

Curriculum Vitae

Sydney L. Reichin, M.A.

*Department of Psychology
North Carolina State University*

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ACADEMIC APPOINTMENTS

Aug 2024 – Present Assistant Professor, Psychology, North Carolina State University

EARNED DEGREES

- 2024 Ph.D. Industrial-Organizational Psychology, Pennsylvania State University
Minor: Research Methods
Dissertation: *A Person-Oriented Approach to the Implicit Motive to Aggress and the Explicit Trait of Aggression*
Chair: James LeBreton
Committee: Alicia Grandey, Kenneth Levy, Ashley Linden-Carmichael
- 2018 M.A. Psychology, Middle Tennessee State University
Concentration: Industrial and Organizational Psychology
Thesis: *Promotional Assessments: Factors Related to Score Changes at Retest*
Chair: Mark Frame
Committee: Alexander Jackson, Michael Hein
- 2015 B.A. Psychology, Quinnipiac University
Concentration: Industrial and Organizational Psychology

RESEARCH FOCUS

Workplace deviance; personality and individual differences; applied psychometrics and measurement; security, terrorism, and targeted violence

PEER REVIEWED PUBLICATIONS

8. Ciagala, K., **Reichin, S. L.**, Parsons, K., & Hunter, S. (In press). Security Culture: The neglected foundation of effective security. *Safety Science*.
7. **Reichin, S. L.**, Tarantino, D., & Meyer, R. (2023). Intentional response distortion during the COVID-19 pandemic. *International Journal of Selection and Assessment*. <https://doi.org/10.1111/ijsa.12432>
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), 27 – 36. <https://doi.org/10.25035/pad.2022.02.003>
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*, 37, 825 – 832. <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*, 71(2), 710 – 739. <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. <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. <http://dx.doi.org/10.1037/0000123-012>

OTHER PUBLICATIONS

1. Jackson, A. T., & **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

3. Ciagala, K., Parsons, K., **Reichin, S. L.**, & Hunter, S. (under review). Topic: Backfire effects of security measures in organizations.
2. **Reichin, S. L.**, Ciagala, K., Parsons, K., d'Amato, A. L., & Hunter, S. (under review). Topic: Applying lessons from I-O to improve the security workforce's evaluation of novel threats.
1. **Reichin, S. L.**, Parsons, K., Ciagala, K., & Hunter, S. (under review). Topic: Flexibility and accessibility of soft target vulnerability assessments.

MANUSCRIPTS IN PREPARATION

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 predicting misconduct 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.

RESEARCH FUNDING

CURRENTLY FUNDED GRANTS AND CONTRACTS

Role: Independent Contractor

Project: Allen, M. (PI), Kearns, E. (Co-PI), & **Reichin, S.** *Development and Validation of Assessment Tools for TVTP Outcome Assessment*

Source: Department of Homeland Security, Science & Technology (2024)

Status: Funded, \$672,893

PREVIOUSLY FUNDED GRANTS AND CONTRACTS

Role: Co-Investigator

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

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

Status: Funded, \$395,657

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

NOT FUNDED GRANTS AND CONTRACTS

Role: Principal Investigator

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

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

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)

HONORS AND AWARDS

2023 Graduate Exhibition Video Competition (3rd place of 60, \$100)
Pennsylvania State University, Graduate School

2023 RGSO Dissertation Support Competition Awardee (\$2,000)
Pennsylvania State University, College of Liberal Arts

2021 Outstanding Service Award
Pennsylvania State University, I-O Program

2020 - Mirian Graddick-Weir Summer Research Scholarship (\$3,000-\$4,200)
2022 Pennsylvania State University, I-O Program

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 (\$1,000)
Quinnipiac University
- 2014 Sarah Gilbert Endowed Scholarship Awardee (\$1,000)
Quinnipiac University

SYMPOSIA CHAIRED

- 5. Tarantino, D. M., & **Reichin, S. L.** (Co-Chairs) (April, 2023). Leveraging I-O psychology to improve law enforcement practices. Symposium presented at the 38th annual meeting for the Society for Industrial and Organizational Psychology, 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 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 accepted at the 35th annual meeting for the Society for Industrial and Organizational Psychology, Austin, TX, United States. (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, United States.

PAPER & ORAL PRESENTATIONS

- 14. **Reichin, S. L.**, Ciagala, K., Parsons, K., d'Amato, A. L., & Hunter, S. (July, 2024). Barriers to the Effective Evaluation of Novel Threats. In Lightning Talks. Lightning talk presented at the 4th International Behavioral and Social Sciences in Security Conference, St. Andrews, Scotland, UK.
- 13. Ciagala, K., **Reichin, S. L.**, Parsons, K., & Hunter, S. (June, 2024). Organizational Roles in Security Culture. In Lightning Talks: Novel Threat Assessment for Individuals, Organizations, and Their Events. Lightning talk presented at the 3rd annual ENVISION Conference, Omaha, NE, United States.
- 12. Moeller, A., Gonzalez, C., **Reichin, S. L.**, Min, H., & LeBreton, J. (April, 2023). Deep learning techniques to facilitate IO research. In Min, H. (Chair) & Putka, D. (Discussant). Applying Deep Learning Techniques to Answer Organizational Questions. Paper presented at the 38th annual meeting for the Society of Industrial and Organizational Psychology, Boston, MA, United States.

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., Galic, Z. (Co-Chairs), Lang, J. W. B. (Discussant). *Implicit Motive Research in I/O Psychology: New Findings and Developments*. Paper presented at the 38th annual meeting for the Society of Industrial and Organizational Psychology, Boston, MA, United States.
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., & **Reichin, S. L.** (Co-Chairs) (April, 2023). *Leveraging I-O Psychology to Improve Law Enforcement Practices*. Symposium presented at the 38th annual meeting for the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
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, United States.
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 accepted to the 20th annual European Association for Work and Organizational Psychology Congress, Glasgow, Scotland. (Conference canceled 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 accepted at the 35th annual meeting for the Society for Industrial and Organizational Psychology, Austin, TX, United States. (Conference canceled 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, United States.
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, United States.
1. **Reichin, S. L.**, Frame, M. C., Jackson, A. T., & Hein, M. (October, 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, United States.

INSTRUCTION

PHD LEVEL, NORTH CAROLINA STATE UNIVERSITY, PSYCHOLOGY DEPARTMENT:

PSY 764: Industrial Psychology (FA24)

UNDERGRADUATE LEVEL, PENNSYLVANIA STATE UNIVERSTIY, PSYCHOLOGY DEPARTMENT:

PSYCH 301: Basic Research Methods in Psychology (SP20, FA20, SP21, FA21)

SERVICE

SERVICE TO PROFESSIONAL SOCIETIES

Editorial Board Memberships:

Personnel Psychology, Book Review Editor

Ad Hoc Reviewer, Journals:

Personnel Assessment and Decisions

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

Mentorship:

Association for Psychological Science PSSC Student Mentor (2019)

Elected Student Representative:

The Research Methods Division of the Academy of Management Academy of Management (2019-2022)

PROFESSIONAL AFFILIATIONS

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

SERVICE TO PENNSYLVANIA STATE UNIVERSITY

Hiring Committee, Student Member (2019)

SERVICE TO MIDDLE TENNESSEE STATE UNIVERSITY

Society for Human Resources Management (SHRM) Chapter President (2017-2018)

APPLIED WORK APPOINTMENTS

Research Associate, NCITE (2023 – 2024)
Research Specialist, NCITE (2022 – 2023)
Ad Hoc Consultant, PSI (2019 – 2022)
Project Associate, Center for Organizational and Human Resource Effectiveness (2017 – 2018)

APPLIED PROJECTS

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