | 3.70/4 |
| Taught 75 students in core Psychology (section ratings: 3.83, 3.56) | |  |
| * *Statistics for the Social Sciences (Psychology 300, multiple sessions 2012–2013)* | | 3.58/4 |
| Taught 50 students in core Psychology (section ratings: 3.64, 3.51) | |  |
| * *Industrial Psychology (Psychology 465, Fall 2013)* | | 2.15/4 |
| Taught 10 students in an elective online Psychology course | |  |
| * *Psychology Applied to Life (Psychology 305, Fall 2013)* | | 2.74/4 |
| Taught 10 students in an elective online Psychology course | |  |

RESEARCH INTERESTS

* Open Science and Practice in IO Psychology
* Method Variance
* Personality at Work

PEER-REVIEWED ARTICLES

12. Kreamer, L. M., Cobb, H. R., **Castille, C.**, & Cogswell, J. (2024). Big team science initiatives: A catalyst for trustworthy advancements in IO psychology. *Acta Psychologica*, *242*, 104101. <https://doi.org/10.1016/j.actpsy.2023.104101>

11. **Castille, C.M.**, Köhler, T., & O’Boyle, E. (2022). A brighter vision of the potential of open science for benefiting practice: A ManyOrgs proposal. *Industrial and Organizational Psychology,* *15*(4), 546-550. doi:10.1017/iop.2022.70

10. **Castille, C. M.**, Kreamer, L. M., Albritton, B. H., Banks, G. C., & Rogelberg, S. G. (2022). The open science challenge: Adopt one practice that enacts widely shared values. *Journal of Business and Psychology*, s10869-022-09806–2. <https://doi.org/10.1007/s10869-022-09806-2>

9. Simonet, D. V., & **Castille, C. M.** (2020). The search for meaningful work: A network analysis of personality and the job characteristics model. *Personality and Individual Differences*, *152*, 109569. <https://doi.org/10.1016/j.paid.2019.109569>

8. **Castille, C. M.,** & Castille, A.-M. R. (2019). Disparate treatment and adverse impact in applied attrition modeling. *Industrial and Organizational Psychology*, *12*(3), 310–313. <https://doi.org/10.1017/iop.2019.53>

7. **Castille, C. M.**, Castille, A.-M. R., & Williamson Smith, R. (2019). Assessing ideal personalities at work: Is it all just a little bit of history repeating? *Industrial and Organizational Psychology*, *12*(2), 133–137. <https://doi.org/10.1017/iop.2019.25>

6. Moshontz, H., Campbell, L., Ebersole, C. R., IJzerman, H., Urry, H. L., Forscher, P. S., Grahe, J. E., McCarthy, R. J., Musser, E. D., Antfolk, J., **Castille, C. M.**, Evans, T. R., Fiedler, S., Flake, J. K., Forero, D. A., Janssen, S. M. J., Keene, J. R., Protzko, J., Aczel, B., … Chartier, C. R. (2018). The Psychological Science Accelerator: Advancing psychology through a distributed collaborative network. *Advances in Methods and Practices in Psychological Science*, *1*(4), 501–515. <https://doi.org/10.1177/2515245918797607>

5. **Castille, C. M.,** Buckner, J. E., V, & Thoroughgood, C. (2018). Prosocial citizens without a moral compass: Examining the relationship between Machiavellianism and unethical pro-organizational behavior. *Journal of Business Ethics*. <https://doi.org/10.1007/s10551-016-3079-9>

4. **Castille, C. M.,** Kuyumcu, D., & Bennett, R. J. (2017). Prevailing to the peers' detriment: Organizational constraints motivate Machiavellians to undermine their peers. *Personality and Individual Differences*, *104*29-36. [https://doi.org/10.1016/j.paid.2016.07.026](https://psycnet.apa.org/doi/10.1016/j.paid.2016.07.026)

3. **Castille, C. M.,** Sawyer, K., Thoroughgood, C., & Buckner V, J. (2015). Some key research questions for mindfulness interventions. *Industrial & Organizational Psychology: Perspectives on Science and Practice, 8*(4), 603-609. [doi:10.1017/iop.2015.86](https://www.cambridge.org/core/journals/industrial-and-organizational-psychology/article/abs/some-key-research-questions-for-mindfulness-interventions/7DCEAB8329BA5E1A984283540379430B)

2. Buckner, J. E., V, **Castille, C. M.**, & Sheets, T. L. (2012). The five factor model of personality and employee' excessive use of technology. *Computers and Human Behavior*, 28(5), 1947-1953. <https://doi.org/10.1016/j.chb.2012.05.014>

1. Levy, J. J., **Castille, C. M.**, & Farley, J. A. (2011). An investigation of musical performance anxiety in the marching arts. *Medical Problems of Performing Artists*, 26(1), 30-34.

BOOK CHAPTERS

2. **Castille, C. M.,** & Williams, L. W. (2024). Shedding light on invisible influences: Reviewing HROB Scholars’ use of unmeasured latent method factors. *Research in Personnel and Human Resource Management*.

1. **Castille, C. M.,** & Endress, T. (2023). New work and collaborative cheating: Lessons from the Volkswagen Emissions Scandal. In T. Endress’s (Ed), *Decision-making under uncertainty and risk: Theory, technology, and applications*.

POPULAR PRESS/PRACTITIONER-FOCUSED CONTRIBUTIONS

13. **Castille, C.M.** (Fall, 2023). Opening up: “It was science at its best”: A look back at a path-defining study in open science from….I-O Psychologists? *The Industrial-Organizational Psychologist*, 61(2).

12. **Castille, C. M.** (Winter, 2022). Opening up: The low-hanging fruit of big team open science collaboration I-O psychology? *The Industrial-Organizational Psychologist*, 60(3). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/7231/Opening-Up-The-Low-Hanging-Fruit-of-a-Big-Team-Open-Science-Collaboration-in-I-O-Psychology>

11. **Castille, C. M.** (Fall, 2022). Opening up: Are large-scale open science collaborations a viable vehicle for building a more cumulative science in IO psychology? *The Industrial-Organizational Psychologist*, 60(2). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/7040/preview/true/Opening-Up-Are-Large-Scale-Open-Science-Collaborations-a-Viable-Vehicle-for-Building-a-More-Cumulative-Science-in-I-O-Psychology>

10. **Castille, C. M.,** Cobb, H. R., Siegel, J. A., & Thomas, C. L. (Summer, 2022). Opening up: Tips for fostering belongingness in our scholarly communities while encouraging open science. *The Industrial-Organizational Psychologist*, 60(1), <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/6857/preview/true>

9. **Castille, C. M.** (Fall, 2021). Opening up: Building on our success with the SIOP/CARMA open science summer series. *The Industrial-Organizational Psychologist*, 59(2), <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5393/ArtMID/19366/preview/true>

8. **Castille, C. M.** (Summer, 2021). Opening up: Success stories implementing open science practices into scholarly activities. *The Industrial-Organizational Psychologist*, 59(1) <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5237/preview/true>

7. **Castille, C. M.,** & Grand, J. (Spring, 2021). Opening up: Sign up for the SIOP/CARMA Open Science virtual summer series!. *The Industrial-Organizational Psychologist*, 58(4) <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/5047/preview/true/Sign-Up-for-the-SIOPCARMA-Open-Science-Virtual-Summer-Series>

6. **Castille, C. M.,** Oswald, F. L., Banks, G., & Williams, L. (Winter, 2021). Opening up: Small wins in open science: Things you can do today to improve research in I-O psychology. *The Industrial-Organizational Psychologist*, 58(3). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4890/preview/true>

5. **Castille, C. M.,** Zhang, D., & Smith, R. W. (Fall, 2020). Opening up: How do I conduct peer review with open science in mind. *The Industrial-Organizational Psychologist*, 58(2). <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/4750/ArtMID/19366>

4. **Castille, C. M.,** Oswald, F., Marin, S., & Bipp, T. (Summer, 2020). Opening up: Credibility multipliers: Simple yet effective tactics for practicing open science principles. *The Industrial-Organizational Psychologist*, 58(1). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4596>

3. **Castille, C. M.** (Spring, 2020). Opening up: Replication crisis…or opportunities and challenges? *The Industrial-Organizational Psychologist*, 57(4). <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/3422/ArtMID/19366>

2. **Castille, C. M.** (Winter, 2020). Opening up: A primer on open science for industrial-organizational psychologists. *The Industrial-Organizational Psychologist*, 57(3). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/3293>

1. **Castille, C. M.** (Fall, 2019). Opening up: Introducing “Opening Up”. *The Industrial-Organizational Psychologist*, 57(2). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/3166>

CONFERENCE PRESENTATIONS AND PROCEEDINGS

***\**** denotes a collaboration with a student.

45. Martinez, E.\*, Daigle, J.\*, Toups, K.\*, Aucoin, S.\*, & **Castille, C. M.** (2024, April). *Toward a more useful utility analysis: A literature review and webapp* [POSTER]. Poster presented at the Society for Industrial and Organizational Psychology, Inc., Chicago, IL.

44. **Castille, C. M.** (2024, April). *Build up your business acumen!* Invited speaker for the Society for Industrial and Organizational Psychology, Inc., Chicago, IL.

43. Schwab, A., & **Castille, C.M.** (2023, October 24-28)**.** *Open science principles and practices: A session for building skills and community*. Workshop given at the annual conference for the Southern Management Association, St. Pete Beach, FL.

42. **Castille, C.M.,** Cobb, H.R., Cogswell, J., Friedrich, J., Guzzo, R.A., Koziel, R.J., Kreamer, L.M., Lamb, N., Shorey, Al., Thomas, C.L. (2023, April). *Open Science in IO Practice: A Symposium.* [Symposium]. Society for Industrial and Organizational Psychology, Inc., 38th Annual Meeting, Boston, MA, United States. <https://www.siop.org/Annual-Conference/Attendee-Info/Program-Search>

41. Black, K. J., Bergman, S., Brawley-Newlin, A. M., Castille, A., **Castille, C.M.**, & Rosopa, P.J. (2023, April). *Rejecting the dull: Teaching students to know and love statistics.* [IGNITE Session]. Society for Industrial and Organizational Psychology, Inc., 38th Annual Meeting, Boston, MA, United States. <https://www.siop.org/Annual-Conference/Attendee-Info/Program-Search>

40. **Castille, C. M.,** & Williams, L.R.(2022, August). *To partial or not? Re-examining the unmeasured latent method construct (ULMC) as a statistical remedy for method variance* [Paper]. Academy of Management 82nd Annual Meeting, Seattle, WA, United States. <https://aom.org/events/annual-meeting/annual-meeting-theme>

39. Billeaud, M. L., Burch K. A., **Castille, C. M.,** Cobb, H. R., Pearman, J., Rudolph, C. W., Thomas, C. L., & Zhang, D. C. (2022, April). *Keeping up with open science: Teaching, self-teaching, and training on open science* [Panel]. Society for Industrial and Organizational Psychology, Inc., 37th Annual Meeting, Seattle, WA, United States. <https://www.siop.org/annual-conference>

38. **Castille, C. M.**, Williams, L.R., Castille, A., & Cogswell, J.(2022, April). *You’ve gotta keep em’ separated? Examining separation of measurement* [Paper]*.* Society for Industrial and Organizational Psychology, Inc., 37th Annual Meeting, Seattle, WA, United States. <https://www.siop.org/annual-conference>

[[osf link](https://osf.io/ufv2h/)]

37. Simonet, D., & **Castille, C. M.** (2021, April). *Psychometric network analysis of core self-evaluation as a reinforcing system* [Paper]*.* Society for Industrial and Organizational Psychology, Inc., 36th Annual Meeting (virtual). <https://www.siop.org/Annual-Conference/Conference-Schedule/Program-Search-21>

36. Castille, A., Sharma, S.\*, & **Castille, C. M** (2021, April). *The incremental value of controlling for insufficient effort responding* [Paper]*.* Society for Industrial and Organizational Psychology, Inc., 36th Annual Meeting (virtual). <https://www.siop.org/Annual-Conference/Conference-Schedule/Program-Search-21>

35. Omori, C. Daigle, K.\*, & **Castille, C. M.** (2020, April). *What do these people do? Demographics and occupational features of MTurk* [Paper]. Society for Industrial and Organizational Psychology, Inc., 35th Annual Meeting (virtual). <https://www.siop.org/Annual-Conference/Conference-Schedule/Virtual-Program>

(conference canceled due to COVID 19)

34. **Castille, C. M.,** Bipp, T., Vantilborgh, Tl, Marin, S., Oswald, F., Buckner, J., & Belwalkar, B. (2020, April). *Kicking off open science collaborations in IO psych* [Panel]. Society for Industrial and Organizational Psychology, Inc., 35th Annual Meeting (virtual). <https://www.siop.org/Annual-Conference/Conference-Schedule/Virtual-Program>

(conference canceled due to COVID 19)

33. Morrison, M., & **Castille, C.** (co-chair) (2019, April). *Open science, open practice: Future reality or pipedream?* [Panel] Society for Industrial and Organizational Psychology, Inc., 34th Annual Meeting, National Harbor, MD. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/ProgramSearch19>

32. Simonet, D., & **Castille, C.**(2019, April). *Psychometric network analysis and ideal point assessment: Developing ideal employees* [Paper]. Society for Industrial and Organizational Psychology, Inc., 34th Annual Meeting, National Harbor, MD. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/ProgramSearch19>

[[osf link](https://osf.io/dsx37/)]

31. D. S., Tarantino, D., **Castille, C.**, DeSanto, S., Cruz, A., Janeiro, A., & Angelbeck, A. (2019, April), *Dark triad unleashed: Examining trait activators linking dark traits to CWB* [Paper]*.* Society for Industrial and Organizational Psychology, Inc., 34th Annual Meeting, National Harbor, MD. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/ProgramSearch19>

30. Elcott, M.D., Lambert, D., **Castille, C. M.,** Mead, A.D., & Saiar, A., & Stilson, F.R. (2018, April). *Talk about convenient sampling! Crowdsourcing lessons and best practices* [Panel]*.* Society for Industrial and Organizational Psychology, Inc., 33rd Annual Meeting, Chicago, IL. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/ProgramSearch18>

29. **Castille, C. M.,** & Fultz, A. (2018, January). *How does collaborative cheating emerge? A case study of the Volkswagen Emission Scandal* [Paper]. Hawaii International Conference for Systems Sciences, Waikoloa Village, HI, US. <https://researchr.org/publication/hicss-2018>

28. Avet, S.\*, Daigle, K.\*, Wezeman, B.\*, & **Castille, C. M.** (2018, April). *Comparing MTurk and the US Population’s Occupational Diversity: An Open Science replication of Mahmoud et al. (2017)* [Poster]. Scholars Expeaux hosted by Nicholls State University, Thibodaux, LA [[osf link](https://osf.io/a2q8k)]

* Winner of “Best Poster” offered by the College of Education

27. **Castille, C.****M.,** Crawford, W., Simmering, M. (2017, October). *You gotta keep em’ separated? Examining the efficacy of remedies for proximal causes of method variance* [Paper]*.* Annual meeting of the Southern Management Association, St. Pete Beach, FL. <https://smgmt.org/wp-content/uploads/2021/02/2017%20SMA%20Final%20Program.pdf?6bfec1&6bfec1>

* Winner of “Best-in-Track” Human Resources/Research Methods
* Winner of “Outstanding Conference Paper”

26. Williamson, R.\*, **Castille, C. M. (co-chair),** & Harris, A.\* (2017, April). *Practical guidance for developing and implementing ideal point measurement models* [Panel]*.* Society for Industrial and Organizational Psychology, Inc., 32nd Annual Meeting, Orlando, FL. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/ProgramSearch17>

25. **Castille, C. M.** (2017, April). *Cross-validation of an unfolding measurement model of the cybernetic big 5 theory traits* [Paper]*.* In R.L. Williams, **Castille, C. M.**, & Harris, A. (co-chairs), *Ideal-point IRT modeling: Advances in personality assessment* [Paper Symposium] Society for Industrial and Organizational Psychology, Inc., 32nd Annual Meeting, Orlando, FL. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/ProgramSearch17>

24. Mahmoud, B.\*, **Castille, C. M.**, & Williamson, R. (2017, April). *Comparing MTurk and the US populations’ occupational diversity* [Paper]. Society for Industrial and Organizational Psychology, Inc., 32nd Annual Meeting, Orlando, FL. <https://www.siop.org/Annual-Conference/Registration-and-Resources/Past-Conference-Programs/ProgramSearch17>

23. Buckner, J. E. V. & **Castille, C. M.** (2016, May). *A revival and extension of a content validation technique* [Paper]. Annual meeting for the Association for Psychological Science, 28th Annual Meeting, Chicago, IL. <https://www.psychologicalscience.org/conventions/archive/2016-2>

22. **Castille, C. M.,** Kuyumcu, D., & Bennett, R. J. (2016, October). *Prevailing to their peers’ detriment: Organizational constraints motivate Machiavellians to undermine their peers* [Paper]*.* Southern Management Association, Charlotte, NC. <https://smgmt.org/wp-content/uploads/2021/02/sma2016program_compressed.pdf?6bfec1&6bfec1>

21. **Castille, C. M.,** Theys, E. R.\*, & Khan, S.\* (2016, May). *Too much of a good thing? Nonlinear personality–performance relations* [Paper]. Society for Industrial and Organizational Psychology, Inc., 31st Annual Conference, Anaheim, CA. <https://www.siop.org/Portals/84/SIOP%20Docs/SIOP%20Conference%20Presentations/2016ACProgram.pdf>

20. **Castille, C. M.,** Theys, E. R.\*, & Thompson, H.\* (2016, May). *Preliminary development of hierarchical unfolding cybernetic Big 5 trait measures* [Paper]. Society for Industrial and Organizational Psychology, Inc., 31st Annual Conference, Anaheim, CA. <https://www.siop.org/Portals/84/SIOP%20Docs/SIOP%20Conference%20Presentations/2016ACProgram.pdf>

19.Castille, A. R., **Castille, C. M.,** & Vega, M.\* (2015, May). *The effects of leader presentation style and gender on follower perceptions* [Paper]. Association for Psychological Science, 27th Annual Meeting, New York, NY. <https://www.psychologicalscience.org/conventions/archive/2015-2>

18. **Castille, C. M.,** & Buckner, J. E. V (2015, May). *Do bottom-line mentality climate perceptions activate Machiavellian unethical pro-organizational behavior* [Paper]? Society for Industrial and Organizational Psychology, Inc., 30th Annual Conference, Philadelphia, PA. <https://www.siop.org/Portals/84/SIOP%20Docs/SIOP%20Conference%20Presentations/2015SIOPAC.pdf>

17. **Castille, C. M.**, Theys, E.R., & Igou, F. (2014, July). *Synthetic validation with local Bayesian estimation: An illustration with realistic examples* [Paper]. International Personnel Assessment Council, Denver, CO. <https://www.ipacweb.org/page-1810062>

16. **Castille, C. M.**, & Brawley, A.\* (2014, May). *The international culture & climate Item pool: Concerns and solutions* (Co-chair) [Panel] Society for Industrial and Organizational Psychology, Inc., 29th Annual Conference, Honolulu, HI. <https://www.siop.org/Portals/84/SIOP%20Docs/SIOP%20Conference%20Presentations/2014ACProgram.pdf>

15. **Castille, C. M.,** Kuyumcu, D., & Bennett, R. J. (2014, May). *Prevailing to their peers' detriment: A study in Machiavellian undermining* [Paper]. Society for Industrial and Organizational Psychology, Inc., 29th Annual Conference, Honolulu, HI. <https://www.siop.org/Portals/84/SIOP%20Docs/SIOP%20Conference%20Presentations/2014ACProgram.pdf>

14. Ramsey, M. A., & **Castille, C. M.** (2014, May). *Engineering internships to enhance the reputation of the field* (Co-chair) [Panel]. Society for Industrial and Organizational Psychology, Inc., 29th Annual Conference, Honolulu, HI. <https://www.siop.org/Portals/84/SIOP%20Docs/SIOP%20Conference%20Presentations/2014ACProgram.pdf>

13.Theys, E. R., Dennis, B. E., Patton, C. B., & **Castille, C. M.** (2014, May). *The viability of MTurk for testing applied psychological models* [Paper]. Society for Industrial and Organizational Psychology, Inc., 29th Annual Conference, Honolulu, HI. <https://www.siop.org/Portals/84/SIOP%20Docs/SIOP%20Conference%20Presentations/2014ACProgram.pdf>

12. **Castille, C. M.,** & Simmering-Dickerson, M.(2013, November). *The effectiveness of temporal separation of measurement for avoiding common method variance: A Bayesian Approach* [Paper]. Southern Management Association, New Orleans, LA. <https://smgmt.org/wp-content/uploads/2021/02/sma2013program_compressed.pdf?6bfec1&6bfec1>

11. **Castille, C. M.,** Plaisance, B., Chambers, R., De Leon, J., Huynh, C., Patton, C.... Sheets, T. (2013, July). *Content validation for higher order factors: A pretest procedure* [Paper]*.* International Personnel Assessment Council, Columbus, OH.

10. **Castille, C. M.,** Plaisance, B., & Sheets, T. L. (2012, July). *So you think you can fly? A differential investigation in the domain of visual perception* [Paper]*.* International Personnel Assessment Council, Las Vegas, NV.

9.Brawley, A., Chamber, R., **Castille, C. M.,** & Tubré, T. (2012, April). *Seeing it differently: An alternative perspective on resilience* [Paper]*.* Southwestern Psychological Association, Oklahoma City, OK.

8. **Castille, C. M.,** & Buckner, J. E., V. (2012, April). *A resource-based leadership model: A qualitative study using grounded theory* [Paper]*.* Southwestern Psychological Association, Oklahoma City, OK.

7. **Castille, C. M.,** Rabalais, A-M., & Brawley, A. (2012, April). *The calm, the cool, and the collected: A pilot study in resilience* [Paper]. Southwestern Psychological Association, Oklahoma City, OK.

6. **Castille, C. M.,** & Buckner, J. E., V. (2012, April). *p < .05 and social scientific epistemology: Why a change is in order* [Paper]. Louisiana Academy of Sciences, Alexandria, LA.

5. **Castille, C. M.,** Plaisance, B., McKnight, S., Lyons, J., Sheets, T. L. (2012, April). *Using mental rotation to predict pilot performance* [Paper]. Louisiana Academy of Sciences, Alexandria, LA.

4.Murphy, S., Rabalais, A., **Castille, C. M.,** Desselles, M. (2012, April). *A state-based conceptualization of team personality* [Paper]*.* Louisiana Academy of Sciences, Alexandria, LA.

3.Igou, F., Binder, J., & **Castille, C. M.** (2011, April). *An empirical examination of selection test score banding* [Paper]. Louisiana Academy of Sciences, Monroe, LA.

2.Brawley, A. M., Foster, B. M., & **Castille, C. M.** (2011, April). *Psyched! Methods for exploring the role of emotionality under stress* [Paper]. Louisiana Academy of Sciences, Monroe, LA

1. **Castille, C. M.,** Foley, C., Tassin, S., & Rizzuto, T. (2009, February). *The pursuit of happiness under the gun: An investigation into high stress jobs* [Paper]. Southeastern Psychological Association, New Orleans, LA.

* + Winner of a Regional Research Award

SERVICE, INVITATIONS, & HONORS

**UNIVERSITY SERVICE**

7. *People Analytics Lab Co-director* (Fall 2017–present)

* Provide students with informal career mentoring opportunities via applied research in my areas of interest (serviced students in human resource management, psychology, and computer information systems)
* *Internal Organizational Consulting, Nicholls State University* (Fall 2019 – 2020). Worked with Renee Hicks to build a model that identifies students who are at-risk of leaving Nicholls as well as identifying ways to intervene to boost retention.

6*. Research Council Chair (2023–present)*

5*. Faculty Senate Representative for the College of Business Administration* (Fall 2019–present)

* Served as the Senate’s COVID 19 Task Force

4. *Research Council Member* (Spring 2019–present)

* Reviewed over 20 proposals for seed funding purposes

3. *Representing the Nicholls CBA at the University of Louisiana Systems Conference* (Spring 2021, 2022)

2. *Academic Master Plan Teaching Excellence Subcommittee* *member* (Spring 2019)

1. *Courses and Curriculum Committee Member* (Fall 2018)

**DEPARTMENT & COLLEGE SERVICE**

9. *Nicholls State University SHRM Group Faculty Co-advisor* (Fall 2017–present)

* Supported Melanie Boudreau in advising the NSU SHRM chapter
* Supported students case competition efforts (November 2, 2017)
* Created a student mentoring program that helped select students receive development (2020)

8. *Academic Advising* (Spring 2018–present)

* Advised between 10-30 students each academic year

7. *Assurance of Learning Committee Member* (2018–present)

* Supported Dr. Shari Lawrence in executing our charge
* Created visualizations to illustrate how student evaluations of Nicholls have changed over time.

6. *Instructor of Record for Independent Studies, Internships, and Executive Education*

* MNGT 486 (*HR Analytics)* – 28 students total over three sections
* MNGT 469 (*Internships in HR*) – 14 students over 9 sections
* CIS 485 (*Independent Study in the People Analytics Lab*) – 2 students over 1 section
* CIS 490 (*Independent Study in HR Analytics*) – 1 student over 1 section
* MNGT 502 (*Managing Human Capital*) – 33 students over 3 sections

5. *Chair, Social Impact Committee* (Fall 2021–Spring 2022)

* Led the development of the College of Business Administration’s Social Impact focus areas

4. *Faculty Supervisor for Travel Abroad* (Spring 2022)

* Helped Dr. Michael Chiasson with grading developing and grading the travel abroad assignment for one HR student

3. *Galfalon carrier* for *Graduate Studies* (Spring 2022)

2. *Thesis Advisor for Liam McCloy (HR undergraduate)* (Fall 2020–Spring 2021)

1. *Management Search Committee Member* (2018)

* Served on the committees that selected Drs. Josh Cogswell and Onome Ighoavodha.

*Faculty Advisor for Two Johnson & Johnson Business Case Competition Teams*, Rutgers Business School(Spring, 2017)

*Strategic Review of the Villanova University Graduate HRD Program, Villanova University* (2015)

* Developed a report summarizing relevant changes in the HR field for structuring the graduate program offerings of the HRD program.

*Process Consultant, the LA Tech Counseling and Guidance Program. Louisiana Tech University* (2012)

* Trained an undergraduate student to enter data into SPSS.
* Wrote a technical report summarizing quantitative and qualitative information gathered from recent graduates (see section entitled “Technical Reports”).

\*My report helped the counseling psychology doctoral program achieve [CACREP](http://www.cacrep.org) accreditation.

*Researcher, LA Tech Typing for Ten, Louisiana Tech University* (Winter 2012)

* Served as a general research process consultant.

**PROFESSIONAL SERVICES**

6. *Executive Team Member of the Advancement of Replications Initiative in Management* (ARIM) (Spring 2024–present)

* Leading a global research initiative to conduct a multi-site direct replication (over 15 universities) of a seminal study examining whether goal setting motivates unethical behavior.
* Serving as executive team member for ARIM along with Dr. Andreas Schwab and Dr. William Obenaur, we are responsible for overseeing the selection of studies subjected to large-scale replication, recruiting participants to join the initiative, and administering the project.

5. *Member of SIOP’s Open Science and Practice Committee* (Fall 2019–present)

* Editor of *The Industrial-Organizational Psychologist’s* column titled *Opening Up*, which receives entries on open science and practice as is pertinent to the study of IO psychology

4. *Editorial Board Member*

* *Journal of Business & Psychology (2020–present)*
* *Journal of Managerial Psychology (2022–present)*

3. *Ad hoc Reviewing for Journals*

* *Journal of Applied Psychology* (2020–2021)
* *Journal of Business and Psychology* (2019–present)
* *Journal of Business Ethics* (2020–present)
* *Journal of Managerial Psychology* (2018–present)
* *Applied Psychological Measurement* (2017–2021)
* *Management Decision* (2018–present)
* *Current Psychology* (2020–2021)
* *Personality and Individual Differences* (2020–present)
* *Social Behavior and Personality: An International Review* (2020)
* *Applied Psychology: An International Review* (2021)
* *Journal of Organizational Effectiveness: People and Performance* (2017)
* *Sage OPEN* (2017)

2. *Reviewing/Assisting with a Professional Conference*

* Co-organized the first ever SIOP/CARMA Open Science Virtual Summer Series (2021)
* Academy of Management OB/HR and Research Methods Divisions (2015)
* Discussant, Academy of Management Session on Leadership and Personality Assessment (2015)
* Society for Industrial and Organizational Psychology, Inc. (2014–present)
* Southern Management Association (2013–present)

1. *Invited Talks*

* Napper, C., & Hines, S. (Hosts). (2022, June 25). *Directionally Correct* – *Interview with Dr. Chris Castille – The Reproducibility Crisis* [Audio podcast]. <https://soundcloud.com/directionallycorrect/directionally-correct-podcast-ep-4-june-24-2022-dr-chris-castille>
* *The Volkswagen Emissions Scandal: What can we learn from this case of corporate cheating behavior?,* Guest of Dr. Tobias Endress, Asian Institute of Technology (November 6, 2021).
* *Method Variance*, Guest of the Southern Management Association annual conference (co-presented with Dr. Larry Williams), New Orleans, LA. (November 4, 2021)
* *Open Science*, Guest of the Southern Management Association (co-presented with Dr. Larry Williams), New Orleans, LA. (November 4, 2021).
* *Turnover Analytics*, Guest of Bayou Society for Human Resource Management (October 14, 2021)
* Ledet, P., & Perque, J. (Hosts). (2021, August 27). *The Wasted Hour* – *Casting with Castille* [Audio podcast]. <https://www.audible.com/pd/Podcast/B08TGSYYFC?ref=a_pd_Podcas_c3_lAsin_0_2&pf_rd_p=625c212d-b95a-47db-8d56-d35a359de6e9&pf_rd_r=5SH0F1A4BQMCAABT35TT>
* *Advances in HR Analytics*, Guest of Imperial Calcasieu Society for Human Resource Management (May 12, 2021)
* *Baby steps to best practices: Strategy and tactics for putting open science into practice*. Invited to present to faculty and students at the University of Georgia (November 2020)
* *Evidence-based tips for making virtual teams work.* Invited to present to University of Louisiana system faculty in preparation for Fall 2020. (COVID-related) (Summer 2020)
* *Talk on Open Science.* Invited to present to faculty and student at Louisiana State University (Spring, 2020)
* *The State of Emotional Intelligence Research*, Guest of Bayou Society for Human Resource Management (October 10, 2019)
* *IO Psychology as a Career*; Guest of Dr. Gary Rosenthal, invited to present to students majoring in Psychology by the Department of Psychology, Counseling, and Family Studies (2018–2019)
* *Local Benchmarking Research for Bayou SHRM*, Guest of Bayou Society for Human Resource Management; co-presented with two MBA students (October 12, 2018)
* *Social Media in Employee Selection Settings*, Invited to speak to Bayou SHRM (2017)
* *Using Virtual Office Hours to Enhance Student Learning in a Satisfactory Manner*, Guest of Dr. Gabrielle Bauer, Director of Villanova Institute of Teaching and Learning – Villanova University (2015)
* *Career Paths in Industrial-Organizational Psychology*, Guest of Dr. Thomas Toppino, course instructor for Professional Development in Psychology – Villanova University (2014-2015)

**COMMUNITY SERVICE, PROBONO CONSULTING**

2. *Krewe of Christopher Member* (2022)

1. Assisted the Bayou SHRM Event, *Bayou SHRM HR Jeopardy Event*, co-hosted by Nicholls State University and Bayou SHRM, Thibodaux, LA, US (October 12, 2017)

*Work Analysis Project*. Subcontracted through *The Workforce Consultants*. Contact is Lynda Zugec, Managing Director (2016)

*Leadership Development Projects for Drum Corps International.* Contact is Gene Monterastelli (2011, 2013, 2015)

*Leadership Development Projects for Youth Education in the Arts.*(2016, 2017)

**HONORS**

5. *Gerald Gaston Assistant Professor of Management,* Nicholls State University (2022–present)

4. *Excellence in Research*, College of Business Administration, Nicholls State University (2019, 2022)

3. *Recipient of awards from the Dean Frey to travel to a conference in order to enhance teaching effectiveness* (2019, 2022)

* Recipient of funds for traveling to the *Academy of Management Teaching and Learning Conference* (2022)
* Recipient of funds for traveling to *The Teaching Professor* Conference (2019)

2. *Best paper in the HR/Research Methods Division* and *Outstanding Conference Paper*, Southern Management Association (2017)

1. *Reviewer of the Year* for the *Journal of Business and Psychology* (2020)

Awards and honors received prior to employment at Nicholls State University

* Recipient of the Lilly Teaching Conference Travel Fellowship for First Year Faculty (2015)
* Research Advisor for Applied Research for Organizational Solutions (2012-2014)
* President for the Industrial/Organizational Psychology Student Group (2011)
* Outstanding Graduate Service Award (2010)
* Regional Research Award for Excellence in Undergraduate Research; $300 Small Grant for Undergraduate Research (Southeastern Psychological Association)
* Distinguished Service Award for unselfish devotion as a member of The Cadets (2008)
* Cadet of the Year (2007)
* Distinguished Service Award for unselfish devotion as a member of The Cadets (2006)
* Drum Corps International World Champion (2005)
* Drum Major/Mellophonist, The Cadets Drum & Bugle Corps (2004-2008)
* LSU Tiger Band member (2004-2005)
* TOPS Scholarship Recipient (2004)

MENTORING/PROTÉGÉS

FORMER MBA IN PRACTICE

* Marcos Devoto, MBA from Nicholls State University (Spring, 2022). Currently an Assistant General Manager at Fritz’s Adventure.
* Ujjwal Dhakal, MBA from Nicholls State University (Fall, 2018). Currently a Senior Financial Analyst at Ochsner Health.
* Luis Hernandez, MBA from Nicholls State University (Srping, 2019). Currently an Analyst at Avid Realty Partners.

FORMER UNDERGRADUATE IN A FACULTY POSITION

* Dr. Alice Brawley, Ph.D. in Industrial-Organizational Psychology from Clemson University (August 2016). Currently an Assistant Professor at Gettysburg College.

FORMER UNDERGRADUATE IN PRACTICE

* Dixie Sevin, B.S. in Human Resource Management (minor in Business Analytics) from Nicholls State University (Fall, 2021). Currently a Human Resource Analyst at Cornerstone Chemical Company.
* Liam McCloy, B.S. in Business Administration and Management (General) from Nicholls State University (Spring, 2021). Currently an Administrative Assistant at Herbert Rentals.
  + I was Liam’s Thesis advisor (Fall 2020–Spring 2021)
* Sandesh Sharma, B.S. in Computer Information Systems from Nicholls State University (Spring, 2021). Currently a Data Analyst for The Bernard Group, Inc.
* Bernard Wezeman, B.A. in Psychology and B.S. in Business Administration from Nicholls State University. Currently a Data Scientist at Quantile.
* Kathryn Daigle, B.S. in Business Administration and Management (General) from Nicholls State University (Spring, 2017). Currently an Information Systems Manager at Family Tree In-Home Care.
  + Student’s work won “Best Poster” in a student competition held at Nicholls State University. Pre-print of her work is highly viewed and occasionally cited. [[preprint](https://osf.io/2m8we/)]
* Michelle Wong, B.S. in Supply Chain Management and a B.S. in Political Science from Rutgers Business School. Currently a Manufacturing Supervisor of Robotics & Digital Solutions at Johnson & Johnson.
* Robert Leighton, B.S. in Logistics, Materials, and Supply Chain Management from Rutgers Business School.
* Johnny Villarini, B.S. in Marketing (minor in Psycholog) from Rutgers Business School (Spring, 2019). Currently a Marketing Automation Specialist over at Nasdaq.
* Brett M. Foster, M.A. in I/O Psychology, Minnesota State University, Mankato (2010-2012). Independent Consultant.

PROFESSIONAL EXPERIENCE

**CONSULTING ENGAGEMENTS**

*Project Manager/Associate, Applied Research for Organizational Solutions (AROS)* (2010 -Summer 2013)

* Led a team of researchers in the development and validation study of a measure of general psychological climate. Measurement validation involved content, criterion, and construct validation strategies.
* Led a team of process consultants who provided research and statistical expertise.
* Conducted qualitative data analysis of an employee feedback survey for a Fortune 500 company. Generated themes and systematically coded individual responses. Provided comprehensive summary and actionable insights to inform leadership decision-making.

**INTERNSHIPS**

*Research and Assessment Intern, Talent Acquisition, CenturyLink, Inc.* (2014)

* Benchmarked CenturyLink’s selection system against select telecommunications organizations and espoused best practices.
* Conducted adverse impact analyses to determine the fairness of a widely used selection assessment.
* Revised an assessment for evaluating candidates’ writing quality.
* Advised managers and the VP of Talent Acquisition regarding selection practices.

*Leadership Development Intern, Lean Department, Libby Glass, Inc.* (Summer 2009)

* Developed a 360-degree feedback instrument of political skill to be used in a leadership development program.

TECHNICAL REPORTS

* **Castille, C. M.** (2013). *ProfilesXT content validity report for the Acquisition Executive Sales (AES) positions* (Report No. 1). For CenturyLink, Inc., internal purposes.
* **Castille, C. M.,** & Ramsey, M. (2013). *What have we learned? A benchmarking study on selection practices within the telecommunications industry* (Report No. 1). For CenturyLink, Inc., internal purposes.
* **Castille, C. M.** (2012). *Executive summary of the graduate exit, alumni, and employer surveys for the Louisiana Tech Counseling and Guidance Program* (Report No. 2). For Counseling and Guidance Program purposes.

LICENSURES AND CERTIFICATIONS

* Introductory Reviewer Training (SIOP/CARMA)
* Mandatory training completed (all Nicholls State University faculty are required to complete)
  + [annual] Ethics Training (2017–present)
  + [annual] CPTP, Preventing Sexual Harassment (2017–present)
  + Defensive Driving Course (2017)

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (2009–present)

Academy of Management (2015–present)

Southern Management Association (2013–present)