

**LOGAN L. WATTS**

Assistant Professor  
 Baruch College & CUNY Graduate Center  
 Department of Psychology  
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**EDUCATION**

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- Ph.D., Industrial and Organizational Psychology** Dec 2016  
 Minor: Quantitative Research Methods  
*University of Oklahoma, Norman, OK*
- M.A., Industrial and Organizational Psychology** May 2012  
*Middle Tennessee State University, Murfreesboro, TN*
- B.S., Psychology, with honors** May 2010  
 Minor: Business Administration  
*Abilene Christian University, Abilene, TX*

**ACADEMIC APPOINTMENTS**

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- Doctoral Faculty**, The CUNY Graduate Center, New York, NY Aug 2018 – Present
- Assistant Professor of I/O Psychology**, Baruch College, New York, NY Aug 2017 – Present

**RESEARCH SUMMARY**

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I study leadership, ethics, creativity, and wherever these areas overlap. Most recently, my research has focused on the processes by which leaders influence others with respect to ethics and innovation. I am interested in ethics and innovation because they are two essential ingredients for driving and sustaining organizational performance, and because leaders play a critical role in building cultures that reinforce ethical behavior and support creativity. Full-text copies of my publications can be accessed at: [https://www.researchgate.net/profile/Logan\\_Watts](https://www.researchgate.net/profile/Logan_Watts).

**PEER-REVIEWED ARTICLES & BOOK CHAPTERS**

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32. **Watts, L. L.**, Steele, L. M., Medeiros, K. E., & Mumford, M. D. (in press). Minding the gap between generation and implementation: Effects of idea source, goals, and climate on selecting and refining creative ideas. *Psychology of Aesthetics, Creativity, and the Arts*. DOI: 10.1037/aca0000157
31. Medeiros, K. E., Steele, L. M., **Watts, L. L.**, & Mumford, M. D. (in press). Timing is everything: Examining the role of constraints throughout the creative process. *Psychology of Aesthetics, Creativity, and the Arts*. DOI: 10.1037/aca0000148
30. Medeiros, K. E., **Watts, L. L.**, Mulhearn, T. J., Steele, L. M., Connelly, S., & Mumford, M. D. (2017). What is working, what is not, and what we need to know: A meta-analytic review of business ethics instruction. *Journal of Academic Ethics*, 15, 245-275.
29. **Watts, L. L.**, Ness, A. M., Steele, L. M., & Mumford, M. D. (2017). Learning from stories of leadership: How reading short stories about personalized and socialized politicians impacts performance on an ethical decision-making simulation. *The Leadership Quarterly*. DOI: 10.1016/j.leaqua.2017.04.004
28. Todd, E. M., Torrence, B. S., Mulhearn, T. J., **Watts, L. L.**, Connelly, S., & Mumford, M. D. (2017). Effective practices in the delivery of research ethics education: A qualitative review of instructional

methods. *Accountability in Research*, 24, 297-321.

27. **Watts, L. L.**, Todd, E. M., Mulhearn, T. J., Medeiros, K. E., Mumford, M. D., & Connelly, S. (2017). Qualitative evaluation methods in ethics education: A systematic review and analysis of best practices. *Accountability in Research*, 24, 225-242.
26. Torrence, B. S., **Watts, L. L.**, Mulhearn, T. J., Turner, M. R., Todd, E. M., Mumford, M. D., & Connelly, S. (2017). Curricular approaches in ethics education: Reflecting on more and less effective practices in instructional content. *Accountability in Research*, 24, 269-296.
25. Mulhearn, T. J., **Watts, L. L.**, Todd, E. M., Medeiros, K. E., Connelly, S., & Mumford, M. D. (2017). Validation and use of a predictive modeling tool: Employing scientific findings to improve responsible conduct of research education. *Accountability in Research*, 24, 195-210.
24. Todd, E. M., **Watts, L. L.**, Mulhearn, T. J., Torrence, B. S., Turner, M. R., Connelly, S., & Mumford, M. D. (2017). A meta-analytic comparison of face-to-face and online delivery in ethics instruction: The case for a hybrid approach. *Science & Engineering Ethics*, 23, 1719-1754.
23. Turner, M. R., **Watts, L. L.**, Steele, L. M., Mulhearn, T. J., Torrence, B. S., Todd, E. M., Mumford, M. D., & Connelly, S. (2017). How did you like this course? The advantages and limitations of reaction criteria in ethics education. *Ethics & Behavior*. DOI: 10.1080/10508422.2017.1308193
22. **Watts, L. L.**, Steele, L. M., & Song, H. (2017). Re-examining the relationship between need for cognition and creativity: Predicting creative problem solving across multiple domains. *Creativity Research Journal*, 29, 21-28.
21. Mulhearn, T. J., **Watts, L. L.**, Torrence, B. S., Todd, E. M., Turner, M. R., Connelly, S., Mumford, M. D. (2017). Cross-field comparison of ethics education: Golden rules and particulars. *Accountability in Research*, 24, 211-224.
20. **Watts, L. L.**, Medeiros, K. E., Mulhearn, T. J., Steele, L. M., Connelly, S., & Mumford, M. D. (2017). Are ethics training programs improving? A meta-analytic review of past and present ethics instruction in the sciences. *Ethics & Behavior*, 27, 351-384.
19. Mulhearn, T. J., Steele, L. M., **Watts, L. L.**, Medeiros, K. E., Connelly, S., & Mumford, M. D. (2017). Review of instructional approaches in ethics education. *Science and Engineering Ethics*, 23, 883-912.
18. Schmidt, J. B., & **Watts, L. L.** (2017). Creative leadership in the marketing arena. In M. D. Mumford and S. Hemlin (Eds.), *Handbook of research on leadership and creativity* (pp. 435-444). Cheltenham, UK: Elgar.
17. **Watts, L. L.**, Mulhearn, T., J., Todd, E. M., & Mumford, M. D. (2017). Leader idea evaluation and follower creativity: Challenges, constraints, and capabilities. In M. D. Mumford and S. Hemlin (Eds.), *Handbook of research on leadership and creativity* (pp. 82-99). Cheltenham, UK: Elgar.
16. Mumford, M. D., Steele, L., Mulhearn, T. J., McIntosh, T., J., & **Watts, L. L.** (2017). Leader planning skills and creative performance: Integrating past, present, and future. In M. D. Mumford and S. Hemlin (Eds.), *Handbook of research on leadership and creativity*. Cheltenham, UK: Elgar.
15. Medeiros, K. E., **Watts, L. L.**, & Mumford, M. D. (2017). Thinking inside the box: Educating leaders to manage constraints. In C. Zhou (Ed.), *Handbook of research on creative problem-solving skill development in higher education* (p. 25-50). Hershey, PA: IGI Global.

14. **Watts, L. L.**, Mulhearn, T. J., Medeiros, K. E., Steele, L. M., Connelly, S., & Mumford, M. D. (2017). Modeling the instructional effectiveness of responsible conduct of research education: A meta-analytic path-analysis. *Ethics & Behavior*, *27*, 632-650.
13. **Watts, L. L.**, & Buckley, M. R. (2017). A dual-processing model of moral whistleblowing in organizations. *Journal of Business Ethics*, *146*, 669-683.
12. Mumford, M. D., Mulhearn, T., **Watts, L. L.**, Steele, L., & McIntosh, T. J. (2017). Leader impacts on creative teams: Direction, engagement, and sales. In R. Reiter-Palmon (Ed.), *Handbook of team creativity* (pp. 131-155). Oxford University Press.
11. Steele, L. M., Mulhearn, T., Medeiros, K. E., **Watts, L. L.**, Connelly, S., & Mumford, M. D. (2016). How do we know what works? A review and critique of current practices in ethics training evaluation. *Accountability in Research*, *23*, 319-350.
10. Mumford, M. D., **Watts, L. L.**, Medeiros, K. E., Mulhearn, T. J., Steele, L. M., & Connelly, S. (2016). Integrating compliance and analysis approaches in science ethics education. *Nature Immunology*, *17*, 605-608.
9. Steele, L., Johnson, J. F., **Watts, L. L.**, MacDougall, A. E., Mumford, M. D., Connelly, S., & Williams, T. H. L. (2016). A comparison of the effects of ethics training on international and US students. *Science and Engineering Ethics*, *22*, 1217-1224.
8. Mumford, M. D., **Watts, L. L.**, & Partlow, P. P. (2015). Leader cognition: Approaches and findings. *The Leadership Quarterly*, *26*, 301-306.
7. Mumford, M. D., Steele, L., & **Watts, L. L.** (2015). Evaluating ethics education programs: A multilevel approach. *Ethics & Behavior*, *25*, 37-60.
6. Steele, L., McIntosh, T., Mulhearn, T., **Watts, L. L.**, Anderson, H., Hill, D., Lin, L., Mathews, S., Ness, A., & Buckley, M. R. (2015). The reestablishment of the Journal of Management History: A quantitative review of 2005 to 2009. *Journal of Management History*, *21*, 439-452.
5. **Watts, L. L.**, Frame, M. C., Moffett, R. G., Van Hein, J. L., & Hein, M. B. (2015). The relationship between gender, perceived career barriers, and occupational aspirations. *Journal of Applied Social Psychology*, *45*, 10-22.
4. Mumford, M. D., McIntosh, T., Mulhearn, T., Steele, L., & **Watts, L. L.** (2015). Processes, strategies, and knowledge in creative thought: Multiple interacting systems. In J. Kaufman (Ed.), *Creativity and reason in cognitive development* (2nd ed.). Cambridge: Cambridge University Press.
3. Mumford, M. D., Medeiros, K. E., Steele, L., **Watts, L. L.**, & Gibson, P. C. (2015). Leadership, creativity, and innovation: An overview. In M. D. Mumford (Ed.), *Handbook of leadership, creativity, and innovation*. Thousand Oaks, CA: Sage.
2. Mumford, M. D., Mecca, J. T., & **Watts, L. L.** (2015). Planning processes: Relevant cognitive operations. In M. D. Mumford & M. R. Frese (Eds.), *The psychology of planning in organizations: Research and applications* (pp. 9-30). New York: Routledge.
1. Parry, K., Mumford, M. D., Bower, I., & **Watts, L. L.** (2014). Qualitative and historiometric methods in leadership research: A review of the first 25 years of The Leadership Quarterly. *The Leadership Quarterly*, *25*, 132-151.

## TECHNICAL REPORTS, NEWSLETTERS, & OTHER PUBLICATIONS

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6. **Watts, L. L.** (Ed.) (2017). The I/O-KLAHOMAN: The newsletter of the University of Oklahoma's Industrial and Organizational Psychology Program, *OU I/O Alumni Association, 1*, 1-30.
5. Mumford, M. D., Connelly, S., **Watts, L. L.**, Medeiros, K. E., Mulhearn, T. J., & Todd, E. M. (2017). Developing a predictive modeling tool for improving ethics education. *The Office of Research Integrity Newsletter*.
4. **Watts, L. L.**, Mulhearn, T. J., Connelly, S., & Mumford, M. D. (2017). *Course characteristics and criteria: Appraising the effectiveness of RCR educational resources* (Grant #: ORIIR140010-01-00), Final project report submitted to the Office of Research Integrity.
3. Mumford, M. D., Connelly, S., **Watts, L. L.**, Medeiros, K. E., Mulhearn, T. J., & Steele, L. M. (2016). Assessing the effectiveness of RCR education: Moving forward by looking back. *The Office of Research Integrity Newsletter, 23*, 15-17.
2. **Watts, L. L.**, & Steele, L. M. (2014). *University of Oklahoma's RCR training initiative: Report on 2013-2014 sessions*. Technical report submitted to the Graduate College, The University of Oklahoma.
1. Bagdasarov, Z., & **Watts, L. L.** (2013). *University of Oklahoma's RCR training initiative: Report on 2012-2013 sessions*. Technical report submitted to the Graduate College, The University of Oklahoma.

## MANUSCRIPTS UNDER REVIEW

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7. **Watts, L. L.**, Steele, L., & Mumford, M. D. (R&R). Active processing of pragmatic and charismatic leadership stories: Effects on vision formation. *The Leadership Quarterly*.
6. McIntosh, T. J., **Watts, L. L.**, Mulhearn, T. J., & Medeiros, K. E. (under review). Antecedents of professional misconduct: Situational constraints and personal biases. *Journal of Business Ethics*.
5. **Watts, L. L.**, Steele, L. M., & Den Hartog, D. N. (under review). Transformational leadership and innovation across cultures: A meta-regression of effects from 17 countries. *Journal of International Business Studies*.
4. Steele, L. M., **Watts, L. L.**, Dharmasiri, A., & Buckley, M. R. (under review). When is enough, enough? Exercising moderation in executive compensation. *Journal of Managerial Issues*.
3. **Watts, L. L.**, Medeiros, K. E., McIntosh, T. J., & Mulhearn, T. J. (under review). Biases in ethical decision making: Construct development and measurement. *Organizational Behavior & Human Decision Processes*.
2. Steele, L. M., Hardy, J. H., Day, E. A., **Watts, L. L.**, & Mumford, M. D. (under review). How does goal orientation influence creativity? An examination of exploration and exploitation effort as mediators. *Organizational Behavior & Human Decision Processes*.
1. **Watts, L. L.** & Barker, P. (under review). Meeting Galileo: Testing the effectiveness of an immersive video game to teach history and philosophy of science to undergraduates. *Transversal: International Journal for the Historiography of Science*.

## MANUSCRIPTS IN PREPARATION (\*Denotes student coauthor)

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12. **Watts, L. L.** (writing). Effects of idea source, goals, and climate on idea evaluation processes. Target: Updated: 12/7/17

*Psychology of Aesthetics, Creativity, & the Arts.*

11. **Watts, L. L.** (writing). Side effects of organizational interventions. Target: *Journal of Business & Psychology*.
10. Steele, L., **Watts, L. L.**, Medeiros, K., Mulhearn, T., McIntosh, T., & Mumford, M. D. (writing). The curvilinear relationship between LMX and team innovation: Examining job complexity as a moderator. Target: *Journal of Organizational Behavior*.
9. **Watts, L. L.** (writing). Leader planning and innovation at the team and organizational levels. In M. D. Mumford (Ed.) *Frontier Series on Organizational Creativity and Innovation*. Taylor & Francis, (forthcoming).
8. **Watts, L. L.**, McIntosh, T. J., Gibson, P. C., Mulhearn, T. J., Medeiros, K. E., & Mecca, J. T. (writing). Story-induced affective shifts and creative performance. Target: *Organizational Behavior & Human Decision Processes*.
7. Medeiros, K. E., Mecca, J. T., & **Watts, L. L.** (writing). Expository versus story-based realistic organizational previews: Effects on applicant culture perceptions. Target: *Journal of Organizational Behavior*.
6. McIntosh, T. J., **Watts, L. L.**, Mulhearn, T. J., & Medeiros, K. E. (writing). Story-induced emotions and biases in ethical decision making. Target: *Journal of Business Ethics*.
5. \*Dutta, T., **Watts, L. L.**, McIntosh, T. J., Medeiros, K. E., & Mulhearn, T. J. (writing). Effects of gender and age on biases in ethical decision making. Target: *Journal of Business Ethics*.
4. **Watts, L. L.** (writing). Understanding narrative-based cognition at work: Antecedents, processes, and outcomes. Target: *Academy of Management Review*.
3. Medeiros, K. E., \*Mason, C. B., McIntosh, T. J., & **Watts, L. L.** (data collection). Historiometric analysis of women in high-power leadership roles. Target: *The Leadership Quarterly*.
2. \*Rothstein, E., \*Patel, K., Naidoo, L., Steele, L. M., & **Watts, L. L.** (in preparation). Speech delivery mode and leader charisma strength: Effects on follower value activation. Target: *The Leadership Quarterly*.
1. \*Patel, K., \*Rothstein, E., & **Watts, L. L.** (in preparation). Effects of stretch goals and financial incentive structures on unethical behavior. Target: *Journal of Business Ethics*.

#### **PRESENTATIONS** (\*Denotes student coauthor)

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37. Steele, L. M., **Watts, L. L.**, & den Hartog, D. N. (2018, April). *Transformational leadership and innovation across cultures: A meta-analysis*. Poster presented at the 33<sup>rd</sup> annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL
  36. **Watts, L. L.**, Medeiros, K. E., \*McIntosh, T. J., \*Mulhearn, T. J., \*Patel, K. R., & \*Rothstein, E. (2018, April). *Biases in ethical decision making: A nomological network*. Poster presented at the 33<sup>rd</sup> annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
  35. \*Rothstein, E., \*Patel, K. R., Giorgini, V. D., Steele, L. M., & **Watts, L. L.** (2018, April). *The facilitative effects of competition, workload, and timeframe on planning*. Poster presented at the 33<sup>rd</sup> annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.

34. Mulhearn, T. J., **Watts, L. L.**, McIntosh, T. J., & Medeiros, K. E. (2018, April). *Measuring biases in ethical decision making: A novel approach to studying ethics*. Poster presented at the 33<sup>rd</sup> annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
33. **Watts, L. L.**, & \*Kuzmich, I. (2018, April). Who overclaims the most? Demographics and self-enhancement on job applications. In P. C. Gibson (Chair), *Big fakers and bigger data: Emerging insights from practice*. Symposium presented at the 33<sup>rd</sup> annual conference of the Society for Industrial/Organizational Psychology, Chicago, IL.
32. **Watts, L. L.** (2017, August). *Effects of idea source, goals, and climate on selecting and refining creative ideas*. Presentation at the 77<sup>th</sup> annual meeting of the Academy of Management, Atlanta, GA.
31. Mumford, M. D., **Watts, L. L.**, Steele, L. M., Mulhearn, T. J., Medeiros, K. E., & Connelly, S. (2017, May). *Modeling the effectiveness of RCR education*. Poster presented at the 5<sup>th</sup> World Conference on Research Integrity, Amsterdam, Netherlands.
30. Mumford, M. D., **Watts, L. L.**, Connelly, S., Medeiros, K. E., Mulhearn, T. J., & Steele, L. M. (2017, May). A meta-analysis of the effectiveness of RCR education. Oral presentation given at the 5<sup>th</sup> World Conference on Research Integrity, Amsterdam, Netherlands.
29. Mumford, M. D., Mulhearn, T. J., Steele, L. M., **Watts, L. L.**, Connelly, S., & Medeiros, K. E. (2017, May). *Major types of ethics education and their effectiveness*. Poster presented at the 5<sup>th</sup> World Conference on Research Integrity, Amsterdam, Netherlands.
28. Medeiros, K. E., Mecca, J. T., & **Watts, L. L.** (2017, April). Tell me about it: Making the case for case-based RJP. Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
27. Steele, L. M., **Watts, L. L.**, Medeiros, K. E., McIntosh, T. J., Mulhearn, T. J., & Mumford, M. D. (2017, April). *Leading for innovation: A multi-level meta-analysis*. In the symposium, Leadership and innovation: New theoretical and empirical developments, presented at the 32<sup>nd</sup> annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
26. **Watts, L. L.**, Ness, A. M., Steele, L. M., & Mumford, M. D. (2017, April). *Reading charismatic leader biographies influences ethical decision making*. Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
25. Todd, E. M., **Watts, L. L.**, Mulhearn, T. J., Torrence, B. S., Turner, M. R., Connelly, S., & Mumford, M. D. (2017, April). *A meta-analysis comparing face-to-face, online, and hybrid ethics courses*. Poster presented at the 32<sup>nd</sup> annual conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
24. Mulhearn, T. J., **Watts, L. L.**, Todd, E. M., Medeiros, K. E., Connelly, S., & Mumford, M. D. (2017, April). *Validation and use of a predictive modeling tool: Employing scientific findings to improve responsible conduct of research education*. Graduate Student Research and Creativity Day, Norman, OK.
23. **Watts, L. L.**, Steele, L. M., Song, H., Medeiros, K. E., Partlow, P., & Gibson, P. C. (2016, April). *Re-examining the relationship between need for cognition and creativity*. Poster presented at the 31<sup>st</sup> annual conference of the Society for Industrial/Organizational Psychology, Anaheim, CA.
22. Steele, L. M., **Watts, L. L.**, & Mumford (2016, April). *Charismatic stories as a basis for leader development*. Poster presented at the 31<sup>st</sup> annual conference of the Society for Industrial/Organizational Psychology, Anaheim, CA.

21. \*Krantz, C., **Watts, L. L.**, Ness, A. M., Steele, L. M., & Mumford, M. D. (2016, April). *Leader stories and ethical decision making*. Poster presented at the 5<sup>th</sup> annual Graduate and Undergraduate Psychology Research Conference at the University of Oklahoma, Norman, OK.
20. **Watts, L. L.** (2015, December). *How important is leadership to college football team performance? Examining 50 years of head coaches in the Big 12 conference*. Poster presented at Hierarchical Linear Modeling poster exhibition, University of Oklahoma, Norman, OK.
19. Steele, L., Johnson, J. F., **Watts, L. L.**, MacDougall, A. E., Mumford, M. D., Connelly, S., & Williams, T. H. L. (2015, June). *Effects of ethics training on international and domestic students in the United States*. Poster presented at the 4th World Conference on Research Integrity in Rio de Janeiro, Brazil.
18. **Watts, L. L.**, Steele, L., & Mumford, M. D. (2015, April). *Developing leadership potential with stories of pragmatic leaders*. Poster presented at the 30<sup>th</sup> annual conference of the Society for Industrial/Organizational Psychology, Philadelphia, PA.
17. \*Ahmed, I. M., \*Filippo, A. R., \*Strasbaugh, K. D., \*Urzua, A., **Watts, L. L.**, & Mumford, M. D. (2015, April). *Selecting saviors: How environmental predictors indicate personalized vs. socialized leadership preferences*. Poster presented at the 4<sup>th</sup> annual Graduate and Undergraduate Psychology Research Conference at the University of Oklahoma, Norman, OK.
16. **Watts, L. L.** & Mumford, M. D. (2015, March). *Developing creative leaders: Exploring the impact of pragmatic leadership stories*. Presentation delivered at the World Creativity Forum, University of Oklahoma, Norman, OK.
15. Barker, P., & **Watts, L. L.** (2014, October). *Educational video games, student learning and student engagement: A study of the Parnassus LLC Galileo game prototype*. Presentation at the Teaching Scholars Initiative Colloquium, University of Oklahoma, Norman, OK.
14. \*Harmon, A., \*Choudary, P. N., **Watts, L. L.**, Steele, L., & Mumford, M. D. (2014, November). *Read to lead: Using pragmatic stories to develop leadership potential*. Poster presented at the 2014 Annual Convention for the Oklahoma Psychological Association, Tulsa, OK.
13. \*Zhou, C., & **Watts, L. L.** (2014, April). *Influences on scientific and artistic genius: Historiometric insights*. Poster presented at the 3<sup>rd</sup> annual Graduate and Undergraduate Psychology Research Conference at the University of Oklahoma, Norman, OK.
12. **Watts, L. L.** (2013, September). Invited Talk. *Shaping your way to an ethical future*. Research ethics seminar presented at the 19<sup>th</sup> Annual Research Symposium for Oklahoma Louis Stokes Alliance for Minority Participation (OK-LSAMP) at Oklahoma State University, Stillwater, OK.
11. **Watts, L. L.**, Sanders, E. K., Frame, M. C., Hein, M. B., Rippey, R., & Creek, S. (2013, May). *A measure of survey engagement*. Poster presented at the 25th annual convention of the American Psychological Society, Washington, D.C.
10. Steele, L. M., **Watts, L. L.**, & Mumford, M. D. (2013, March). *Learning to lead: Developing leaders with stories of charismatic leadership*. Poster presented at the 2nd annual Graduate and Undergraduate Psychology Research Conference at the University of Oklahoma, Norman, OK.
9. \*O'Dell, A. H., \*Dennis, V. S., \*Fitzpatrick, M. S., \*Kanneganti, V., **Watts, L. L.**, Steele, L. M., & Mumford, M. D. (2013, March). *Learning to lead: Developing leaders with stories of pragmatic leadership*. Poster presented at the 2nd annual Graduate and Undergraduate Psychology Research Conference at the University of Oklahoma, Norman, OK.

8. Lillard, R. M., **Watts, L. L.**, Frame, M. C., Hein, M. B., Rigdon, W. D., & Orsak-Robinson, K. (2012, April). *Initial development and validation of a measure of adaptive performance*. Poster presented at the 27<sup>th</sup> annual conference of the Society for Industrial/Organizational Psychology, San Diego, CA.
7. **Watts, L. L.**, & Frame, M. C. (2012, April). *Examining gender as a moderator between perceived career barriers and the occupational aspirations of college students*. Presentation presented at the 20<sup>th</sup> annual spring conference of the Middle Tennessee Psychological Association, Murfreesboro, TN.
6. Sanders, E., & **Watts, L. L.** (2012, April). *Initial development and validation of a survey engagement measure*. Presentation presented at the 20<sup>th</sup> annual spring conference of the Middle Tennessee Psychological Association, Murfreesboro, TN.
5. **Watts, L. L.** (2012, February) Guest Panelist. *How to find, interview for, and excel in your summer practicum*. In Richard C. Moffett (professor), Sarah Stallings (panelist), and Logan L. Watts (panelist) at the Pre-Practicum in I-O Psychology class at Middle Tennessee State University, Murfreesboro, TN.
4. **Watts, L. L.** (2011, October) Panel Discussant. *Getting the most out of graduate training*. In Mark C. Frame (Chair), Sarah Creek, Logan L. Watts (discussants), Sarah Carr Evans, Gary W. Giumetti, Racquel L. Pickett, and Derek Wiseman (panelists) at the 7<sup>th</sup> annual River Cities I-O Psychology Conference, Chattanooga, TN.
3. **Watts, L. L.**, & Frame, M. C. (2011, October). *Gender differences in occupational aspirations: A study of college students using occupational prestige*. Poster presented at the 7<sup>th</sup> annual River Cities I-O Psychology Conference, Chattanooga, TN.
2. **Watts, L. L.**, Frame, M. C., Rigdon, W. D., & Orsak-Robinson, K. (2011, October). *Exploring the factor structure of adaptive performance: Finding a more parsimonious fit with four dimensions*. Poster presented at the 7<sup>th</sup> annual River Cities I-O Psychology Conference, Chattanooga, TN.
1. **Watts, L. L.**, Lopez, N. P., & Frame, M. C. (2010, October). *Is competency model development an art or science? An initial survey of competency modeling practitioners*. Poster presented at the 6<sup>th</sup> annual River Cities I-O Psychology Conference, Chattanooga, TN.

## TEACHING EXPERIENCE

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### Baruch College, New York, NY

- Research Methods (PSY 3001) – undergraduates in Psychology Spring 2018
- Training in Organizations (PSY 9786) – Master’s students in Psychology Spring 2018
- Research Methods (PSY 3001) – 10 undergraduates in Psychology Fall 2017
- Research Methods in Organizations (PSY 9703) – 32 Master’s students in Psychology Fall 2017

### University of Central Oklahoma, Edmond, OK

- Business Ethics (BADM 3103) – 32 undergraduates in Business Spring 2016

### University of Oklahoma, Norman, OK

- Organizational Behavior (MGT 3363) – 42 undergraduates in Business Spring 2016
- Introduction to I/O Psychology (PSY 3753) – 29 undergraduates in Psychology Fall 2015
- Research Methods I: Statistics (PSY 2113) – 26 undergraduates in Psychology Summer 2015

## TEACHING PHILOSOPHY

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My overarching goals are to **ensure every student is appropriately challenged and engaged**, because it is only by stretching ourselves that we learn and grow. At the same time, **I am a pragmatist**. Students enroll in my courses for a variety of reasons. I view every class as a “mixed bag” of students with different backgrounds,



interests, personalities, and capabilities. This **diversity makes the teaching and learning experience richer**, and as a result **I resist the urge to try and make students think exactly like I do**. I believe my responsibilities as an instructor are two-fold—to **clearly convey mental models of key concepts**, and to **serve as a role model and mentor** during a time when students are undergoing critical stages of social and professional development.

## **APPLIED EXPERIENCE**

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**Ethics Consultant**, Ethics Advantage LLC, Georgetown, TX Mar 2017 – Present

- Developing and administering ethics-related assessments and tools.
- Designing, delivering, and evaluating ethics training programs.

**NIH Grant Lead**, University of Oklahoma, Norman, OK Aug 2014 – Dec 2016

*Center for Applied Social Research*

- Funded by a grant from the National Institutes of Health (NIH).
- Conducted meta-analysis describing the relationships between characteristics of ethics instruction and ethical decision making.
- Integrated meta-analytic results into predictive modeling tool.

**Organizational Development Intern**, Continental Resources, Oklahoma City, OK Aug 2014 – Jan 2015

- Developed the organization's first, company-wide culture survey.
- Trained team of 5 doctoral students to generate nearly 600 items.
- Developed and implemented rater training program for item content validation purposes.

**Ethics Training Coordinator**, University of Oklahoma, Norman, OK Aug 2013 – Dec 2014

*Professional Ethics Training – Responsible Conduct of Research (PET-RCR)*

- Coordinated the training of approximately 600 graduate students per year in research ethics.
- Supported up to 13 trainers across approximately 25 training sessions per year.
- Analyzed data to evaluate training effectiveness.
- Prepared annual training evaluation reports for the Graduate College.
- Developed and delivered two-day, train-the-trainer workshop to doctoral students.

**CGS Grant Lead**, University of Oklahoma, Norman, OK Oct 2012 – Aug 2013

*Center for Applied Social Research*

- Funded by a grant from the Council of Graduate Schools (CGS).
- Investigated the impact of two-day ethics training on international graduate students.
- Developed matching plan for paired analysis of international and domestic students.
- Analyzed data to compare pre and post-test gains in ethical decision-making between international and domestic students.

**Talent Management Intern**, Bridgestone Americas, Nashville, TN May – Aug 2011

- Redesigned rating scale used for succession planning and performance management.
- Developed multiple surveys, including talent review/succession planning survey, 360-degree feedback survey, manager opinion survey, and new hire survey.
- Redesigned paper-based performance management tool in time to be used for mid-year reviews.
- Developed a virtual map of over 50 U.S. manufacturing plants and distribution centers that was used to plan a two-year training project of nearly 900 front-line supervisors.
- Redesigned the new hire orientation process, which included software research, planning for a hybrid (e-courses + classroom) orientation approach, new hire survey research and development, and the development of an electronic FAQ document for new hires.

## **CONSULTING EXPERIENCE**

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**Diversity Training Development**, Nissan North America, Franklin, TN Jan 2012 – Apr 2012

- Collected critical incidents from senior managers in multiple countries to develop a cultural awareness e-learning module.

**Program Evaluation**, Middle Tennessee Outdoor Pursuits (MTOPE), Murfreesboro, TN Oct 2011 – Jan 2012

- Managed a team of graduate students in evaluating pre- and post-survey results to assess the effectiveness and participant satisfaction associated with a week-long, leadership training program for college freshmen.

**Needs Analysis**, Rutherford County PAWS, Murfreesboro, TN Mar – May 2011

- Designed and conducted structured interviews with employees at Pet Adoption and Welfare Services (PAWS) as part of a larger training project.

**Faculty Needs Assessment**, MTSU, Murfreesboro, TN Jan – Feb 2011

- Developed and implemented a web-based, needs assessment survey to evaluate faculty development needs at Middle Tennessee State University.

**Job Analysis**, Rutherford County Human Resources, Murfreesboro, TN Sep – Dec 2010

- Analyzed five jobs and updated job descriptions for each position.

## SERVICE & LEADERSHIP

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### Service Positions Held

- Co-Chair, Psychology Department Colloquium Series, Baruch College Aug 2017 – Present
- Advisor, I/O Psychology Newsletter, Baruch College Aug 2017 – Present
- Founding Editor, University of Oklahoma's I/O Psychology Newsletter Jan 2017 – Dec 2017
- Doctoral Student Recruitment Coordinator, University of Oklahoma Jan 2013 – May 2014
- Treasurer, Psychology Graduate Student Association Sep 2012 – Aug 2014
- Treasurer, Mumford Research Group Sep 2012 – Aug 2014
- Vice President, MTSU Society for Human Resource Management Jun 2011 – May 2012

### Dissertation Committees

- Paul Agnello (2018)
- Jane Lim (2017)

### Ad-hoc Reviewer

- *Human Performance* 2017 – Present
- *Ethics & Behavior* 2017 – Present
- *Science & Engineering Ethics* 2017 – Present
- Annual Conference of the *Society of Industrial and Organizational Psychology* 2017 – Present
- Annual Conference of the *Southern Management Association* 2017 – Present
- Annual Conference of the *Academy of Management* 2016 – Present

### Volunteer Subject Matter Expert Rater

- Ness, A. (2017). Individual differences in perceptions of ethical dilemmas.
- Todd, M. (2017). Biases in leader decision making.
- Giorgini, V. (2015). Facilitative effects of competition, workload, and timeframe on planning.
- Mulhearn, T. (2015). Influence of negative events on leadership & creativity.
- McIntosh, T. (2014). Mental models and creativity.
- MacDougal, A. (2014). Measure of organizational citizenship behaviors.
- Mecca, J. (2014). Stories and climate for creativity (benchmark ratings).
- Mecca, J. (2013). Stories and climate for creativity (story ratings).
- DuBois, J. (2013). Validating a measure of professional decision making.
- Ness, A. (2013). Situational influences on ethical decision making.
- MacDougal, A. (2013). Cases and ethical decision making.

- Partlow, P. (2013). Leader cognition in vision formation: Simplicity and negativity.
- Bagdasaroy, B. (2012). Working memory and ethical decision making.
- Adams, M. (2012). Time management meta-analysis practice ratings.

### **Graduate Student Mentorship**

- Ethan Rothstein (PhD; active)
- Kajal Patel (PhD; active)
- Tanvi Dutta (MS; active)

### **Undergraduate Student Mentorship**

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|--------------------------------|----------------------------------|
| ▪ Colleen Richards (Active)    | ▪ She'Quon Caruthers (Graduated) |
| ▪ Debra Zomberg (Active)       | ▪ Nissa Choudary (Graduated)     |
| ▪ Anastasia Borjas (Active)    | ▪ Morgan Stanley (Graduated)     |
| ▪ Gabriella Epshteyn (Active)  | ▪ Iqra Ahmed (Graduated)         |
| ▪ Gustavo Aguilera (Graduated) | ▪ Keith Strasbaugh (Graduated)   |
| ▪ Cassidy Krantz (Graduated)   | ▪ Christopher Woon (Graduated)   |
| ▪ Albert Trinidad (Graduated)  | ▪ Chelsea Zhou (Graduated)       |
| ▪ Garret Robinson (Graduated)  | ▪ Bailey Schrock (Graduated)     |
| ▪ Madison Salem (Graduated)    | ▪ Kayla, Finuf (Graduated)       |
| ▪ Jason Nance (Graduated)      | ▪ Allison O'Dell (Graduated)     |
| ▪ Megan Kelly (Graduated)      | ▪ Sam Moore (Graduated)          |
| ▪ Lena Anderson (Graduated)    | ▪ Sarah Bruhn (Graduated)        |

## **HONORS & AWARDS**

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<b>Who's Who in America</b> , Marquis Biography	July 2017
<b>Getty's Award for Outstanding Research in Psychology (\$300)</b> , University of Oklahoma	May 2017
<b>Psychology Graduate Student Teaching Award (\$300)</b> , University of Oklahoma	May 2017
<b>Overall Outstanding Graduate Student Award (\$250)</b> , University of Oklahoma	May 2016
<b>Overall Outstanding Research Assistant Award (\$250)</b> , University of Oklahoma	May 2016
<b>Center for Applied Social Research Travel Award (\$500)</b> , University of Oklahoma	Apr 2015
<b>Robert Prytula Memorial Scholarship Award (\$500)</b> , Middle Tennessee State University	Mar 2012
<b>Conference Travel Award (\$500)</b> , Middle Tennessee State University	Mar 2012
<b>Outstanding I/O Graduate Student of the Year</b> , Middle Tennessee State University	Feb 2012
<b>2<sup>nd</sup> Place Winner (\$2000)</b> , 1 <sup>st</sup> Annual SHRM Southeast Regional Case Competition	Mar 2011
<b>Eagle Scout</b> , Boy Scouts of America, Troop 151, Georgetown, TX	Mar 2006

## **PROFESSIONAL AFFILIATIONS**

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<b>New York Metropolitan Association of Applied Psychologists (METRO)</b>	2017 – Present
<b>Academy of Management (AOM)</b>	2016 – Present
<b>Society for Industrial and Organizational Psychology (SIOP)</b>	2011 – Present