

Austin Lee Nichols, Ph.D.

Director of Research
 Connection Lab
 600 California Street
 San Francisco, CA 94108
 Email: Austin@ConnectionLab.com

Employment

- 2018- Position: Director of Research
 Organization: Connection Lab
 Location: San Francisco, CA
- 2018 Position: Organizational Psychologist
 Organization: National Business Research Institute
 Location: Remote
- 2017-18 Position: Consultant
 Organization: Luxembourg School of Business
 Location: Luxembourg City, Luxembourg
- 2016-17 Position: Director of Career Readiness Solution, Visiting Assistant Professor
 Institution: University of Central Florida
 Location: Orlando, FL USA
- 2015-16 Position: Associate Professor
 Institution: North South University, School of Business and Economics
 Location: Dhaka, Bangladesh
- 2014-15 Position: Assistant Professor (with accreditation “Profesor Titular de Universidad”)
 Institution: University of Navarra, School of Economics and Business
 Location: Pamplona, Spain
- 2013-14 Position: Assistant Professor
 Institution: Peking University, HSBC Business School
 Location: Shenzhen, China
- 2011-13 Position: Assistant Professor of Leadership and Organizational Behavior
 Institution: Euromed Management (currently KEDGE Business School)
 Location: Marseille, France

Education and Training

- 2016 Course: Interactive Distributive Learning
 Institution: University of Central Florida

Edlund, J. E., Heider, J. D., **Nichols, A. L.**, McCarthy, R. J., Wood, S. E., Scherer, C. R., Hartnett, J. L. & Walker, W. R. (in press). Sex differences in jealousy: The (lack of) influence of researcher theoretical perspective. *Journal of Social Psychology*, 158(5), 515-520.

McCarthy, R. J., Hartnett, J. L., Heider, J. D., Scherer, C. R. Wood, S. E., **Nichols, A. L.**, Edlund, J. E., & Walker, W. R.. (2018). An investigation of abstract construal on impression formation: A multi-lab replication of Mccarthy and Skowronski (2011). *International Review of Social Psychology*, 31(1), 15.

Nichols, A. L. (2016). What do people desire in their leaders? The effect of leadership experience on desired leadership traits. *Leadership & Organization Development Journal*, 37(5), 658-671.

Nichols, A. L., & Cottrell, C. A. (2015). Establishing vs. preserving impressions: Predicting success and confidence in the multiple audience problem. *International Journal of Psychology*, 50(6), 472–478.

Webster, G. D., DeWall, C. N., Pond, Jr., R. S., Deckman, T., Jonason, P. K., Le, B., **Nichols, A. L.**, Schember, T. O., Crysel, L. C., Crosier, B. S., Smith, C. V., Paddock, E. L., Nezelek, J. B., Kirkpatrick, L. A., Bryan, A. D., & Bator, R. J. (2015). The Brief Aggression Questionnaire: Structure, validity, reliability, and generalizability. *Journal of Personality Assessment*, 97(6), 638-649.

Nichols, A. L., & Edlund, J. E. (2015). Practicing what we preach (and sometimes study): Methodological issues in laboratory research. *Review of General Psychology*, 19(2), 191-202.

Nichols, A. L., & Webster, G. D. (2015). Designing a Brief Measure of Social Anxiety: Psychometric Support for a Three-Item Version of the Interaction Anxiousness Scale (IAS-3). *Personality and Individual Differences*, 79, 110-115.

Hughes, S., Lyddy, F., Kaplan, R., **Nichols, A. L.**, Miller, H., Saad, C., Dukes, K., & Lynch, A. (2015). Highly prevalent but not always persistent: Undergraduate and graduate students' misconceptions about psychology. *Teaching of Psychology*, 42, 34-42.

Alogna, V. K., Attaya, M. K., Aucoin, P., Bahník, S., Birch, S., ..., **Nichols, A. L.**, ..., & Zwaan, R. A. (2014). Registered Replication Report: Schooler & Engstler-Schooler (1990). *Perspectives on Psychological Science*, 9(5) 556–578.

Nichols, A. L., & Cottrell, C. A. (2014). What do people desire in their leaders? The role of leadership level on trait desirability. *The Leadership Quarterly*, 25, 711–729.

Nichols, A. L., & Webster, G. D. (2014). The single-item need for consistency scale. *Individual Differences Research*, 12(2), 50-58.

Edlund, J. E., **Nichols, A. L.**, Okdie, B. M., Guadagno, R. E., Eno, C. A., Heider, J. D., Hansen, E., Sagarin, B. J., Blackhart, G., Cottrell, C. A., & Wilcox, K. T. (2014). The prevalence and prevention of crosstalk: A multi-institutional study. *Journal of Social Psychology*, 154, 1-5.

Webster, G. D., DeWall, C. N., Pond, Jr., R. S., Deckman, T., Jonason, P. K., Le, B., **Nichols, A. L.**, Schember, T. O., Crysel, L. C., Crosier, B. S., Smith, C. V., Paddock, E. L., Nezlek, J. B., Kirkpatrick, L. A., Bryan, A. D., & Bator, R. J. (2014). The Brief Aggression Questionnaire: Psychometric and behavioral evidence for an efficient measure of trait aggression. *Aggressive Behavior*, *40*, 120-139.

Nichols, A. L. (2014). Actual vs. reported behavior: Increasing handwashing in public restrooms. *Swiss Journal of Psychology*, *73*(1), 41-46.

Nichols, A. L., & Webster, G. D. (2013). The single-item need to belong scale. *Personality and Individual Differences*, *55*, 189-192.

Nichols, A. L., Classen, S., McPeck, R. W., & Breiner, J. F. (2012). Does personality predict driving performance in middle and older age? An evidence-based literature review. *Traffic Injury Prevention*, *13*(2), 133-143.

McPeck, R. W., **Nichols, A. L.**, Classen, S., & Breiner, J. F. (2011). Bias in older adults' driving self-assessments: The role of personality. *Transportation Research Part F: Traffic Psychology and Behaviour*, *14*, 579-590.

Classen, S., **Nichols, A. L.**, McPeck, R., & Breiner, J. F. (2011). Personality as a predictor of driver performance: An exploratory study. *Transportation Research Part F: Traffic Psychology and Behaviour*, *14*, 381-389.

Cottrell, C. A., Richards, D. A. R., & **Nichols, A. L.** (2010). Predicting policy attitudes from general prejudice versus specific intergroup emotions. *Journal of Experimental Social Psychology*, *46*(2), 247-254.

Webster, G. D., **Nichols, A. L.**, & Schember, T. O. (2009). American psychology is becoming more international. *American Psychologist*, *64*(6), 566-568.

Nichols, A. L., & Maner, J. K. (2008). The good subject effect: Investigating participant demand characteristics. *Journal of General Psychology*, *135*, 151-165.

Horgas, A. L., Yoon, S. L., **Nichols, A. L.**, & Marsiske, M. (2008). The relationship between pain and functional disability in black and white older adults. *Research in Nursing and Health*, *31*(4), 341-354.

Horgas, A. L., **Nichols, A. L.**, Schapson, C. A., & Vietes, K. (2007). Assessing pain in persons with dementia: Relationships among the non-communicative patient's pain assessment instrument, self-report, and behavioral observations. *Pain Management Nursing*, *8*(2), 77-85.

Book:

Edlund, J. E. & **Nichols, A. L.** (in press). *Advanced Research Methods for the Social and Behavioral Sciences*. Cambridge, UK: Cambridge University Press.

Encyclopedia Entries:

Nichols, A. L. (in press). Self-presentation theory/impression management . In B. J. Carducci (Editor-in-Chief) & C. S. Nave (Vol. Ed.), *The Wiley-Blackwell encyclopedia of personality and individual differences: Vol. I. Models and theories*. Hoboken, NJ: John Wiley & Sons.

Nichols, A. L. & Pace, V. L. (in press). Facets of the Five Factor Model . In B. J. Carducci (Editor-in-Chief) & C. S. Nave (Vol. Ed.), *The Wiley-Blackwell encyclopedia of personality and individual differences: Vol. I. Models and theories*. Hoboken, NJ: John Wiley & Sons.

Nichols, A. L., & Cottrell, C. A. (2009). Deadbeat dads. In J. O'Brien (Ed.), *Encyclopedia of Gender and Society* (Vol. 1, pp. 184-185). Thousand Oaks, CA: Sage.

Other Published Works:

Webster, G. D., & **Nichols, A. L.** (2009, Spring). Trends and hot topics in personality and social psychology: An analysis of SPSP poster title words from 2005 and 2009. *Dialogue*, 24(1), 16-19.

Paper Presentations:**Conferences:**

Nichols, A. L. (2017, October). *Should Leaders Act (In)Consistently?* Presented at the 19th Annual Global Conference of the International Leadership Association, Brussels, Belgium.

Nichols, A. L., Hannebauer, V. (2016, November). *The Benefits and Detriments of Multiple Roles: Examining the Moderating Effect of Personality*. Presented at the International Leadership Association's 18th Annual Global Conference, Atlanta, GA, USA.

Nichols, A. L., Hannebauer, V. (2016, August). *When Do Multiple Roles Matter? The Moderating Effect of Personality*. Presented at the 2016 Academy of Management Annual Meeting, Anaheim, CA, USA.

Nichols, A. L., Wenzel, J. (2016, May). *Do Leaders' Personal Relationships Affect Subordinates' Leadership Perceptions? An Examination of Personal Ethical Behavior on Leadership Outcomes*. Presented at the 1st Interdisciplinary Perspectives on Leadership Symposium, Crete, Greece.

Nichols, A. L. (2015, October). *Gender Differences in Decision-Making: Examining the Role of Stereotype Threat*. Presented at the 17th Annual Global Conference of the International Leadership Association, Barcelona, Spain.

Nichols, A. L., & Hurst, C. (2015, August). *The Effect of Life Events on Intrinsic Motivation: The Mediating Role of State Core Self-Evaluations*. Presented at the 2015 Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.

- Nichols, A. L., & Hannebauer, V.** (2014, October). *Multiple Role Commitment, Satisfaction and Stress; The Moderating Effect of Personality*. Presented at the 10th European Conference on Management, Leadership and Governance, Zagreb, Croatia.
- Nichols, A. L., Edlund, J. E., Okdie, B. M., Guadagno, R. E., Eno, C. A., Heider, J. D., Hansen, E., Sagarin, B. J., Blackhart, G., Cottrell, C. A., & Wilcox, K. T.** (2013, November). *Predicting and Preventing Participant Crosstalk: A Multi-Institutional Investigation*. Presented at the Second International Conference on Emerging Research Paradigms in Business and Social Sciences, Dubai, UAE.
- Nichols, A. L., & Cottrell, C. A.** (2013, August). *What Do People Desire in Their Leaders? The Role of Leadership Level on Trait Desirability*. Presented at the 2013 Academy of Management Annual Meeting, Lake Buena Vista, FL, USA.
- Nichols, A. L.** (2013, April). *The effect of leader/follower stereotype threat on decision-making*. Presented at the 2013 annual meeting of the Society of Australasian Social Psychologists, Cairns, Australia.
- Nichols, A. L., & Webster, G. D.** (2013, April). *Consistent evidence for an efficient measure of preference for consistency: Validation and application of the single-item need for consistency scale (SIN-C)*. Presented at the 2013 annual meeting of the Society of Australasian Social Psychologists, Cairns, Australia.
- Nichols, A. L.** (2013, March). *Gender differences in financial decision-making: The moderating role of leader/follower stereotype threat*. Presented at the IABE-2013 Orlando: Winter Conference, Orlando, FL USA.
- Nichols, A. L., & Cottrell, C. A.** (2012, September). *Dominance versus cooperation: Does leadership experience affect the characteristics valued in other leaders?* Presented at the 13th International Academy of Management and Business Conference, Bali, Indonesia.
- Guadagno, R. E., Edlund, J. E., **Nichols, A. L.**, Sagarin, B. J., Heider, J. D., Hansen, E., Radd, J., Okdie, B. M., Eno, C. A., & Cottrell, C. A. (2011, November). *Participant crosstalk: A tale of four universities*. Presented at the 33rd Annual Meeting of the Society for Southeastern Social Psychologists, Johnson City, TN, USA.
- Nichols, A. L.** (2011, September). *Managing the multiple audience problem at work: The mediational effect of self-presentational success on leader trust*. Presented at the 2011 British Academy of Management Conference, Birmingham, England, UK.
- McPeck, R. W., Breiner, J., **Nichols, A. L.**, & Classen, S. (2011, August). *MBTI Step I/Step III results in relationship to bias in older adults' self-assessment of driving ability*. Presented at the Biennial International Conference of the Association for Psychological Type, San Francisco, CA, USA.

Nichols, A. L., Judge, T. A., & Klinger, R. L. (2011, August). *Core self-evaluations: A multilevel perspective*. Presented at the 2011 Academy of Management Annual Meeting, San Antonio, TX, USA.

Richards, D. A., **Nichols, A. L.,** & Cottrell, C. A. (2009, October). *Intergroup affect and social policies: Predicting attitudes from general and specific prejudice*. Presented at the 5th Annual Conference of the Social Sciences, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell, C. A. (2009, August). *Does trait importance differ across leadership level?* Presented at the 117th Annual American Psychological Association Convention, Toronto, ON, Canada.

Nichols, A. L., & Cottrell, C. A. (2009, April). *Does trait importance differ across leadership domains? An evolutionary perspective*. Presented at the 2009 Western Psychological Association Convention, Portland, OR, USA.

Nichols, A. L., & Cottrell C. A. (2009, February). *Conveying distinct impressions to different audiences simultaneously: Examining the moderators of success and confidence in the multiple audience problem*. Presented at the Graduate Student Council Research Forum, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell, C. A. (2009, February). *Investigating the multiple audience problem: What affects success?* Presented at the 10th Annual Society for Personality and Social Psychology Conference, Tampa, FL, USA.

Nichols, A. L., & Cottrell C. A. (2008, April). *The multiple audience problem: Or is it*. Presented at the Graduate Student Council Research Forum, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Maner J. K. (2006, April). *The good subject effect: Investigating participant demand characteristics*. Presented at the 1st Annual ACC Meeting of the Minds Conference, Clemson University, Clemson, SC, USA.

Invited Talks:

Nichols, A. L. (2017, February). *Leadership in the Context of the Multiple Audience Problem*. Presented to the Social Psychology area at the University of Florida, Gainesville, FL USA.

Nichols, A. L., & Cottrell, C. A. (2016, November). *What Do People Want in Their Leaders?* Presented to the Management Department at Nova Southeastern University, Ft. Lauderdale, FL USA.

Nichols, A. L., Cook, C. L., & Cottrell, C. A. (2016, February). *Do People Want the Same Thing in ALL of Their Leaders? The Effect of Leader Domain on Trait Desirability*. Presented to the Human Resource Management Group, School of Management, Lille, France.

Nichols, A. L., & Cottrell, C. A. (2013, October). *Desired Leadership Traits: Examining the Effect of Hierarchical Level on the Traits Individuals Desire in Leaders*. Presented to the Industry and Society Group, School of Economics and Business, University of Navarra, Pamplona, SPAIN.

Nichols, A. L. (2012, May). *Leader impression management: Implications for individual and group outcomes*. Presented to the Organizational Behavior group at Olin Business School, Washington University in St. Louis, St. Louis, MO, USA.

Nichols, A. L. (2012, March). *What the multiple audience problem means for leaders*. Presented to the Department of Organizational Behavior, University of Lausanne, Lausanne, Switzerland.

Nichols, A. L. (2011, January). *The importance of managing impressions as a leader*. Presented at Euromed Management, Marseille, France.

Nichols, A. L. (2011, January). *The importance of managing impressions as a leader*. Presented at the IESEG School of Management, Lille, France.

Nichols, A. L. (2010, October). *The importance of managing impressions as a leader*. Presented to the Department of Work Psychology, Aston University, Birmingham, England, UK.

Local Seminars:

Nichols, A. L. (2014, May). *Gender Differences in Decision-Making: The Effect of Group Role*. Presented to the Industry and Society Group, School of Economics and Business, University of Navarra, Pamplona, SPAIN.

Nichols, A. L., & Cottrell C. A. (2013, April). *What Do People Desire in Their Leaders? The Role of Leadership Level on Trait Desirability*. Presented to the Management Seminar Series, HSBC Business School, Peking University, Shenzhen, CHINA.

Nichols, A. L. (2010, February). *Managing the multiple audience problem: An everyday occurrence for leaders*. Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2009, September). *Does trait importance differ across leadership level?* Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2009, January). *The multiple audience problem: Considering situational and personality factors*. Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2008, September). *What do people desire in leaders? Examining trait importance across multiple domains: An evolutionary perspective on leadership*. Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2008, March). *The multiple audience problem: Or is it*. Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2007, April). *What do people desire in leaders?* Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Maner J. K. (2006, April). *The good subject effect: Investigating participant demand characteristics.* Presented at the Howard D. Baker Award Competition, Florida State University, Tallahassee, FL, USA.

Nichols, A. L., & Maner J. K. (2006, April). *Effects on demand: Investigating participant demand characteristics.* Presented at The Florida State University Honors in The Major Symposium, Florida State University, Tallahassee, FL, USA.

Poster Presentations:

Nichols, A. L., & Wenzel, J. (2014, October). *The Impact of Leader Ethics on Employee Outcomes: A Consideration of Work and Non-Work Ethical Behavior.* Poster presented at the 10th European Conference on Management, Leadership and Governance, Zagreb, Croatia.

Nichols, A. L. (2013, January). *The effect of leader stereotype threat on decision-making.* Poster presented at the 14th Annual Society for Personality and Social Psychology Conference, New Orleans, LA, USA.

Nichols, A. L. (2012, January). *Examining the multiple audience problem at work: A self-presentational approach to leadership.* Poster presented at the 13th Annual Society for Personality and Social Psychology Conference, San Diego, CA, USA.

Cook, C. L., Cottrell, C. A., **Nichols, A. L.**, & Richards, D. A. R. (2012, January). *A 'MAP' of gender differences in self-presentation: Do men and women experience different multiple audience problems?* Poster presented at the 13th Annual Society for Personality and Social Psychology Conference, San Diego, CA, USA.

Hughes, S., Dukes, K., Gabriel, C., Gomez, H., Kaplan, R., Lynch, A., **Nichols, A. L.**, & Lyddy, F. (2011, January). *Do graduate students really think straight about weird things?* Poster presented at the 12th Annual Society for Personality and Social Psychology Conference, San Antonio, TX, USA.

Cottrell, C. A., Richards, D. A. R., & **Nichols, A. L.** (2010, June). *Predicting policy attitudes from general prejudice versus specific intergroup emotions.* Poster presented at the biennial meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA, USA.

Nichols, A. L., & Cottrell, C. A. (2010, April). *Does leadership experience affect the characteristics valued in other leaders?* Poster presented at the 25th Annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA, USA.

Pattershall, J., Lin, H. L., **Nichols, A. L.**, Fortune, K., Milyavskaya, M., & Noll, N. (2010, January). *What graduate students want faculty to know.* Poster presented at the 11th Annual Society for Personality and Social Psychology Conference, Las Vegas, NV, USA.

Nichols, A. L., & Cottrell, C. A. (2010, January). *What traits do leaders value in other leaders? An examination of the effect of leadership experience on trait importance.* Poster presented at the 11th Annual Society for Personality and Social Psychology Conference, Las Vegas, NV, USA.

Nichols, A. L., & Cottrell, C. A. (2009, October). *Does trait importance differ across leadership level?* Poster presented at the 2009 Annual Meeting of the Society for Southeastern Social Psychologists, Ft. Myers, FL, USA.

Nichols, A. L., & Cottrell, C. A. (2009, August). *Exploring the multiple audience problem: What affects success and confidence?* Poster presented at the 117th Annual American Psychological Association Convention, Toronto, Canada.

Nichols, A. L., & Cottrell, C. A. (2009, February). *What affects trait importance? An evolutionary examination of leadership across domains.* Poster presented at the 7th Annual Society for Personality and Social Psychology Evolutionary Psychology Preconference, Tampa, FL, USA.

Nichols, A. L., & Cottrell, C. A. (2008, October). *What do people desire in leaders?* Poster presented at the 2008 Annual Meeting of the Society for Southeastern Social Psychologists, Greenville, SC, USA.

Nichols, A. L., & Cottrell, C. A. (2008, February). *The multiple audience problem: Considering personality and situational factors.* Poster presented at the 9th Annual Society for Personality and Social Psychology Conference, Albuquerque, NM, USA.

Nichols, A. L., & Maner J. K. (2007, January). *The good subject effect: Investigating participant demand characteristics.* Poster presented at the 8th Annual Society for Personality and Social Psychology Conference, Memphis, TN, USA.

Nichols, A. L., & Maner J. K. (2006, November). *The good subject effect: Investigating participant demand characteristics.* Poster presented at the 2006 Annual Meeting of the Society for Southeastern Social Psychologists, Knoxville, TN, USA.

Horgas, A. L., Yoon, S., & **Nichols, A. L.** (2006, May). *The effect of pain on functional limitations in older adults: Does race matter?* Poster presented at the 5th Annual Pain Research Day, Comprehensive Center for Pain Research, University of Florida, Gainesville, FL.

Funding (Total = \$11,400):

University of Florida M.S. in Management Scholarship, January 2010 - \$2500.

University of Florida Graduate School Travel Grant (Total = \$600), February 2009 - \$300, January 2010 - \$300.

University of Florida College of Liberal Arts and Sciences Travel Grant (Total = \$450), February 2009 - \$200, January 2010 - \$250.

University of Florida Department of Psychology Travel Grant (Total = \$800), January 2007 - \$200, February 2008 - \$200, February 2009 - \$200, August 2009 - \$50, January 2010 - \$150.

University of Florida Graduate Student Council Travel Grant (Total = \$750), November 2006 - \$250, February 2008 - \$250, August 2009 - \$250.

APA Travel Grant, August 2009 - \$300.

University of Florida Grinter Fellowship, 2006-2009 - \$6000.

Awards:

Dean Citation Paper Award, October 2012, College of Public Health and Health Professions, University of Florida.

Isabel Briggs Myers Memorial Research Award “for excellence in psychological type research”, August 2011.

Pioneer Psychology Faculty Fund Award, April 2010, Department of Psychology, University of Florida.

Psi Chi/Allyn & Bacon Award for Best Overall Empirical Study, 2nd Place, June 2006.

Howard D. Baker Award for Best Undergraduate Research, 1st Runner-up, April 2006, Department of Psychology, Florida State University.

Teaching

Classes Taught:

Executive Education:

Managing Crisis, Luxembourg School of Business, 2017.

Personal Leadership, Luxembourg School of Business, 2017.

Change Management, Luxembourg School of Business, 2017.

Graduate:

Advanced Research Methods (Ph.D.): University of Central Florida, Fall 2016.

Advanced Social Psychology (M.S.): University of Central Florida, Spring 2017.

Advanced Social Psychology (Ph.D.): University of Central Florida, Fall 2016.

Leadership (MBA): University of Florida, Spring 2011.

Management and Organizational Behavior (MBA): North South University, Fall 2015-Spring 2016.

Organizational Behavior (M.S.): University of Florida, Fall 2010; Peking University HSBC Business School, Fall 2013.

Research Topics in Leadership (M.S.): Peking University HSBC Business School, Spring 2013.

Undergraduate:

Business Psychology: University of Florida, Summer 2010.

General Psychology (Laboratory Instructor): Florida State University, Spring 2004. Advisor: Dianne M. Tice, Ph.D.

General Psychology: University of Florida, Summer 2008-Summer 2009.

Leadership: University of Florida, Fall 2010-Spring 2011.

Negotiation: University of Navarra, Spring 2015.

Organizational Behavior: Euromed Management, Fall 2011; Zagreb School of Economics and Management, Fall 2017.

Principles of Business Administration: University of Navarra, Spring 2014.

Probability and Statistics II: University of Navarra, Spring 2015.

Research Methods in Social Psychology (Laboratory Instructor): University of Florida, Fall 2007-Spring 2008. Advisors: Catherine A. Cottrell, Ph.D. & Barry R. Schlenker, Ph.D.

Social Psychology: University of Florida, Fall 2009-Spring 2010; Zagreb School of Economics and Management, Fall 2017.

Social Psychology (online): University of Central Florida, Spring 2017.

Statistics in Psychology: University of Phoenix, 2009-2010.

Award:

Pearson Outstanding Graduate Student Teaching Award, April 2009, University of Florida Department of Psychology.

Professional Service

Student Mentoring:

Graduate:

Stefanos Kalogirou, Doctoral Dissertation Committee, EMLYON Business School, 2011-.

Vicky Hannebauer, Master's Thesis Chair, Peking University HSBC Business School, 2013-2014.

Arvy Harahap, Master's Thesis Chair, Peking University HSBC Business School, 2013-2014.

Jacob Wenzel, Master's Thesis Chair, Peking University HSBC Business School, 2013-2014.

Undergraduate:

Jorge Benitez Velázquez, Final Project Supervisor, University of Navarra, 2014-2015.

Maria Jose Diaz Duran, Final Project Supervisor, University of Navarra, 2014-2015.

Alvaro Blanco Ávila, Final Project Supervisor, University of Navarra, 2014-2015.

Maria Gabriela Alvarez, Undergraduate Honors Committee Chair, University of Florida, 2010-2011.

Esther Benchimol, Undergraduate Honors Committee, University of Florida, 2010.

Journal Reviewing:

Senior Editor: *Europe's Journal of Psychology*

Editorial Board: *Academia.edu, Journal of Managerial Psychology, Open Journal of Leadership*

Ad-Hoc: *Basic and Applied Social Psychology, Comprehensive Psychology, British Journal of Health Psychology, Europe's Journal of Psychology, European Journal of Social Psychology, Group Processes and Intergroup Relations, Human Performance, Innovative Teaching, International Journal of Psychology, Journal of Advertising, Journal of Experimental Social Psychology, Journal of Managerial Psychology, Journal of Personality Assessment, Leadership, Leadership and Organizational Development Journal, Personnel Review, PLOS One, The Leadership Quarterly*

Conference Reviewing:

Academy of Management, British Academy of Management, European Academy of Management, Society for Industrial and Organizational Psychology, Southern Management Association

Other Reviewing:**National Science Foundation Division of Behavioral and Cognitive Sciences****Other Service:****Society for Industrial and Organizational Psychology, Award Committee Member, 2014-present****European Academy of Management, Track Co-Chair, 2012****Society for Personality and Social Psychology, Undergraduate Mentor, 2012-present****Society for Personality and Social Psychology, Preconference Co-Chair, 2010****University of Florida Psychology Advisory Board, 2009-2010****University of Florida Psychology Graduate Student Organization, Treasurer, 2009-2010****Society for Personality and Social Psychology Graduate Student Committee, President, 2009-2010;
Past President, 2010-2011****University of Florida Psychology Graduate Student Advisory Board, 2008-2010; Chair, 2009-2010****University of Florida Department of Psychology Dissertation Award Committee, 2009****University of Florida Department of Psychology Staff Award Committee, 2009****Association for Psychological Science, Campus Representative, 2006-2007****Awards:****Reviewer of the Year, International Journal of Psychology, 2017****Outstanding Reviewer Award, Academy of Management Annual Convention, OB Division, 2011****Professional Memberships:****Academy of Management, American Psychological Association, Association for Psychological Science, International Leadership Association, Society for Industrial and Organizational Psychology, Society for Personality and Social Psychology**