

## Tera D. Letzring

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### ACADEMIC HISTORY:

Professor of Psychology, Idaho State University. August 2015-present.

Director of Experimental Training, Idaho State University. October 2015-present.

Member of the Graduate Faculty, Idaho State University, October 2006-present.

Associate Professor of Psychology, Idaho State University. August 2010-July 2015.

Assistant Professor of Psychology, Idaho State University. August 2005-July 2010.

Ph.D., Social/Personality Psychology, University of California, Riverside, June 2005  
Dissertation: Personality and Behavioral Correlates of Accurate Personality Judgment  
Committee: Dr. David C. Funder (Chair), Dr. Robert Rosenthal, Dr. M. Robin DiMatteo

M.A., Psychology, University of California, Riverside, June 2002  
Thesis: Ego-Control and Ego-Resiliency: Scale Presentation and Construct Validation  
Committee: Dr. David C. Funder (Chair), Dr. Robert Rosenthal, Dr. Daniel J. Ozer

B.A., Psychology, University of Puget Sound, Tacoma, WA, May 1999  
Senior Paper: The Effects of Self-Affirmation  
Independent Research Project: Attributions and Impressions when Expectancies are Violated: The Effects of Entitativity and Target Type.  
Academic and Research Advisor: Dr. Carolyn Weisz

### HONORS AND AWARDS:

Idaho State University Outstanding Researcher (2018-2019)  
Sabbatical (Fall 2018)  
Travel Award to attend a *U-Pace* Training Workshop (2012)  
University of California Chancellor's Distinguished Fellowship (2000-2001)  
Cum Laude and Honors in Psychology, University of Puget Sound (1999)  
Phi Kappa Phi, University of Puget Sound (1999)

### PROFESSIONAL AFFILIATIONS:

Society for Personality and Social Psychology (2001-present)  
Association for Research in Personality (2001-2002, 2004-present)  
Society for the Teaching of Psychology (2004-present)  
American Psychological Association (2002-2014)  
Phi Kappa Phi member (1999-2000)  
Psi Chi President (1998-1999)  
Psi Chi member (1996-present)

# RESEARCH

## PEER-REVIEWED PUBLICATIONS:

Current or former #graduate or ^undergraduate student

1. Beer, A., Rogers, K. H., & **Letzring, T. D.** (in press). Effects of escalated exposure to information on accuracy of personality judgment. *Journal of Research in Personality*. <https://doi.org/10.1016/j.jrp.2019.103864>
2. #Krzyzaniak, S., #Colman, D. C., **Letzring, T. D.**, #McDonald, J. S., & Biesanz, J. C. (2019). The effects of information quantity on the distinctive accuracy and normativity of personality trait judgments. *European Journal of Personality*, *33*, 197-213. doi:10.1002/per.2196 (badges for Open Data and Open Materials)
3. #Colman, D. E., #Vineyard, J., & **Letzring, T. D.** (2018). Exploring beyond simple demographic variables: Differences between traditional laboratory samples and crowdsourced online samples on the Big Five personality traits. *Personality and Individual Differences*. (special issue - Examining Personality and Individual Differences in Cyberspace). <https://doi.org/10.1016/j.paid.2017.06.023>
4. #Colman, D. E., **Letzring, T. D.**, & Biesanz, J. C. (2017). Seeing and feeling your way to accurate personality judgments: The moderating role of perceiver empathic tendencies. *Social Psychological and Personality Science*, *8*, 806-815. doi: 10.1177/1948550617691097
5. Hall, J. A., Gunnery, S. D., **Letzring, T. D.**, Carney, D. R., & Colvin, C. R. (2017). Accuracy of judging affect and accuracy of judging personality: How and when are they related? *Journal of Personality*, *85*, 583-592. doi: 10.1111/jopy.12262
6. **Letzring, T. D.**, & #Colman, D. E. (2017). Applying personnel selection techniques to the psychological study of accurate personality judgment [Comment in special issue of European Personality Reviews]. *European Journal of Personality*, *31*, 467-468. doi:10.1002/per
7. #McDonald, J. S., & **Letzring, T. D.** (2016). Judging personal values and personality traits: Accuracy and its relation to visibility. *Journal of Research in Personality*, *65*, 140-151. doi: <http://dx.doi.org/10.1016/j.jrp.2016.10.009>
8. **Letzring, T. D.**, #Rone, C. R., & #Colman, D. E. (2016). Implications of fear of negative evaluation, state anxiety, and implied level of target-dominance labels on perceptions of personality traits. *The Journal of Social Psychology*, *156*, 581-593. doi: 10.1080/00224545.2016.1140117 (badges for Open Data and Open Materials)
9. **Letzring, T. D.**, & ^Adamcik, L. (2015). Personality traits and affective states: Relationships with and without affect induction. *Personality and Individual Differences*, *75*, 114-120. doi: 10.1016/j.paid.2014.11.011
10. **Letzring, T. D.** (2015). Observer judgmental accuracy of personality: Benefits related to being a good (normative) judge of personality. *Journal of Research in Personality*, *54*, 51-60. doi: 10.1016/j.jrp.2014.05.001 (data and R script are available on the journal website)

11. **Letzring, T. D.**, & Human, L. J. (2014). An examination of information quality as a moderator of accurate personality judgment. *Journal of Personality*, *82*, 440-451. doi: 10.1111/jopy.12075
12. **Letzring, T. D.**, Edmonds, G. W., & Hampson. S. E. (2014). Personality change in the adult years is associated with changes in self-rated health: Evidence from the Hawaii Personality and Health Cohort. *Personality and Individual Differences*, *58*, 60-64. doi: 10.1016/j.paid.2013.10.002
13. Alessandri, G., Vecchione, M., Caprara, G., & **Letzring, T. D.** (2012). The Ego-Resiliency Scale revised: A cross-cultural study in Italy, Spain, and the United States. *European Journal of Psychological Assessment*, *28*, 139-146. doi: 10.1027/1015-5759/a000102
14. **Letzring, T. D.**, & Nofle, E. E. (2010). Predicting relationship quality from self-verification of broad personality traits among romantic couples. *Journal of Research in Personality*, *44*, 353-362. doi:10.1016/j.jrp.2010.03.008
15. **Letzring, T. D.** (2010). The effects of judge and target gender and ethnicity similarity on the accuracy of personality judgments. *Social Psychology*, *41*, 42-51. doi: 10.1027/1864-9335/a000007
16. **Letzring, T. D.** (2008). The good judge of personality: Characteristics, behaviors, and observer accuracy. *Journal of Research in Personality*, *42*, 914-932. doi:10.1016/j.jrp.2007.12.003
17. **Letzring, T. D.**, Wells, S. M., & Funder, D. C. (2006). Information quantity and quality affect the realistic accuracy of personality judgment. *Journal of Personality and Social Psychology*, *91*, 111-123. doi: 10.1037/0022-3514.91.1.111
18. **Letzring, T. D.**, Block, J., & Funder, D. C. (2005). Ego-control and ego-resiliency: Generalization of self-report scales based on personality descriptions from self, acquaintances, and clinicians. *Journal of Research in Personality*, *39*, 395-422. doi:10.1016/j.jrp.2004.06.003

#### **EDITED BOOK IN PREPARATION:**

**Letzring, T. D.**, & Spain, J. S. (Eds.). *The Oxford Handbook of Accurate Personality Judgment*. Oxford University Press: New York, NY. Book in preparation.

#### **BOOK CHAPTERS:**

1. **Letzring, T. D.**, & Funder, D. C. (in press). The Realistic Accuracy Model. In T. D. Letzring, & J. S. Spain (Eds.). *The Oxford Handbook of Accurate Personality Judgment*. Oxford University Press: New York, NY.
2. #Krzyzaniak, S., & **Letzring, T. D.** (2019). Characteristics of traits that are related to accuracy. In T. D. Letzring, & J. S. Spain (Eds.). *The Oxford Handbook of Accurate Personality Judgment*. Oxford University Press: New York, NY.
3. **Letzring, T. D.**, & Funder, D. C. (2018). Interpersonal accuracy in trait judgments. In V. Zeigler-Hill & T. K. Shackelford (eds.), *The SAGE Handbook of Personality and*

*Individual Difference (Volume 3: Applications of Personality and Individual Differences)*. Thousand Oaks, CA: Sage Publications, Inc.

#### ENCYCLOPEDIA ENTRIES:

1. **Letzring, T. D.**, #Colman, D. E., #Krzyzaniak, S. L., & #Roberts, B. W. (in press). Realistic accuracy model. In B. J. Carducci (Editor-in-Chief) & C. S. Nave (Vol. Ed.), *Wiley-Blackwell encyclopedia of personality and individual differences: Vol. I. Models and theories*. Hoboken, NJ: John Wiley & Sons.
2. #McDonald, J. S., & **Letzring, T. D.** (2017). Trait. In V. Zeigler-Hill & T. K. Shackelford (eds.), *Encyclopedia of Personality and Individual Differences*. Switzerland: Springer International Publishing AG Switzerland. doi: 10.1007/978-3-319-28099-8\_1272-1. [https://link.springer.com/referenceworkentry/10.1007%2F978-3-319-28099-8\\_1272-1](https://link.springer.com/referenceworkentry/10.1007%2F978-3-319-28099-8_1272-1)
3. **Letzring, T. D.** (2017). Funder, David. In V. Zeigler-Hill & T. K. Shackelford (eds.), *Encyclopedia of Personality and Individual Differences*. Switzerland: Springer International Publishing AG Switzerland. doi: 10.1007/978-3-319-28099-8\_1711-1
4. **Letzring, T. D.** (2016). Letzring, Tera. In V. Zeigler-Hill & T. K. Shackelford (eds.), *Encyclopedia of Personality and Individual Differences*. Switzerland: Springer International Publishing AG Switzerland. doi: 10.1007/978-3-319-28099-8\_235-1
5. **Letzring, T. D.** (2008). Self-report methods. In *The International Encyclopedia of the Social Sciences* (2<sup>nd</sup> ed.). Detroit, MI: Macmillan Reference USA.

#### PAPERS AND CHAPTERS UNDER REVIEW:

1. **Letzring, T. D.** Conclusions and future directions for the study of accurate personality judgment. In T. D. Letzring, & J. S. Spain (Eds.). *The Oxford Handbook of Accurate Personality Judgment*. Oxford University Press: New York, NY. Chapter in preparation.

#### PAPERS AND CHAPTERS IN PREPARATION:

2. **Letzring, T. D.**, & #Wood-Roberts, B. *Adding Realism to Self-Efficacy in the Flipped Classroom*. Manuscript under revision following revise and resubmit decision.
3. **Letzring, T. D.**, & #Colman, D. E. *The Idaho Test of Accurate Person Perception (ITAPP): Preliminary results for the creation of a standardized measure of individual differences in the accuracy of perceiving others*. Manuscript under revision.
4. ^Theus, L., #Colman, D. E., & **Letzring, T. D.** *Predictors of continuing athletic participation: Aspects of personality that predict high school student athletes' advancement into intercollegiate athletics*. Manuscript under revision.
5. #Vineyard, J., **Letzring, T. D.**, Krzyzaniak, S., & Cruthirds, D. F. *Assessing Accuracy of Judgment of Risk in Others* (student dissertation). Manuscript in preparation.
6. #McDonald, J., S., & **Letzring, T. D.** *Mindfulness and Judgability of Personality Traits and Personal Values*. (student dissertation). Manuscript in preparation.

7. #Krzyzaniak, S., & **Letzring, T. D.** *Personality Judgment Accuracy and the Role of Physical Fitness, Cognitive Functioning, and Psychological Well-Being.* (student thesis). Manuscript in preparation.
8. #Colman, D. E., & **Letzring, T. D.** *Cultivating the good judge of personality: The effects of training, practice, and feedback of the empathic response.* (student dissertation). Manuscript in preparation.
9. Cruthirds, D. F., & **Letzring, T. D.** *Expecting well-being: Exploring the expectation that gratitude elevates well-being.* (student thesis)

#### **FUNDED EXTERNAL RESEARCH GRANTS:**

1. **Letzring, T. D.** (August – December 2019). *Graduate student internship with Battelle Energy Alliance/INL.* Sponsored by Battelle Energy Alliance/INL. (\$6680)
2. **Letzring, T. D. (PI)**, Hall, J. A. (co-PI), & Biesanz, J. (co-PI). (May 2016 – December 2019). *Testing the State and Trait Accuracy Model: Links between Accuracy of Judging Affect and Accuracy of Judging Traits.* Funded by the National Science Foundation (#1551822). (\$406,358)
3. **Letzring, T. D.** (August 2018 – May 2019). *Graduate student internship/research assistantship with Battelle Energy Alliance/INL.* Sponsored by Battelle Energy Alliance/INL. (\$22,737)
4. **Letzring, T. D.** (January 2017 – June 2018). *Graduate student internship/research assistantship with Battelle Energy Alliance/INL.* Sponsored by Battelle Energy Alliance/INL. (\$24,559)

#### **EXTERNAL RESEARCH GRANT IN PREPARATION:**

Ruben, M. A. (PI), **Letzring, T. D. (co-PI)**, Blanch-Hartigan, D. (co-PI), & Colman, D. E. (co-PI). *Creation of a Standardized Measure of Accurate Person Perception: The Multi-dimensional Test of Accurate Person Perception (MTAPP).* To be submitted to the National Science Foundation.

#### **FUNDED INTERNAL RESEARCH GRANTS:**

1. **Letzring, T. D. (PI)**, & Packer, R. (Co-Investigator). (August - December, 2017). *Effects of Growth vs. Fixed Mindsets on Accuracy of Personality Judgment.* Sponsored by Idaho SBOE Strategic Initiative Undergraduate funds, Idaho State University. (\$2,300)
2. **Letzring, T. D.** (2015-2016). *Creation and Initial Validation of the Idaho Test of Accurate Person Perception.* Funded by Idaho State University's Seed Grant Competition. (\$16,411).
3. **Letzring, T. D.** (2012). *Examining Relationships between Personality Traits and Affect in Situations of Moderate Strength.* Funded by Idaho State University's University Research Committee and the IDeA Network for Biomedical Research Excellence. (\$14,000).

4. **Letzring, T. D.** (2009-2010). *Examination of the Accuracy of Personality Judgment as a Predictor of Beneficial Life Outcomes*. Funded by WeLEAD (Idaho State University's NSF ADVANCE grant) (\$8,221).
5. **Letzring, T. D.** (2008-2009). *Usefulness of Information Regarding Thoughts and Feelings vs. Behaviors for Making Accurate Judgments of Personality*. Funded by Idaho State University's Faculty Research Committee at (\$2,360).
6. **Letzring, T. D.** (2007). *Release time for writing an external grant (An Examination of the Quality of Various Types of Information Regarding Personality)*. Funded by the Idaho State University Research Coordinating Council's Release Time Support for External Funding Grant (\$3,925).

**UNFUNDED EXTERNAL AND INTERNAL RESEARCH GRANTS:**

- Ruben, M. A. (PI), **Letzring, T. D. (co-PI)**, Blanch-Hartigan, D. (co-PI), & Colman, D. E. (co-PI). (2019). *Creation of a Standardized Measure of Accurate Person Perception: The Multi-dimensional Test of Accurate Person Perception (MTAPP)*. Submitted to the National Science Foundation. (subaward - \$331,916)
- Letzring, T. D. (PI)**, Blanch-Hartigan, D. (co-PI), & Ruben, M. A. (co-PI). (2018). *Creation of a Standardized Measure of Accurate Person Perception: The Idaho Test of Accurate Person Perception (ITAPP)*. Submitted to the National Science Foundation. (\$765,917)
- Letzring, T. D. (PI)**, Blanch-Hartigan, D. (co-PI), & Ruben, M. A. (co-PI). (2016). *Creation of a Standardized Measure of Accurate Person Perception: The Idaho Test of Accurate Person Perception (ITAPP)*. Submitted to the National Science Foundation. Rating: Competitive. (\$454,650)
- Letzring, T. D. (PI)**, Hall, J. A. (co-PI), & Biesanz, J. (co-PI). (2014). *Testing the State and Trait Accuracy Model: Does Accuracy of Judging Affect Influence Accuracy of Judging Traits?* Submitted to the National Science Foundation. (\$451,586)
- Letzring, T. D. (PI)**, & Bopp, A. (co-PI). (2014). *Using a Goal-Setting Intervention to Increase Grit and Self-Control in Middle-School Students*. Letter of Intent submitted to the Character Lab. (\$133,228)
- Letzring, T. D. (PI)**. (2013). *Assessment of Research Self-Efficacy, Student Involvement, Perceptions, and Learning in a Flipped Research Methods Class*. Submitted to the Society for the Teaching of Psychology. (\$8,117)
- Letzring, T. D. (PI)**. (2013). *Psychological Prospecction: Definition, Measurement, Manipulation, and Application*. Submitted to Prospective Psychology project at the University of Pennsylvania. (\$116,395)
- Letzring, T. D. (PI)**, & Hall, J. A. (co-PI). (2013). *Testing the State and Trait Accuracy Model: Does Accuracy of Judging Affect Influence Accuracy of Judging Traits?* Submitted to the National Science Foundation. (\$546,440)
- Letzring, T. D.** (2011). *Testing the State and Trait Accuracy Model: Does Accuracy of Judging Affect Predict Accuracy of Judging Traits?* National Science Foundation. (\$422,416)

**Letzring, T. D.** (2008). *Usefulness for Various Types of Information for Making Accurate Judgments of Personality*. National Science Foundation. (\$240,293)

**Letzring, T. D.** (2007). *An Examination of the Quality of Various Types of Information for Making Accurate Personality Judgments*. National Science Foundation. (\$161,658)

**PEER-REVIEWED RESEARCH PRESENTATIONS:**

1. **Letzring, T. D.**, Biesanz, J. C., Hall, J. A., & #Krzyzaniak, S. (2020, February). *Testing the State and Trait Accuracy Model IV: The Effect of Focusing on Emotions, Traits, or Physical Appearance on the Accuracy of Trait Judgments*. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
2. #Krzyzaniak, S., **Letzring, T. D.**, Biesanz, J. C., Hall, J. A. (2020, February). *Testing the State and Trait Accuracy Model III: The Effects of Affect Congruence on the Accuracy of Trait and State Judgments*. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
3. #Cruthirds, D. F., & **Letzring, T. D.** (2020, February). *Expecting Happiness: Exploring the Expectation that Gratitude Elevates Happiness*. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
4. #Pedersen, C., & **Letzring, T. D.** (2020, February). *Instagram and Twitter Users: Differences in Personality and Well-being*. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
5. #Gibson, J., & **Letzring, T. D.** (2020, February). *The Impact of Prior Information on Personality Judgment Accuracy*. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
6. #Krzyzaniak, S., #Pedersen, C., & **Letzring, T. D.** (2019, June). *Who Exercises in College? Personality Traits and Demographics as Predictors of Physical Fitness*. Poster presented at the bi-annual meeting of the Association for Research in Personality, Grand Rapids, MI.
7. #Cruthirds, D. F., #Gibson, J., & **Letzring, T. D.** (2019, June). *Differences in the Relationship between Gratitude and Subjective Well-Being across Demographic Groups*. Poster presented at the bi-annual meeting of the Association for Research in Personality, Grand Rapids, MI.
8. Colman, D. E., & **Letzring, T. D.** (2019, June). *Motivation to be Accurate: A Strong Positive Correlate of Normativity and Distinctive Accuracy of Personality Judgments*. Poster presented at the bi-annual meeting of the Association for Research in Personality, Grand Rapids, MI.
9. **Letzring, T. D.**, Biesanz, J. C., Hall, J. A., #Krzyzaniak, S., & #McDonald, J. S. (2019, February). *Testing the State and Trait Accuracy Model II: Effect of Information Validity on Accuracy of Trait and State Judgments*. Poster presented

at the annual meeting of the Society for Personality and Social Psychology, Portland, OR. <https://osf.io/bmfse/>

10. #Pedersen, C., #Gibson, J., #Cruthirds, D. F., & **Letzring, T. D.** (2019, February). *Predicting Satisfaction with Life and Affect Balance using Trait Interactions*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR. (also presented at the Idaho State University Psi Chi Conference, January 2019)
11. #Cruthirds, D. F., Colman, D. E., & **Letzring, T. D.** (2019, February). *Empathy as a Moderator of the Relationship between Personality and Well-Being: An exploratory study*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
12. #Colman, D. E., & **Letzring, T. D.** (2019, February). *Toward Greater Insights: Further Exploring the Relations between Trait Judgment Accuracy and Empathic Tendencies*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR.
13. #Krzyzaniak, S., #Gibson, J., #Pedersen, C., #Cruthirds, D. F., & **Letzring, T. D.** (2019, February). *Physical Fitness and the Role of Psychological Well-Being and Cognitive Functioning*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR. (also presented at the Idaho State University Graduate Research Symposium)
14. ^Hott, J., #Krzyzaniak, S., & **Letzring, T. D.** (2019, February). *The Relationships between Loneliness, Social Well-Being, and the Big Five Personality Traits*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Portland, OR. (also presented at the Idaho State University Psi Chi Conference, January 2019)
15. #McDonald, J. S., & **Letzring, T. D.** (2019, January). *Target Judgability and Mindfulness*. Poster presented at the Western Positive Psychology Association Conference, Claremont, CA.
16. ^Packer, R., **Letzring, T. D.**, & #Colman, D. E. (2018, April). *Growth vs. Fixed Mindsets and Accuracy of Personality Trait Judgments*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL. (also presented at the Idaho Conference on Undergraduate Research, 2018, July)
17. #Colman, D. E., **Letzring, T. D.**, & Lion, R. W. (2018, March). *The perceptive leader: A preliminary look into trait judgment accuracy*. Paper presented at the Western Academy of Management, Salt Lake City, UT.
18. **Letzring, T. D.**, Biesanz, J. C., Hall, J.A., #McDonald, J. S., & #Krzyzaniak, S. (2018, March). *Testing the State and Trait Accuracy Model I: Relationships between Accuracy of Judging Affective States and Accuracy of Judging Personality Traits*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA. [osf.io/2j6ey](https://osf.io/2j6ey)



19. #Colman, D. E., Gibson, J., & **Letzring, T. D.** (2018, March). *Motivated Accuracy Rebooted: A Conceptual Replication and Extension*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
20. #Krzyzaniak, S., #Pedersen, C., #Gibson, J., ^Barclay, T., & **Letzring, T. D.** (2018, March). *Personality Judgment Accuracy and the Role of Psychological Well-Being and Cognitive Functioning*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA. (also presented at the ISU Graduate School Research Forum, where it was selected as the top poster in Humanities, Behavioral & Social Sciences)
21. #McDonald, J. S., & **Letzring, T. D.** (2018, March). *Trait Mindfulness as a Moderator of Judgmental Accuracy of Acquaintances*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.
22. ^Theus, L., #Colman, D. E., & **Letzring, T. D.** (2017, October). *Continuing Athletic Participation: Personality Predictors of High School Student Athletes' Advancement into Intercollegiate Sports*. Poster presented at the annual meeting of the Association for Applied Sport Psychology, Orlando, FL.
23. ^Christensen, R. A., #Colman, D. E., & **Letzring, T. D.** (2017, June). *Implicit theories and accuracy of personality judgments*. Poster presented at the biannual conference of the Association for Research in Personality. Sacramento, CA.
24. #Krzyzaniak, S., #Stoker, J., ^Galbraith, S., **Letzring, T. D.**, #McGlade, E. (2017, June). *Relationship satisfaction and personality complementarity among romantic couples*. Poster presented at the biannual conference of the Association for Research in Personality. Sacramento, CA.
25. **Letzring, T. D.**, & #Colman, D. E. (2017, May). *Similarities and differences among methods of assessing interpersonal accuracy of personality traits*. Invited symposium talk presented at the annual meeting of the Association for Psychological Science, Boston, MA.
26. ^Turner, R. L., ^Campos, C. C., #Colman, D. E., & **Letzring, T. D.** (2017, April). *Do you have the traits of a leader? An analysis of the Big Five personality traits and leadership experience*. Oral presentation at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT. (selected for a Psi Chi Research Award)
27. ^Bennett, L. A., ^Packer, R., #McDonald, J. S., & **Letzring, T. D.** (2017, April). *Predicting Judgmental Accuracy of Personal Values and Personality Traits: Does Relationship Length Matter?* Oral presentation at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT.
28. ^Christensen, R. A., #Krzyzaniak, S., & **Letzring, T. D.** (2017, April). *The role of personality in reinforcement sensitivity theory*. Poster presented at the annual meeting of the Rocky Mountain Psychological Association, Salt Lake City, UT.

29. **Letzring, T. D.**, & Hall, J. A. (2017, January). *Bridging personality and social perspectives: Connections between traits and emotions*. Symposium organized for the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
30. Hall, J. A., Gunnery, S. D., **Letzring, T. D.**, Carney, D. R., & Colvin, C. R. (2017, January). *Accuracy of judging affect and accuracy of judging personality: How and when are they related?* Symposium talk presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX. (co-presenter with J. A. Hall) [osf.io/99akr](https://osf.io/99akr)
31. #McDonald, J. S., & **Letzring, T. D.** (2017, January). *Relations between coded and self-reported affect in ecologically valid situations*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX. (also presented at the ISU Graduate School Research Forum)
32. #Krzyzaniak, S., #McDonald, J. S., #Stoker, J., & **Letzring, T. D.** (2017, January). *Psychological moderators of personality judgment accuracy: The differences between distinctive and normative accuracy*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX. (also presented at the ISU Graduate School Research Forum)
33. #Colman, D. E., **Letzring, T. D.**, Biesanz, J. C. (2017, January). *Investigating perceiver empathic tendencies: Seeing and feeling your way to accurate personality judgments*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX. (also presented at the ISU Graduate School Research Forum)
34. #Vineyard, J., #Colman, D. E., ^Cabilan, V., **Letzring, T. D.**, & Lawyer, S. R. (2016, August). *Affect, personality, and delay discounting*. Poster presented at the annual convention of the American Psychological Association, Denver, CO.
35. #Colman, D. E., & **Letzring, T. D.** (2016, April). *Initial interpersonal perceptions: A look at testing the accuracy of personality judgments*. Symposium organized for the 86<sup>th</sup> annual Rocky Mountain Psychological Association Conference, Denver, CO.
36. **Letzring, T. D.**, #Colman, D. E., & #Vineyard, J. (2016, April). *Idaho Test of Accurate Person Perception: Initial Creation of a Standardized Test*. Oral presentation given at the annual Rocky Mountain Psychological Association Conference, Denver, CO.
37. #Colman, D. E., #McDonald, J. S. & **Letzring, T. D.** (2016, April). *Exploring the Components of Interpersonal Judgment: Do the Normative, Perceived Normative, Self, and Target Profiles All (Simultaneously) Matter?* Oral presentation given at the 86<sup>th</sup> annual Rocky Mountain Psychological Association Conference, Denver, CO.
38. #Krzyzaniak, S., #McDonald, J. S. & **Letzring, T. D.** (2016, April). *The Effects of Information Quantity on Distinctive and Normative Personality Judgment Accuracy*. Oral presentation given at the 86<sup>th</sup> annual Rocky Mountain Psychological Association Conference, Denver, CO.
39. ^Theus, L., #Colman, D. E., & **Letzring, T. D.** (2016, April). *Predictors of Continuing Athletic Participation: Do You Have What it Takes to be a College Student Athlete?* Oral presentation presented at the annual meeting of the Rocky Mountain Psychological

Association, Denver, CO. (selected for a Psi Chi Research Award; also presented at ISU Psi Chi Conference in March 2016, and the annual conference of the Association for Applied Sport Psychology in October 2017)

40. ^Christiensen, R., ^Vickers, P., #Vineyard, J., **Letzring, T. D.**, & Bowman, B. (2016, April). *Examining the Relationship between the Five Factor Model Domains and Facets and the Behavioral Inhibition System and Behavioral Activation System Scales*. Poster presented at the annual meeting of the Rocky Mountain Psychological Association, Denver, CO.
41. #McDonald, J. S., **Letzring, T.D.**, & #Colman, D. E., #Krzyzaniak, S. (2016, January). *Visibility and its Relation to Assumed Similarity of Personal Values*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA. (also presented at Idaho State University's Graduate School Research day)
42. #Colman, D. E., #Roberts, B. W., Wong M. M., & **Letzring, T.D.** (2016, January). *On Understanding Others and Being Happy: A Look at Perspective-Taking, Implicit Theory of Intelligence, and Life Satisfaction*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA. (also presented at Idaho State University's Psychology Research Forum)
43. ^Hambleton, J. L., #Colman, D. E., #Roberts, B. W., & **Letzring, T.D.** (2016, January). *Why You Should Give People the Benefit of the Doubt: Positive Characteristics Associated with Explicit Normative Knowledge*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
44. **Letzring, T. D.** (2015, June). *Personality Traits and Affective States: Relationships With and Without Affect Induction*. Poster presented at the biannual meeting of the Association for Research in Personality, St. Louis, MO.
45. #Colman, D. S., #Vineyard, J., ^Ward, D., & **Letzring, T. D.** (2015, June). *Beyond General Demographics: Participant Characteristics to Consider when Utilizing Crowdsourcing Techniques*. Poster presented at the biannual meeting of the Association for Research in Personality, St. Louis, MO. (also presented at Idaho State University's Graduate School Research Day and the Southeastern Idaho Psi Chi Research Conference.)
46. #McDonald, J. S., #Colman, D. S., #Roberts, B. W., ^Theus, L., & **Letzring, T. D.** (2015, June). *Examining Factors Contributing to Agreement: Values and Traits*. Poster presented at the biannual meeting of the Association for Research in Personality, St. Louis, MO. (runner-up for the graduate student poster award)
47. #Colman, D. S., **Letzring, T. D.**, & Rone, C. C. (2015, February). *Investigating the Effects of Fear of Negative Evaluation, State Anxiety, and Dominance Labels on Person Perception*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA.
48. #Roberts, B. W., & **Letzring, T. D.** (2015, February). *Adding Realism to Self-Efficacy in the Flipped Classroom*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA. (also presented at Idaho State University's Graduate School Research day)

49. #McDonald, J. S., & **Letzring, T. D.** (2015, February). *Another Look at Visibility: Accuracy of Judging Personal Values and Personality Traits*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Long Beach, CA. (also presented at Idaho State University's Graduate School Research day – poster award winner)
50. #McDonald, J. S., & **Letzring, T. D.** (2014, May). *Motivation Similarity and Level of Social Intimacy in Undergraduate Students*. Poster presented at the annual meeting of the Society for the Study of Motivation, San Francisco, CA.
51. #Roberts, B. W., & **Letzring, T. D.** (2014, February). *Exploring Perspective-Taking in Journalism Students for Breaking News versus Human Interest Stories*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
52. **Letzring, T. D.** (2013, August). *Accuracy of personality judgment and information quality: Thoughts vs. Behaviors*. In Y. Lee (Chair), *Human accuracy in personality judgment and social perception*. Symposium presented at the annual convention of the American Psychological Association, Honolulu, HI.
53. #Evans, J. A., #McDonald, J. S., **Letzring, T. D.**, & #Bowman, B. S. (2013, June). *Emotion as a function of personality traits across situations*. Poster presented at the conference of the Association for Research in Personality, Charlotte, NC.
54. ^Holloway, K. S., ^Bean, R. C., ^Jones, J. L., & **Letzring, T. D.** (2013, January). *The Relationship between Personality and State Affect Variability across Situations*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
55. #Roberts, B. W., & **Letzring, T. D.** (2013, January). *Connecting Personality and Affect: Trait-Moderated Responsiveness to Induced Affect*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
56. **Letzring, T. D.** (2012, January). *Beneficial Characteristics Related to Being a Good Judge of Personality*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Diego, CA. (also presented at the ISU Research Sharing Event, April, 2012)
57. **Letzring, T. D.** (2011, January). *Using personality traits to predict general affective states*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
58. #Rone, C. C., & **Letzring, T. D.** (2011, January). *Being conscientious benefits more than performance: Associations with interpersonal relationships*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
59. **Letzring, T. D.**, #Rone, C. C., & Hampson, S. E. (2010, January). *Relations between Changes in Personality and Changes in Health*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.
60. ^Warren, M. L., & **Letzring, T. D.** (2010, January). *Online Gaming: Negative Relations with Personality Traits and Social Support*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Las Vegas, NV.

61. **Letzring, T. D.,** & ^Cotroneo, G. (2009, February). *Accuracy of Personality Judgments Based on Information about Thoughts and Feelings vs. Behaviors*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Tampa, FL.
62. **Letzring, T. D.,** & #McGlade, E. (2008, February). *Self-Verification and Relationship Satisfaction among Dating, Cohabiting, and Married Couples*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM.
63. ^Cotroneo, G., & **Letzring, T. D.** (2008, February). *Perceptions of Information Quality for Judging Personality*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Albuquerque, NM. (also presented at the 2008 ISU WeLEAD research symposium)
64. #Hathaway, P., **Letzring, T. D.** (2007, September). *Groupthink and self-esteem*. Talk presented at the Southeastern Conference for Public Administration, Nashville, TN.
65. Owens, J. A., **Letzring, T. D.,** & ^Thiel, C. (2007, May). *Using the Q-sort method to assess values*. Poster presented at the annual meeting of the Idaho Psychological Association, Sun Valley, ID.
66. **Letzring, T. D.** (2007, January). *Realistic accuracy of personality judgment is highest when judge and target are same gender and ethnicity*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Memphis, TN. (also presented at the 2007 ISU WeLEAD research symposium and the 2007 ISU Research and Creative Activities Day)
67. **Letzring, T. D.,** & Funder, D. C. (2006, January). *Relations between judge's personality and types of realistic accuracy*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Palm Spring, CA.
68. Wells, S. M., **Letzring, T. D.,** & Funder, D. C. (2005, January). *Information quantity and quality moderate the accuracy, self-other agreement, and consensus of personality judgments*. Paper presented as part of the "The Accuracy of Interpersonal Judgment" symposium at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA. (**Talk given by T. D. Letzring.**)
69. **Letzring, T. D.,** Greve, L. A., & Funder, D. C. (2005, January). *Behaviors of accurate judges of personality*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
70. **Harding (Letzring), T. D.,** Block, J., & Funder, D. C. (2004, January). *Ego-control and ego-resiliency: Evaluating self-report scales*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.
71. **Harding (Letzring), T. D.,** Wells, S. M., Howell, R. T., & Funder, D. C. (2003, February). *Personality correlates of subjective and objective measures of intelligence*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Los Angeles, CA.

72. **Harding (Letzring), T. D.**, Wells, S. M., & Funder, D. C. (2002, February). *Personality and behavioral correlates of physical attractiveness*. Poster presented at the annual meeting of the Society for Personality and Social Psychology, Savannah, GA.
73. **Harding (Letzring), T. D.**, & Weisz, C. (1999, April). *Attributions and impressions when expectancies are violated: The effects of entitativity and target type*. Poster presented at the annual meeting of the Western Psychological Association, Irvine, CA.

#### **OTHER PRESENTATIONS:**

1. **Letzring, T. D.** (2018, November). *The State and Trait Accuracy Model: Testing Predictions about Connections Between Accurate Judgments of State Affect and Personality Traits*. Talk presented at the Psychology Department Colloquium Series, Wake Forest University, Winston-Salem, NC; and at the Psi Chi Induction, High Point University, High Point, NC.
2. **Letzring, T. D.** (2018, September, October, & November). *Research in Psychology and the State and Trait Accuracy Model*. Talk presented in local schools to 8 classes.
3. #McDonald, J. S., & **Letzring, T. D.** (2014, September). *Value Similarity and Social Intimacy in Relationships*. Talk presented at the ISU Psychology Department Data Blitz, Pocatello, ID.
4. ^Savary, T. A., ^Mize, T., #Colman, D., & **Letzring, T. D.** (2014, April). *Correlates of the Satisfaction with Life Scale: A Look at Age, Gender, Ethnicity, Religion, and Social Support*. Poster presented at the ISU Psi Chi Conference, Pocatello, ID.
5. ^Anderson, M., ^Meyers, M., #McDonald, J. S., & **Letzring, T. D.** (2014, April). Poster presented at the ISU Psi Chi Conference, Pocatello, ID.
6. **Letzring, T. D.**, & Miyake, T. (2013, October). *Science: Becoming the Messenger: NSF Workshop for Communication Skills-Building*. Talk presented at the Idaho State University Psychology Department Experimental Brown Bag meeting.
7. ^Savary, T. A., ^Siddall, S., & **Letzring, T. D.** (2013, April). *Marijuana Perceptions*. Poster presented at the ISU Psi Chi Conference, Pocatello, ID.
8. **Letzring, T. D.** (2012, November). *Accuracy of personality judgment: Good judges and good information*. Talk presented at the Psychology Department Research Colloquium.
9. **Letzring, T. D.** (2011, January). *Using Personality Traits to Predict General Affective States*. Talk presented at the Idaho State University Psychology Department Experimental Brown Bag meeting.
10. **Letzring, T. D.** (2009, October). *Personality Change as a Predictor of Health Change and Social Functioning*. Talk presented at the Idaho State University Psychology Department Experimental Brown Bag meeting.
11. **Letzring, T. D.** (2008, September). *Accuracy of Personality Judgments Based on Information about Thoughts and Feelings vs. Behaviors*. Talk presented at the Idaho State University Psychology Department Experimental Brown Bag meeting.

12. **Letzring, T. D.** (2007, February). *Judge-target similarity and accuracy of personality judgment*. Presentation presented at the Idaho State University Psychology Department Experimental Brown Bag.
13. **Harding (Letzring), T. D.** (2004, March). *Personality judgments: Factors that affect accuracy*. Talk presented at the Psychology Colloquium at the University of Puget Sound, Tacoma, WA.

#### **STUDIES IN PROGRESS:**

1. **Letzring, T. D.,** Hall, J. A., & Biesanz, J. *Testing the State and Trait Accuracy Model: Links between Accuracy of Judging Affect and Accuracy of Judging Traits* (NSF funded project)
2. Pedersen, C., & **Letzring, T. D.** *Accuracy of Personality Judgment Based on Social Media* (student thesis)
3. Gibson, J., & **Letzring, T. D.** *Accuracy of Personality Judgment When Prior Information is Provided to Judges* (student thesis)
4. Krzyzaniak, S. L., & **Letzring, T. D.** *The Role of Target Age in Personality Judgment Accuracy* (student dissertation)
5. **Letzring, T. D.** *Accurate Personality Assessment as a Function of Level of Social Comfort*

#### **POPULAR MEDIA COVERAGE:**

NSF grant announcements:

<http://area-info.net> (May 20, 2016). <http://area-info.net/idaho-state-university-psychology-professor-tera-letzring-receives-406358-grant-to-study-judgment-of-personality-traits-and-emotions/>

IdahoBusinessReview.com (May 27, 2016). <http://idahobusinessreview.com/2016/05/27/idaho-state-professor-receives-400000-grant-to-study-personality-traits-emotions/>

Grant Writers' Seminars & Workshops, LLC blog (June 1, 2016). <http://www.grantcentral.com/another-inspiring-nsf-success-story/>

Idaho Statesman – Business Insider (June 11, 2016). <http://www.idahostatesman.com/news/business/business-insider/article83264772.html>

Idaho State University College of Arts and Letters newsletter (July 2016). [http://www2.isu.edu/cal/newsletters/news\\_1607/news1607.shtml#a](http://www2.isu.edu/cal/newsletters/news_1607/news1607.shtml#a)

Research cited in “How High is Your Personal Intelligence?” article published in Psychology Today, April 22, 2014. <http://www.psychologytoday.com/blog/the-personality-analyst/201404/how-high-is-your-personal-intelligence>

## **PROFESSIONAL DEVELOPMENT**

#### **CONFERENCES ATTENDED:**

Society for Personality and Social Psychology – 2004-2013, 2015-2019

Association for Research in Personality – 2004-2008, 2013, 2015, 2017, 2019

Southwestern Psychological Association – 2019

Midwestern Psychological Association – 2018  
Idaho Conference for Undergraduate Research – 2018  
Rocky Mountain Psychological Association – 2016, 2017  
American Psychological Association – 2013, 2017  
Society for the Study of Motivation – 2014  
Association for Psychological Science – 2014, 2017  
Society for the Teaching of Psychology's Best Practices – 2012

**COURSES AND WORKSHOPS TAKEN:**

How the World's Most Successful People Fit a Day's Work into 2 Hours, Presented by Dr. Ron Friedman and Kyle Young (online workshop) - 2018  
Successful Strategies for Recruiting Adult, Online, and Graduate Students (webinar) - 2018  
Aligning Assessments with Teaching Objectives and Assessing Higher-Order Cognitive Skills with Multiple Choice Questions (webinar) - 2016  
Multilevel Modeling at Stats Camp. 2015. Grapevine, TX. June 1-5, 2015.  
Stereotype Threat and Microaggression in the College Classroom (webinar) – 2014  
Generation Me in the Classroom (webinar) – 2013  
Grant Writer's Seminar and Workshop – 2013  
Science: Becoming the Messenger (hosted by NSF) – 2013  
Introduction to Psychology Textbook Editorial Symposium – 2013  
Just Flip It: From the Front Lines of the Flipped Classroom (webinar) – 2013  
Fostering Online Student Collaboration (webinar) – 2013  
U-Pace Training Workshop – 2012 (including a travel award for attendance)  
Using In-Class "Clicking to Improve Student Preparedness and Critical Thinking Skills (online) – 2012  
Comprehensive Statistical Research Analyses Using R (online) – 2012  
Fundamentals of Using R (online) – 2011  
MySearchLab for Research Methods (webinar) – 2011  
Social Relations Model Workshop at the University of Michigan's Research Center for Group Dynamics, taught by Dr. David A. Kenny. 2002.

## TEACHING

**COURSES TAUGHT:**

Statistics and Research Design I (Graduate level)  
Personality and Individual Differences / Advanced Personality (Graduate level)  
Positive Psychology (Graduate/undergraduate level)  
Theories of Personality  
Psychology Research Methods (previously called Experimental Psychology)  
Senior Seminar  
Introduction to General Psychology  
History of Psychology  
Introduction to Measurement and Test Construction  
Industrial/Organizational Psychology



**PEER-REVIEWED SYLLABUS:**

Course syllabus for Theories of Personality was selected for inclusion in syllabi examples on the Society for Personality and Social Psychology website.

<http://spsp.org/resources/teaching/psychology-syllabi-examples>

**PRESENTATIONS:**

**Letzring, T. D.** (2005, April). *Threats to internal validity of research studies*. Teaching activity presented at the Society for the Teaching of Psychology/University of San Diego Teaching Enhancement Workshop in Psychology, San Diego, CA.

**Harding (Letzring), T. D.** (2004, January). *Tips for teaching your first class*. Talk presented at pre-conference meeting sponsored by the Society for the Teaching of Psychology, Austin, TX.

## Professional Experience and Service

*Associate Editor:* Journal of Research in Personality. January 2019-present.

*Grant Review Panel Member.* Society for Personality and Social Psychology. January 2018-present.

*Ad hoc journal reviewer:* Cognition, Basic and Applied Social Psychology, Educational Psychology, Emotion, European Journal of Personality, International Journal of Psychology, International Journal of Psychology and Counselling, Journal of Applied Social Psychology, Journal of Experimental Social Psychology, Journal of Individual Differences, Journal of Nonverbal Behavior, Journal of Personality, Organizational Behavior and Human Decision Processes, Personality and Individual Differences, Personality and Social Psychology Bulletin, Psychological Reports, Psychological Science, Psychology and Aging, Social Psychological and Personality Science, The International Journal of Applied Aviation Studies, The Journal of Social Psychology

*Awards Committee Member.* Association for Research in Personality. January 2013-January 2019.

*Author,* PowerPoint slides to accompany The Personality Puzzle, 5<sup>th</sup>-8<sup>th</sup> editions, written by D. C. Funder. 2010, 2012, 2015, 2019

*Author,* class activities to accompany The Personality Puzzle, 6<sup>th</sup>-8<sup>th</sup> editions, written by D. C. Funder. 2012, 2015, 2019

*Member of Editorial Board/Consulting Editor:* Journal of Research in Personality. 2011-2018.

*Science Fair Judge,* Grace Lutheran School. 2012, 2015, 2016, 2017, 2018, 2019.

*Speech Festival Judge,* Grace Lutheran School. 2016, 2017, 2018.

*Review Editorial Board:* Frontiers: Personality and Social Psychology. 2015-2017.

*Moderator:* Oral presentation sessions at Rocky Mountain Psychology Association conference. April 2017.

*Consulting Editor:* Journal of Personality and Social Psychology: Personality Processes and Individual Differences. 2011-2016.

*External reviewer for a proposed MS and PhD program:* Oregon State University, Department of Psychology. July 2015.

*APA Convention Program Past-Chair for Division 8.* September 2013-August 2014.

*APA Convention Program Chair for Division 8.* September 2012-August 2013.

*Associated Faculty, Women's Studies Program,* Idaho State University. Spring 2008-May 2015.

*Undergraduate Assessment Coordinator,* Psychology Department. August 2008-October 2015.

Solicit responses to surveys from current students and recent graduates, collect grades from psychology courses, analyze data, write reports.

*Research Council Chair,* Idaho State University, Summer 2014-May 2015.

*Research Council member,* Idaho State University, Fall 2012-Spring 2014.

*Ad hoc grant reviewer:* National Science Foundation. October 2010.

*Reviewer of poster submissions,* Society of Personality and Social Psychology annual conference, 2011; Rocky Mountain Psychological Association annual conference, 2007.

*Social Sciences Representative - General Education Requirements Committee,* Idaho State University. Fall 2009-Spring 2010.

*Member of the Graduate Travel Awards committee,* Society for Personality and Social Psychology conference (evaluated abstracts submitted by graduate students). Spring 2009.

*Undergraduate Research Committee - Social Sciences Representative,* Idaho State University. Fall 2007-Spring 2009.

*University Library Committee - Social Sciences Representative,* Idaho State University. April 2006-Spring 2009.

*Interview with Adam Cotterell of KBSU/NPR in Boise about possible reasons people might want to be on a reality TV show or be famous,* March 2009.

*Presenter at Idaho Network of Children's Advocacy Centers (CACs) Training Workshop.* May 2008.

Presented information on the reliability and validity of psychological tests, research methods, and research ethics to directors of local CACs; assisted in development of data collection to assess program efficacy.

*Consultant,* Pocatello Fire Department. November 2005 - May 2006.

Provided professional consultation to members of the fire department who were in the process of strategic planning. As part of this process, we created a survey to assess the individual and organizational values of the department's employees. My role was to help the fire department develop the survey, collect the data, enter and analyze the data, and help the chief understand the results.

*Quantitative expert for Health College Research Day.* April 2006.

Facilitated a “how to” session on quantitative research methods; created and distributed a handout on quantitative methods; answered questions about quantitative methods.

*Interview with journalist for the Idaho State Journal’s “Active Lifestyles” magazine.* February 2006.

Answered questions about how older adults can leave behind a legacy.

*Member, Institutional Review Board, University of California, Riverside.* 2002-2005.

Attended monthly meetings to evaluate and discuss the ethical issues regarding human participants in all research protocols for the University of California, Riverside.

*Consultant, Sanford Systems.* 2003-2004.

Analyzed data from local schools to determine the effectiveness of a reading and writing program; edited a paper for clarity of writing and APA formatting.