

## **Jessica A. Gladfelter, M.S.**

### **Education:**

Industrial Organizational psychology PhD Candidate, Virginia Tech, anticipated graduation Spring 2020  
B.S. Spring 2015, Roanoke College  
Major: Psychology  
M.S. in Psychology Fall 2017, Virginia Tech  
RC Psychology GPA: 4.00  
Current Virginia Tech GPA (through Spring 2018): 3.91

### **Publications**

Acton, B., Foti, R., Lord, R., & **Gladfelter, J.** (2018). Putting emergence back in leadership emergence: A dynamic, multilevel, process-oriented framework. *The Leadership Quarterly Yearly Review*

**Gladfelter, J.** & Friedman, D. (2014). Texting during Homework: The millennial generation's ability to thrive despite constant technological interruptions. *The Journal of Psychology and Behavioral Science*, 2, 39-50.

### **Professional Publications**

**Gladfelter J.** & Mosier, D. (2014). Identifying pre-attack indicators for special events. *Domestic Preparedness Journal*, 10, 14-15.

Mosier, D. & **Gladfelter, J.** (2014). Protect your church from domestic disputes. *Church Executive*, web-exclusive <http://churchexecutive.com/archives/web-exclusive-when-their-problems-become-your-problems>

**Gladfelter, J.** & Mosier, D. (2014). See something, say something? *Church Executive*, web-exclusive <http://churchexecutive.com/archives/web-exclusive-see-something-say-something>

### **Professional Experience**

**Graduate Teaching Assistant, Department of Psychology**, Principles of Psychological Research, Virginia Tech, Fall 2018- present.

**Graduate Assistant Data Analyst, Office of Assessment and Evaluation**, Virginia Tech, Fall 2016-August 2018

**SONA Administrator**, Virginia Tech, Fall 2016-Summer 2017

**Graduate Teaching Assistant, Department of Psychology**, Virginia Tech, Fall 2015-Spring 2016

**Liebman Grant Hire** Roanoke College, July 2014-April 2015

**Head Psychology Student Assistant**, Roanoke College, Fall 2014-Spring 2015

**HS-STEM Intern**, Homeland Security Studies and Analysis Institute, May 12 2014- July 19<sup>th</sup> 2014

**Psychology Student Assistant**, Roanoke College, Spring 2014 to Spring 2015

**Lab manager**, Roanoke College, Fall 2013 to present

**Summer Scholars Researcher**, Roanoke College, June- July 2013

**Research assistant**, Roanoke College, Fall 2011 to Spring 2015

**IMPULSE Review Member**, Roanoke College, Summer 2013 to Spring 2015

**Independent Study**, Roanoke College, Fall 2013 to Spring 2015

**Research Practicum**, Roanoke College, year of 2012

### **Software knowledge**

- SPSS
- MPlus
- Lisrel
- JMP
- R
- NVivo
- IRTPro
- HLM
- Microsoft programs (powerpoint, excel, word)

### **Research Presentations**

**Gladfelter, J.**, Burns, D., Hauenstein, N. M. A. (2019) Promoting a Focus on Preventing Poor Measurement: Examining the GRFQ and RFQ. Poster to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

**Gladfelter J.** & Hauenstein, N. M. A. (2019, April) Regulatory Fit and a Selection Task: Examining Fit Sensitivity and Task Performance. Poster to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Abraham, E., Sturdivant, M. S., **Gladfelter, J.**, Hauenstein, N. M. A. (2019, April). Using SJT to Measure Gender Privilege through Microaggressions. In Hauenstein, N. M. A. (Chair), *Advances in Measuring Gender Bias*. Symposium to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

**Gladfelter, J.**, Abraham, E., Sturdivant, M. S., Hauenstein, N. M. A. (2019, April). Development and Validation of a Situational Judgement Test to Measure Racial Attitudes. In Reichin, S. L., Frame, M. C. (Co-Chairs), *Science, not stamps: Unitarian perspectives of validating situational judgment tests*. Symposium to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Sturdivant, M. S., **Gladfelter, J.**, Abraham, E., Hauenstein, N. M. A. (2019, April). Measuring Social Privilege Attitudes: Diversity Engagement Test (DivET) Validation. In Hauenstein, N. M. A. (Chair), *Current Research on the Measurement of Diversity-Related Constructs*, Symposium to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Sturdivant, M. S., **Gladfelter, J.**, Abraham, E., Hauenstein, N. M. A. (2019, April). Charisma and Destructive Leadership: Election Effects on Racial Attitudes. Poster to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.

Sturdivant, M. S., **Gladfelter, J. A.**, Abraham, E., Hauenstein, N. M. A. (2019, February). Charisma and

Destructive Leadership: Election Effects on Racial Attitudes. Research to be presented at the Leading Change Inaugural Conference 2019: Interdisciplinary Perspectives in Leadership Studies at James Madison University, Harrisonburg, VA.

**Gladfelter, J. A.**, Abraham, E., Sturdivant, M. S., Hauenstein, N. M. A. (2018, March). The Trump Effect: A Natural Experiment on Racist Attitudes. Conference paper presented at the ASPECT Conference 2018: Doing Interdisciplinary at Virginia Tech, Blacksburg, VA

Roediger, M., Coyle, P., Shah, Y. **Gladfelter, J.**, Burns, D. & Foti, R. (Spring 2017). Examining Leader and Follower Characteristics: Large Student and Work Samples. SIOP Annual Conference, Orlando, Florida.

Hauenstein, N., Sturdivant, M., **Gladfelter, J.** & Yibass, S. (Spring 2017). Using SJT to Measure Racism/White Privilege as Behavioral Intentions. SIOP Annual Conference, Orlando, Florida.

**Gladfelter, J.A.** & Friedman, D.R. (March 2016). Texting During Homework: Impacts on Reading and Writing, Poster. SRA Biennial Meeting to be held March 31 - April 2, 2016 in Baltimore, Maryland at the Hilton Baltimore Hotel.

Friedman, D.R. & **Gladfelter, J.** (2015, May). Teaching & learning in the research lab: Engaging students via first-hand experience. Interactive session to be conducted at the UVA Pedagogy Summit in Charlottesville, VA.

Friedman, D.R., **Gladfelter, J.**, Dorrance, S., Wright, B., Miesen, C.A., Roberts, A., McKnight, M., Holt, K., Yoke, C., Hobby, A., Hudson, M., & Nicolas, S. (2015, May). Recognizing the rewards and challenges of EA technology use and responding effectively. In D.R. Friedman (*Chair*), Technology use in emerging adulthood: Examining the pros and cons. Symposium conducted at Association for Psychological Science. New York City, NY.

**Gladfelter, J.A.**, Friedman, D.R., Yoke, C., Boudrye, J., Holt, K., Slater, M., Cook, C., McKnight-Forbes, M., Galluch, P., Donohue, N., Munro, S., Dulaney, C., Schwarcz, L., Taylor, A., Bramhall, T., Gueye, A., Johns, A., Powell, C., & Schwabe, L. (2015, May). Understanding the impact of technology use on academic performance in emerging adults. In D.R. Friedman (*Chair*), Technology use in emerging adulthood: Examining the pros and cons. Symposium conducted at Association for Psychological Science. New York City, NY.

**Gladfelter, J.**, Kohlhaas, P. & Friedman, D.R. (2015, May). What a Boss Wants: Examining Technological Expectations for Millennials in the Workplace. Poster to be presented at Association for Psychological Science. New York City, NY.

**Gladfelter, J.** & Friedman, D.R. (2015, May). Techno-Interruptions: Are Emerging Adults Adapting? Poster to be presented at Association for Psychological Science. New York City, NY.

**Gladfelter, J.**, Sparangna, K., Cash, B., Sumbs, A. Buchholz, C. (2014, October). Attractiveness in the Job Market: Can Attractiveness Outweigh Unconventional Body Modifications? Poster presentation at Mid-Atlantic Regional Conference for Undergraduate Studies in Sweet Briar, Virginia.

**Gladfelter, J.** & Friedman, D.R. (2014, August). Texting during homework: Does it really hamper learning? Poster presented at the American Psychological Association in Washington, DC

**Gladfelter, J.,** Sparangna, K., Cash, B., Sumbs, A. Buchholz, C. (2014, April) Attractiveness in the Job Market: Can Attractiveness Outweigh Unconventional Body Modifications? Poster presented at Psychology Poser session at Roanoke College Salem, Va

**Gladfelter, J. & Friedman, D.R.** (2014, March) Are Texting Distractions Always Bad? Texting, Self-regulation, and GPA. Paper Presentation at Alpha Chi's National Convention in St. Louis, MO

**Gladfelter, J. & Friedman, D.** (Fall 2013). Texting: The Socially Reinforcing Techno-interruption for College Students. Poster presented at Roanoke College's parent's weekend research conference.

**Gladfelter, J, Reis, S., Kennedy, L., Griffith, B., & Ellison, S.** (Spring 2013) Measuring group dynamics: the qualities of a successful group. Poster presented at Roanoke College.

Newman, A., **Gladfelter, J., & Friedman, D.** (2013, May). Intimacy and texting: An examination of best friend relationships. Poster presented at the Association for Psychological Science, Washington DC.

**Gladfelter, J.,** Newman, A., & Friedman, D. (2012, October). An examination of texting in friendships. Presentation at Mid-Atlantic Regional Conference for Undergraduate Studies in Sweet Briar, Virginia.

### **Professional Talks**

Gladfelter, J. (Spring, 2016). An introduction and Basics to Nvivo. VT Hackathon, Torgeson.

### **Service**

I/O Graduate area representative, Fall 2017-Spring 2018

Psychology Graduate Student Assemble Representative, Fall 2017-Spring 2017

Academic Graduate Mentor

### **Awards / Honors**

**Bittle Scholarship** (full tuition, 2011-present)

**Dean's list** (2011-present)

**Alpha Lambda Delta-Freshman Honors Fraternity** (2011-present)

**National Society of Leadership and Success** (2012-present)

**Roanoke College's Psi Chi chapter** (inducted 2013 spring)

**Roanoke College's Alpha Chi chapter** (inducted 2013 fall)

**Omicron Delta Kappa Member** (Inducted Spring 2014)

**Psi Chi Achievement Award at Roanoke College** (Spring 2014 and Spring 2015)

**Outstanding Junior Psychology Major at Roanoke College** (Spring 2014)

**Phi Beta Kappa** (Fall 2014)

**Karl W. Beck Memorial Prize** (Spring 2015)

**Psychology Senior Scholar** (Spring 2015)

**Curt. C. Camac Student Research Award** (Spring 2015)

**Positions Held**

**President of the RC Psychology Association** (2013 spring and fall semester)

**Vice President of the RC Psychology Association** (2014 spring and fall semester)

**President of RC chapter of Psi Chi** (Fall 2014-Spring 2015)

**Head Psychology Student Assistant** (Fall 2014-Spring 2015)

**Chair of Psi Chi's Social Committee** (Fall 2015-Spring 2015)