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Education

Ph.D. Industrial and Organizational Psychology, Bowling Green State University, 2016

M.A. Industrial and Organizational Psychology, Bowling Green State University, 2013

B.S. Psychology, Michigan State University, 2011

Employment

2022 - present, *Associate Professor*
Department of Psychology
Louisiana State University

2021 - Present, *I/O Psychology Program Director*
Department of Psychology
Louisiana State University

2016 - 2022, *Assistant Professor*
Department of Psychology
Louisiana State University

Scholarship

Research Interests

employee selection, risk taking at work, judgment and decision-making, job interviews, personality and individual differences

External Grant

2022 - 2027, PI, (Funded): CAREER: Understanding workplace risk taking behavior. *National Science Foundation*. \$430,000

2018 - 2023, Co-PI, (Funded): Louis Stokes Regional Center of Excellence: Center for Promotion of Academic Careers through Motivational Opportunities to Develop Emerging Leaders in STEM (LS-PAC MODELS). *National Science Foundation*. \$2,499,999

Peer-Reviewed Articles

Google Scholar: h-index = 12 | i10-index = 14 | Citations = 506

Research Gate: RG Score = 21.15 | Total Research Interest: 351.9

Underline denotes graduate advisee | ** denotes undergraduate advisee

1. Zhang, B., Luo, J., Zhang, S., Sun, T., & **Zhang, D.C.** (in press). Improving the statistical performance of oblique bifactor measurement and predictive models: An augmentation approach. *Structural Equation Modeling A Multidisciplinary Journal*
2. **Zhang, D.C.**, Barratt, C.L. & Smith, R.W. (in press). The Bright, Dark, and Grey Sides of Risk Takers at Work: Criterion Validity of Risk Propensity for Contextual Performance at Work. *Journal of Business and Psychology*
3. **Zhang, D.C.** & McCord J.L. (2023). Thats an interesting question! Oddball interview questions and organizational personality perceptions. *Personnel Assessment and Decisions*
4. **Zhang, D.C.** & Kausel, E.E., (2023). The illusion of validity: How effort inflates the perceived validity of interview questions. *European Journal of Work and Organizational Psychology*.
5. Highhouse, S., Wang, Y. & **Zhang, D.C.** (2022). Is Risk Propensity Unique from the Big Five Factors of Personality? A Meta-Analytic Investigation. *Journal of Research in Personality*
6. Bago, B., Aczel, B., Kekecs, Z., P. [and others, including **Zhang, D.C.**], Chartier, C. R (in press). Moral thinking across the world: Exploring the influence of personal force and intention in moral dilemma judgments. *Nature Human Behavior*
7. **Zhang, D.C.** (2022). Duck-sized horses or horse-sized ducks? Oddball Personality Questions are likable (but useless) for organizational recruitment, *Journal of Business and Psychology*.
8. Joseph, E.** & **Zhang, D.C.** (2021), Personality profile of risk takers: An examination of Big Five facets. *Journal of Individual Differences*.
9. **Zhang, D.C.** & Wang, Y. (2021) An empirical approach of identifying subject matter experts (SMEs) for the development of situational judgment tests. *Journal of Personnel Psychology*.
10. **Zhang, D.C.** & Wai, J. (2021) Malleability of statistical perception: Impact of validity presentation on college admission test policy preferences. *Collabra: Psychology*.
11. **Zhang, D.C.**, Smith, R. & Lobo, S (2020), Should you sign your reviews? Open peer-review and review quality, *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
12. **Zhang, D.C.** & Renshaw, T, (2020), Personality and college student subjective wellbeing: a domain specific approach. *Journal of Happiness Studies*. 21, 997-1014.
13. **Zhang, D.C.**, Zhu, X., Ritter, K.J. & Thiele, A. (2019), Telling stories to communicate the value of the pre-employment structured job interview. *International Journal of Selection and Assessment*. 27(4), 299-314.
14. **Zhang, D.C.** (2019), Turnover as decisions: How judgment and decision-making (JDM) research can inform turnover modeling, *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 12(3), 326-329.
15. **Zhang, D.C.**, Foster, G.C., & McKenna, M.G. (2019), Is the DOSPERT gender invariant? A psychometric test of gender invariance. *Journal of Behavioral Decision Making*. 32(2), 203-211.
16. **Zhang, D.C.**, Highhouse, S., & Nye. (2019), Development and validation of the general risk propensity scale (GRiPS). *Journal of Behavioral Decision Making*. 32(2), 152-167.
17. Highhouse, S., Nye, C.D., & **Zhang, D.C.** (2019), Dark motives and elective use of brainteaser interview questions. *Applied Psychology: An International Review*. 68(2), 311-340. ¹

¹Media appearance in The Guardian, New York Magazine, The Inc., Yahoo

18. Anderson, R.B., Leventhal, L.M., **Zhang, D.C.**, Fasko, D., Basehore, Z., Branch, J., Gamsby, C. & Patrick, T. (2019). Belief bias in assessing the Bayesian-rationality of others. *Judgment and Decision Making Journal*. 14(1).
19. Harman, J.L., **Zhang, D.C.**, & Greening, S.G. (2019), Basic Processes in Dynamic Decision Making: How experimental findings about risk, uncertainty, and emotion can contribute to police decision making. *Frontiers in Psychology*.
20. **Zhang, D.C.**, Highhouse, S., Brooks, M.E. & Zhang, Y. (2018), Communicating the validity of structured interviews with graphical visual aids. *International Journal of Selection and Assessment*. 26(2-4), 93-108. (Top 10 downloaded paper of 2018).
21. **Zhang, D.C.** (2018), Art of the sale: recommendations for sharing research with mainstream media and senior leaders, *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 11(4), 589-593.
22. **Zhang, D.C.** (2018), Understandability of alternative effect size statistics and development of a web-based calculator: Shiny-AESC. *Frontiers in Psychology*. 9, 1221.
23. Highhouse, S., Nye, C.D., & **Zhang, D.C.**, Rada, T.B. (2017), Structure of the DOSPERT: Is there evidence for a general risk factor, *Journal of Behavioral Decision Making*. 30(2), 400-407.
24. **Zhang, D.C.**, Highhouse, S., & Rada, T.B. (2016) Explaining sex differences on the Cognitive Reflection Test, *Personality and Individual Differences*. 101, 425-427.
25. Highhouse, S. & **Zhang, D.C.** (2015), The new fruit fly for applied psychological research, *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 8(2), 179-183.

Book Chapters

1. **Zhang, D.C.** & Highhouse, S. (2018) Judgment and Decision Making in the Workplace. In Anderson, Ones, Sinangil, & Viswesvaran (Eds.), *Handbook of Industrial, Work, and Organizational Psychology 2nd Edition*. Sage, CA
2. Wai J. & **Zhang, D.C.** (2022). Career and the gifted. To appear in Walsh, Flores, Hartung, Leong, & Savickas (Eds.), *Careers Psychology*. American Psychological Association, Washington, D.C

Other Articles

1. Castille, C., **Zhang, D.C.**, & Smith, R.W. (Oct, 2020), Opening Up: How Do I Conduct Peer Review With Open Science in Mind? *The Industrial and Organizational Psychologist*
2. Wai, J & **Zhang, D.C.** (Oct, 2019), Standardized tests remain the best way to fairly and equitably assess students, *Flypaper at Thomas B. Fordham Institute*
3. Wai, J & **Zhang, D.C.** (Oct, 2019), The Most Revealing Screen, *City Journal*
4. Litano, M., Collmus, A. & **Zhang, D.C.** (2018), Lost in translation: visually communicating validity evidence, *The Industrial and Organizational Psychologist*, 55(4).

Under Review

- Zhang, D.C.**, Matthews, R.A., Howard, G. & Cowley, T., Eliciting risk preferences: Is a single item enough? *Journal of Risk Research* (Under Review)

Chaired Sessions

1. Reeves, K. & **Zhang, D.C.** (2023). Theme Track: Developing Scientific Writing Skills for I/O Psychologists [Community of Interest]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. April, 2023
2. **Zhang, D.C.** & Thiele, A. "Employee Selection: Insights from Behavioral Decision Making", Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC. April, 2019
3. **Zhang, D.C.** & Doyle, B. "Decision-aid Aversion in Employee Selection", Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL. April, 2018

Panels

1. Billeaud, M.B., Thomas C.L., Burch, K.A., Castille, C.M., Cobb, H.R., **Zhang, D.C.**, & Rudolf, C. "Keeping Up with Open Science: Teaching, Self-Teaching, and Training on Open Science", Panelist. Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA. April, 2022
2. Mitchell, T., Thoroughgood, C., **Zhang, D.C.**, Oki, T., Campion, M., Jacobs, R. & Wright, C. "Horse-sized duck or duck-sized horses? Pros and cons of odd-ball interview questions", Panelist. Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC. April, 2019
3. Lortie, B., Rosett, C.M., Thoroughgood, C.N., Walvoord, A.A. & **Zhang, D.C.** "Can you hear me now? Good. Communicating Science Effectively", Panelist. Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL. April, 2018
4. Chaney, C.M., Costelloe, W., Flicker, R.M., & **Zhang, D.C.** "Current developments/issues in the practice of I-O psychology", Panelist. Louisiana Psychological Association Conference. Kenner, LA. June, 2017

Conference Presentations

1. McCord, J.L., **Zhang, D.C.**, & Burke, V.A. (2022). No risk, no reward: Examining the effects of risk propensity and gender on income growth [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. April, 2023
2. Stark, H. P., **Zhang, D. C.**, Burke, V., Dalal, D. K., Kerr, F.**, Marshall, R.**, Cowley, T. (2022). Experimentation in organizational psychology: A systematic review [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States. April, 2023
3. Cowley & **Zhang, D.C.** "Narcissism and risk taking for others", Poster presented at the Society for Judgment and Decision Making Conference, San Diego, CA. November, 2022
4. Stark, H & **Zhang, D.C.** "Predictive utility of risk profiles", Poster presented at the Society for Judgment and Decision Making Conference, San Diego, CA. November, 2022
Runner up for Best Student Poster, 2022
5. **Zhang, D.C.**, Barratt, C.L., & Smith, R.W. "Risk propensity as a common antecedent for OCBs and CWBs". To be presented at the Academy of Management Annual Meeting. 2021 (Virtual)

6. **Zhang, D.C.** "Horse-sized ducks or duck-sized horses? Applicant reactions to oddball questions". Poster to be presented at the Annual Meeting of the Society for Industrial and Organizational Psychology. 2021 (Virtual)
7. **Zhang, D.C.** & Matthews, R.A. "Measuring risk preference: Is a single item enough?". Poster presented at the Annual Conference of the Society for Judgment and Decision Making. November, 2020 (Virtual)
8. Babin, B.** & **Zhang, D.C.** "Does wishing lead to seeing? A direct replication of Balci & Dunning 2010", Poster presented at the Society for Judgment and Decision Making Conference, November, 2020 (Virtual)
9. Rizzuto, T, & **Zhang, D.C.** "The Role of Social Networks in Minority STEM Post-Graduate Persistence", Paper accepted at the Sunbelt Conference, Paris, France. July, 2020 (Cancelled)
10. **Zhang, D.C.** & Kausel, E.K. "Why do interviewers love their own questions? The role of labor, effort, and justification", in Decision-aid Aversion in Employee Selection. Symposium presented at the European Association for Work and Organizational Psychology Congress, Turin, Italy. June, 2019
11. **Zhang, D.C.** & Barratt, C.L. "Risk takers at work, the dark and light sides of employee risk taking", in Individual Differences in Risk Propensity in Organizations. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC. April, 2019
12. Kausel, E.K, Dalal, D.K. & **Zhang, D.C.** "Risk propensity amplifies the effect of low pay and low job satisfaction on turnover intentions", in Individual Differences in Risk Propensity in Organizations. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC. April, 2019
13. Wang, Y, **Zhang, D.C.**, Howald, N. & Highhouse, S "How distinctive is risk taking propensity from the Big Five?", in Individual Differences in Risk Propensity in Organizations. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Washington, DC. April, 2019
14. Joseph, E.** & **Zhang, D.C.** "The Distinctiveness of Risk-Taking from the Big Five Personality and its Narrow Facets ", Poster presented at the Society for Judgment and Decision Making Conference, New Orleans, November, 2018
15. McCord, J.L., & Doyle, B., & **Zhang, D.C.** "The Influence of Untraditional Interview Questions on Applicant Affective Reactions and Perceptions of Organizational Personality", Paper presented at the Louisiana Psychological Association Conference. Kenner, LA. May, 2018
16. **Zhang, D.C.** "Effect size presentation and confidence calibration: a Lens Modeling perspective", talk presented at the OK/JDM workshop, Manhattan, KS. April, 2018
17. **Zhang, D.C.** & Kausel, E.K. "Why do interviewers love their own questions? The role of labor, effort, and justification", in Decision-aid Aversion in Employee Selection. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL. April, 2018
18. **Zhang, D.C.** & Ritter, K.J "Are stories more persuasive than advice? Overcoming resistance against the structured interview with story-telling", in How Judgment and Decision-Making Research Can Inform Effective I/O Practice. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL. April, 2018.

19. **Zhang, D.C.**, McCord, J.L., & LeBlanc, A.** "Horse-sized duck or duck-sized horse? An examination of the utility of and applicant reaction to odd-ball pre-employment interview questions", Expert panel chaired at the Louisiana Psychological Association Conference. Kenner, LA. June, 2017
20. **Zhang, D.C.**, Zhang, Y., Highhouse, S., & Brooke, M.E. "Communicating the validity of structured interviews with Icon arrays", in Cross-fertilizing JDM and IOOB: Advances in Applied Judgment and Decision-Making. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA. April, 2016.
21. Barratt, C.L., **Zhang, D.C.**, Highhouse, S., & Brooks, M.E. "Risk-taking and depression: the combined effects on negative employee behavior". Poster to be presented at the 36rd Annual Conference of the Society for Judgment and Decision Making. Chicago, IL. November, 2015
22. **Zhang, D.C.**, Zhu, X., & Dalal, D.K. "Linking uncertainty dimensions to performance predictions during selection". Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA. April, 2015
Finalist for John Flanagan Student Contribution at SIOP, 2015
23. Zhang, Y., **Zhang, D.C.**, Highhouse, S., & Brooks, M.E. "The role of interactive visual-aids in communicating effect size statistics". Poster presented at the 35rd Annual Conference of the Society for Judgment and Decision Making. Long Island, CA. November, 2014
24. **Zhang, D.C.**, Highhouse, S., Petersen, & N., Rada, T. "The use of analogies to communicate advantages of structured interviews". Poster presented at the 35rd Annual Conference of the Society for Judgment and Decision Making. Long Island, CA. November, 2014
25. Anderson, R.B. & **Zhang, D.C.** "Large, significant group effects do not require reliable dependent measures". Poster presented at the 36th Annual Conference of the Cognitive Science Society. Quebec City, Canada. July, 2014.
26. Highhouse, S., Nye, C.D., **Zhang, D.C.**, & Rada, T. "Is there a general appetite for risk?", in New Findings in JDM & I-O Research: Understanding Individual Decision Making. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI. May, 2014.
27. Weinhardt, J.M., **Zhang, D.C.**, & Morse, B. "The importance of computational models in theory development and testing", in Newer and Lesser-used Methods in I-O Psychology. Symposium presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI. May, 2014.
28. Berger, J.L., Zickar, M.J., Khosravi, J.Y., **Zhang, D.C.**, & King, R. "Cybervetting: A common antecedents model". Poster presented at the Annual Meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI. May, 2014
29. **Zhang, D.C.**, Nye C.D., & Konik, K*."Effects of time pressure on faking". Poster presented at the 34rd Annual Conference of the Society for Judgment and Decision Making. Toronto, Canada. November, 2013.
30. **Zhang, D.C.**, & Anderson, R.B. "The effect of presentation mode on decoy effect". Poster presented at the 42nd Annual Meeting of the Society for Computers in Psychology. Minneapolis, MN. November, 2012.
31. **Zhang, D.C.**, Brooks, M.E. & Moracz, K. "If you cant make a decision, flip a coin". Poster presented at the 33rd Annual Conference of the Society for Judgment and Decision Making. Minneapolis, MN. November, 2012.

32. Anderson, R.B., **Zhang, D.C.** & Jaffee, S.D. "Sampling environment and the distribution of implicit and explicit subjective correlations". Poster presented at the 52nd Annual Meeting of Psychonomics Society. Seattle, WA. November, 2011.

Invited Talks

Zhang, D.C. "Playing with Fire: Understanding risk takers at work". Texas A&M University, 2023

Zhang, D.C. "Build'em or Buy'em. Implicit Talent Beliefs and HR Implementations". Wayne State University, 2022

Zhang, D.C. "Why do interviewers love their own questions? The role of labor, effort, and control". University of Albany, 2019

Zhang, D.C. "Quantifying mentorship effectiveness". LS-PAC Models Summer Workshop. Baton Rouge, LA, 2019

Honors and Awards

2022 - LSU Provost's Fund for Innovation in Research - Faculty Travel Program, \$1000

2021 - Reviewer of the Year, *Journal of Business and Psychology*

2017 - Manship Summer Research Fellowship, Louisiana State University. \$5000

2016 - Faculty & Junior Faculty Travel Grant Program, Louisiana State University. \$750

2015 - University Dissertation Fellowship, Bowling Green State University. \$12,500

2015 - Research Enhancement Award (REA), Bowling Green State University. \$750

2014 - Bonnie A. Sandman Award for overall performance in I-O psychology. \$2000

2014 - Michael Doherty I-O Research Fund: Encouraging JDM Research. \$500

2013 - I/O Academic Challenge Summer Fellowship, Bowling Green State University. \$500

2012 - Birnbaum Scholarship Award, Society for Computers in Psychology. \$50

2012 - Lowell Schipper Memorial Award, Bowling Green State University. \$500

2010 - Provost Undergraduate Research Initiative Award (PURI), Michigan State University. \$2000

Teaching

Psych 2700 - Statistical Methods I, *Bowling Green State University*

Psych 3050 - Intro to Personnel and Industrial Psychology, *Louisiana State University*

Psych 2000 - Intro to Psychology, *Louisiana State University*

Psych 2017 - Experimental Research Methods, *Louisiana State University*

Psych 3081 - Personality, *Louisiana State University*

Psych 7959 - Research Methods in Applied Psychology, *Louisiana State University*

Psych 7959 - Recruitment, *Louisiana State University*

Psych 7951 - Survey of Industrial Psychology, *Louisiana State University*

Service

Grant Panels

Panelist, National Science Foundation

Editorial Board

Journal of Behavioral Decision Making, 2019 - Present

Journal of Business and Psychology, 2020 - Present

International Journal of Selection and Assessment, 2021 - Present

Ad-hoc reviewer

Peer-reviewed Journals

Journal of Applied Psychology, Journal of Business and Psychology, Journal of Business Research, Journal of Occupational and Organizational Psychology, Journal of Behavioral Decision Making, International Journal of Selection and Assessment, Journal of Economic Psychology, Personnel Assessment Decisions, Journal of Research in Personality, Journal of Happiness Studies, Collabra: Psychology, Psychologist-Manager Journal, Journal of Neuroscience, Psychology, and Economics, Cognitive Processing, PLOS ONE, Evolutionary Psychology, Personality and Individual Differences, Analyses of Social Issues and Public Policy

Conferences

Society for Industrial and Organizational Psychology

Grants

Mitacs Accelerate

Professional Membership

2010-present - Society for Judgment and Decision Making (SJDM)

2011-present - Society of Industrial and Organizational Psychology (SIOP)

2021-2022 - Academy of Management (AOM)

2019-2020 - European Association for Work and Organizational Psychology (EAWOP)

Professional Service

2020-present - Member, Small Grant Awards Committee, SIOP

2023 - Panelist, Junior Faculty Consortium, SIOP

2020-2021 - Member, Open Science and Practice Committee, SIOP

2017-2020 - Member, Visibility Committee, SIOP

University Service

2023 - Tenure and Promotion Committee, Department of Management, Louisiana State University

2019 - HSS Manship Scholarship Reviewer, Louisiana State University

2017 - HSS Instructional Impact Fee Committee, Louisiana State University

Departmental Service

Louisiana State University

2023-Present - Psychology Undergraduate Advisor, Louisiana State University

2019-Present - Graduate Awards Committee, Louisiana State University

2018-Present - Curriculum Assessment Committee, Louisiana State University

2017-Present - Policy and Planning Committee, Louisiana State University

2019-2023 - Psi Chi LSU Chapter Faculty Adviser, Louisiana State University

2017-2020 - Committee on Diversity and Outreach in Psychology, Louisiana State University

2016, 2017, 2022 - Faculty Search Committee, Louisiana State University

Bowling Green State University

2013-2014 - Faculty Search Committee, Bowling Green State University

2013-2014 - I/O Area Graduate Student Representative, Bowling Green State University

2013 - Graduate Student Orientation Development Leader, Bowling Green State University

2013 - Psychology Graduate Students Act for Change Together, Bowling Green State University

Workshops

ORED Summer Workshop, Louisiana State University, 5/11/2021 - 5/26/2021

Computational Modeling, Jeff Vancouver, Bowling Green State University, 4/13/2012

Doing Bayesian Data Analysis, John Krushke, Michigan State University, 9/14/2012

Theses and Dissertations

Undergraduate Theses

Christopher Meyer (Chair), Louisiana State University, 2022

Erica Leonard (Chair), Louisiana State University, 2022

Elizabeth Joseph (Chair), Louisiana State University, 2019

Dominique Carr (Chair), Louisiana State University, 2019

Masters Theses

Katelyn Reeves (Chair), Louisiana State University, in progress

Hannah Perkins Stark, Louisiana State University, 2022

Tyler Cowley (Chair), Louisiana State University, 2022

Chelsea Hightower, Louisiana State University, 2019

Comprehensive Exam

Hannah Stark, Louisiana State University, 2023

Tyler Cowley, Louisiana State University, 2023

Gino Howard, Louisiana State University, 2021

Sydney Green, Louisiana State University, 2021

John-Luke McCord, Louisiana State University, 2018

Dissertation

Gino Howard (Chair), Louisiana State University, in progress

Chelsea Hightower (Chair), Louisiana State University, in progress

Sydney Green, Louisiana State University, in progress

John-Luke McCord (Chair), Louisiana State University, 2022

Undergraduate Advisees

Brynne Babin, Masters student in Social Work at Louisiana State University

Gaurangi Das, PhD student in I/O Psychology at Bowling Green State University

Sarah Graff, Masters student in I/O psychology at Middle Tennessee State University

Paige Resnick, Masters student in I/O Psychology at University of Texas: Arlington

Sidney Thomas, PhD student in I/O Psychology at Louisiana Tech University

Gabrielle Danna, PhD student in I/O Psychology at University of Albany

Kevin Sullivan, PhD student in I/O Psychology at Louisiana Tech University

ASPIRE Scholars

Elizabeth Joseph, PhD student in Experimental Psychology at Texas Christian University

Russell Marshall, PhD student in I/O Psychology at DePaul University

Colette Mouton