

# Sydney L. Reichin, Ph.D.

## Curriculum Vitae

North Carolina State University  
Department of Psychology  
Raleigh, NC 27695

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### EDUCATION

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2018 - 2024      Ph.D. in Industrial-Organizational Psychology  
                         Pennsylvania State University  
                         Dissertation: *A person-oriented approach to the study of the implicit motive to aggress and the explicit trait of aggression*

2016 - 2018      M.A. in Industrial-Organizational Psychology  
                         Middle Tennessee State University

2011 - 2015      B.A. in Psychology  
                         Quinnipiac University

### ACADEMIC APPOINTMENTS

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2024 – present      **Assistant Professor**, North Carolina State University, Department of Psychology

### HONORS AND AWARDS

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#### Research Awards

2023    *3rd place Graduate Exhibition Video*, Pennsylvania State University, The Graduate School  
2023    *Dissertation Support Competition Awardee*, Pennsylvania State University, College of Liberal Arts  
2020    *Mirian Graddick-Weir Summer Research Scholarship*, Pennsylvania State University, I-O Program  
2021    *Mirian Graddick-Weir Summer Research Scholarship*, Pennsylvania State University, I-O Program  
2020    *Mirian Graddick-Weir Summer Research Scholarship*, Pennsylvania State University, I-O Program

#### Service Awards

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

#### Additional Awards

2018    *Outstanding Graduate Student Award*, Middle Tennessee State University, Psychology Department  
2018    *Outstanding Graduate Student Award*, Middle Tennessee State University, I-O Psychology Program

### RESEARCH GRANTS AND AWARDS

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#### Currently Funded

Principal Investigator      **70RSAT24FR0000098**  
08/24 - 08/26      *Holistic Soft Target Risk Assessment*  
\$125,000      Department of Homeland Security

#### Past Funding

Consultant      **24STFRG00028**  
06/24 - 04/25      *Development of Assessment Tools for TVTP Outcome Assessment*  
\$672,893      Department of Homeland Security  
**Note:** Funding was terminated by the Department of Government Efficiency (DOGE) under a standard federal "Termination for Convenience" clause.

## PUBLICATIONS

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### **Peer-Reviewed Manuscripts (9 total)**

**Reichin, S. L.**, Parsons, K., Ciagala, K., & Hunter, S. (2025). Recommendations for Assessing Vulnerabilities in Soft Targets and Crowded Places. *Studies in Conflict and Terrorism*.  
<https://doi.org/10.1080/1057610X.2025.2488285>

Ciagala, K., **Reichin, S. L.**, Parsons, K., & Hunter, S. (2024). Security Culture: The neglected foundation of effective security. *Safety Science*. <https://doi.org/10.1016/j.ssci.2024.106518>

**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/ijisa.12432>

**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>

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>

**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>

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>

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>

**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**

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>

### **Technical Reports**

**Reichin, S. L.**, Benda, A. N., Peters, J. C., Elson, J., & Hunter, S. T. (In press). Holistic Soft Target Risk Assessment Engine: Risk Assessment Literature Review.

**Reichin, S. L.**, Parsons, K., Ciagala, K., and Hunter, S. T. (2024). Summary Report: Examining Soft Target Vulnerability Assessments. *Reports, Projects, and Research*. 114.  
<https://digitalcommons.unomaha.edu/ncitereportsresearch/114/>

Allen, M., Walker, A., Arreola, N. J., Cook, D., Jones, J., Jurkiewicz, A., Kennedy, C., Maas, C., Pleggenhuhle-Miles, E. G., **Reichin, S.**, Turner, N., Ward, E., & Wonderlich, J. (2024). TVTP Grant Program Formative and Outcome Evaluation Report. *Reports, Projects, and Research*. 106.  
<https://digitalcommons.unomaha.edu/ncitereportsresearch/106>

Hunter, S., Parsons, K., Ciagala, K., **Reichin, S. L.**, Allen, M. T., Kearns, E. M., Doctor, A. C. , and Elson, J. (2024). Overview of Threat and Risk Assessment Measurement: A State of the Science Review. *Reports, Projects, and Research*. 84. <https://digitalcommons.unomaha.edu/ncitereportsresearch/84>

Hesterman, J., Hunter, S. T., Parsons, K., Ciagala, K., & **Reichin, S. L.** (2024). Soft Target Security: Examining the Need and Readiness for Sector-Specific Standards. *Reports, Projects, and Research*. <https://digitalcommons.unomaha.edu/ncitereportsresearch/>

### **Book Reviews**

Jackson, A. T. and **Reichin, S. L.** (2018). Book Review: Superforecasting: The art and science of prediction. *Personnel Psychology*, 71, 292-295. <https://doi.org/10.1111/peps.12272>

### **Manuscripts In Revision**

Ciagala, K., Parsons, K., **Reichin, S. L.**, & Hunter, S. (in revision). Topic: Backfire effects of security measures in organizations.

**Reichin, S. L.**, Ciagala, K., Parsons, K., d'Amato, A. L., & Hunter, S. (in revision). Topic: Applying lessons from I-O to improve the security workforce's evaluation of novel threats.

### **Manuscripts In Prep**

Boira Lopez, A., Vitro, C., **Reichin, S. L.**, Allen, M., & Kearns, E. N. Topic: Development of a Situational judgment test for threat assessment in K-12 schools.

Boira Lopez, A., **Reichin, S. L.**, Vitro, C., Allen, M., & Kearns, E. N. Topic: Development of a Situational judgment test for threat assessment in private sector organizations.

LeBreton, J. M., **Reichin, S. L.**, Neely, B. H., Cortina, J., & Aguinis, H. Topic: A review of measurement best practices.

**Reichin, S. L.**, Benda, A., Peters, J., Heldridge, J., Elson, J., & Hunter, S. Topic: Development of a holistic risk assessment for K-12 schools.

**Reichin, S. L.**, Peters, J., & Cribari, L. Topic: Feasibility of Pareto optimization to balance well-being and performance outcomes in Human Resource Managers.

**Reichin, S. L.**, Peters, J., Haas, T., & Melendez, T. Topic: The impact of workplace violence prevention plans in healthcare settings.

**Reichin, S. L.**, Vitro, C., , Allen, M., & Kearns, E. N. Topic: Development of a Conditional Reasoning Test for Targeted Violence.

**Reichin, S. L.**, Wang, Y., Moeller, A. N., Manning, C. E., Levy, K. N., and LeBreton, J. M. (in prep). Topic: A review and research agenda of the implicit need for achievement.

### **CONFERENCE PRESENTATIONS**

#### **Chaired Research Symposia**

Tarantino, D. M., & **Reichin, S. L.** (Co-Chairs) (April, 2023). Leveraging I-O psychology to improve law enforcement practices. Symposium presented at the 38<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, Boston, MA, United States.

**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 36<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, Virtual.

**Reichin, S. L.** (August, 2020). Person centered approaches in management: Methodological insights and substantive examples. Symposium presented to the 80<sup>th</sup> annual meeting of the Academy of Management, Virtual.

**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)

**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.

### **Research Paper Presentations**

**Reichin, S. L., Ciagala, K., Parsons, K., d'Amato, A. L., & Hunter, S.** (April, 2025). The Impact of Novelty, Likelihood, Fear, and Repeated Exposure on Threat Evaluation, d'Amato, A. L. & Hunter, S. (Co-Chairs). Dangerous minds: Unveiling novel threats and evaluating harmful ideas". Paper presented at the 40th annual meeting for the Society of Industrial and Organizational Psychology, Denver, CO, United States.

Ciagala, K., **Reichin, S. L.,** Parsons, K., & Hunter, S. (April, 2025). Psychological Safety's Impact on the Dismissal of Novel Threats. d'Amato, A. L. & Hunter, S. (Co-Chairs). Dangerous minds: Unveiling novel threats and evaluating harmful ideas". Paper presented at the 40th annual meeting for the Society of Industrial and Organizational Psychology, Denver, CO, United States.

**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.

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.

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.

**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 38<sup>th</sup> annual meeting for the Society of Industrial and Organizational Psychology, Boston, MA, United States.

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 38<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

**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.

**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 20<sup>th</sup> annual European Association for Work and Organizational Psychology Congress, Glasgow, Scotland. (Conference canceled due to COVID-19)

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 36<sup>th</sup> annual meeting for the Society of Industrial and Organizational Psychology, Virtual.

**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 80<sup>th</sup> annual meeting of the Academy of Management, Virtual. \*indicates equal contribution

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 80<sup>th</sup> annual meeting of the Academy of Management, Virtual.

**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 35<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, Austin, TX, United States. (Conference canceled due to COVID-19)

**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 34<sup>th</sup> annual meeting for the Society for Industrial and Organizational Psychology, National Harbor, MD, United States.

**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 33<sup>rd</sup> annual meeting for the Society for Industrial and Organizational Psychology, Chicago, IL, United States.

**Reichin, S. L.**, Frame, M. C., Jackson, A. T., & Hein, M. (October, 2017). Will the 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.

### **Conference Panels and Roundtables**

**Panelist.** (to be presented 2025, July). *Strengthening local disaster resilience with safer schools* [Panel]. 50th Annual Natural Hazards Research and Applications Workshop, Broomfield, CO.

### **Invited Talks**

**Reichin, S. L.** & Ivory, S. I. (November, 2020). Uncovering Patterns of the Drivers of Employee Engagement. Invited Brown Bag hosted by Truist Leadership Institute.

## **TEACHING APPOINTMENTS**

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### Course Instructor

**Personality Psychology.** Undergraduate Course

Spring 2025

**Industrial Psychology.** Graduate Course

Fall 2024

**Independent Study in Psychology: Research.** Undergraduate Course

Fall 2024 - Spring 2025

**Basic Research Methods in Psychology.** Undergraduate Course

Spring 2020 - Fall 2021

## **PEER-REVIEW POSITIONS**

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### Book Review Editor

*Personnel Psychology* (2025 - Present)

### Editorial Board Member

*International Journal of Selection and Assessment* (2025 - Present)

### Early Career Reviewer

*Journal of Occupational and Organizational Psychology* (2025 – Present)

### Ad-Hoc Reviewer

*Computers and Human Behavior*

*Journal of Applied Biobehavioral Research*

*Learning and Behavior*

*Personnel Assessment and Decisions*

## **SERVICE**

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### University and Departmental Service

Wellness and Belonging Committee, NC State Psych Department

2024 - present

Faculty Search Committee, Penn State University Psych Department

2019

### Professional and Other Service

Conference Reviewer. Society for Industrial and Organizational Psychology

2024 - present

Conference Reviewer. Academy of Management Annual Meeting

2020 - present

Student Representative. Research Methods Division, Academy of Management

2019 - 2022

Reviewer. Association for Psychological Science Student Grant Competition

2019

Student Mentor. Association for Psychological Science PSSC

2019

Chapter President. Society for Human Resources Management

2017 - 2018

## **APPLIED WORK APPOINTMENTS**

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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)

## **PROFESSIONAL AFFILIATIONS**

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Society for Industrial and Organizational Psychology (SIOP)

Academy of Management (AOM)