

# Stephanie N. Seiler

## *Curriculum Vitae*

### ***University Address***

Department of Psychology  
University of Illinois at Urbana-Champaign  
603 East Daniel Street  
Champaign, IL 61820

[sseiler@illinois.edu](mailto:sseiler@illinois.edu)

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### ***Education***

**Ph.D.**, Industrial and Organizational Psychology

**Minor:** Psychological Measurement/Quantitative Psychology

**Thesis:** Personality at Work: Expansion of the Lexical Domain and Comparison to Nonwork Contexts

University of Illinois at Urbana-Champaign

Expected December 2009

**M.A.**, Industrial/Organizational Psychology

University of Illinois at Urbana-Champaign

**Thesis:** Modeling the Individual Difference Determinants of Faking: Integration and Extension

December 2006

**B.S.**, Psychology

**Minor:** Business Administration

University of Wisconsin—River Falls

Magna Cum Laude

May 2003

### ***Professional Affiliations***

Association for Psychological Science

Society for Industrial and Organizational Psychology

### ***Honors***

List of Teachers Rated Excellent by Their Students (Fall 2006; Fall 2007; Spring 2008)

Teaching Fellow, Allen Hall Unit One (Fall 2006)

### ***Service***

Assistant Instructor, Psychology Teaching Assistant Orientation (Summer 2008)

Facilitator, Campus Teaching Assistant Microteaching Sessions (Summer 2008)

### ***Conference Presentations***

- Brummel, B.J., Gunsalus, C. K., Kristich, K.L., Loui, M.C., & Seiler, S.N. (2009, April). Role-Play Scenarios for Teaching Responsible Conduct of Research: Assessment of Outcomes. Presentation accepted for the 5<sup>th</sup> Annual ORI Research Conference on Research Integrity, Niagara Falls. (authors listed alphabetically)
- Seiler, S.N., & Kuncel, N.R. (2007, April). Predicting Faking Using the Faking Dispositions and Reactions Questionnaire (FDRQ). Paper presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York.
- Seiler, S.N., & Kuncel, N.R. (2005, April). Modeling the Individual Difference Determinants of Faking: Integration and Extension. Paper presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles.
- Kuncel, N. R., Crede, M., Thomas, L.T., Seiler, Klieger, D. M., Seiler, S.N., & Woo, S. E. (2004, May). A meta-analysis of the validity of the Pharmacy College Admission Test (PCAT): Implications for pharmacy student admissions decisions. Paper presented at the 16th Annual Conference of the American Psychological Society, Chicago.

### ***Technical Reports***

- O'Leary, R. S., Swartout, E. C., Pulakos, E. D., Smith, K. G., Morewitz, C.L., Seiler, S. N., Juraksa, S. E., Nelson, J. K., Tendick, V. N., & Linton, L. L. (October 2007). U.S. Department of Homeland Security: Enterprise-Wide Job Analysis to Identify Job-Specific Work Behaviors for Competency-Based Qualifications (Institute Report #588). Arlington, VA: Personnel Decisions Research Institutes.
- Klieger, D.M., & Seiler, S.N. (August 2005). Report on Measuring Student Performance: Development of a Computer Adaptive Rating System. New York, NY: College Board. (authors listed alphabetically)

### ***Publications***

- Kuncel, N. R., Crede, M., Thomas, L. L., Klieger, D. M., Seiler, S. N., & Woo, S. E. (2005). A meta-analysis of the Pharmacy College Admission Test (PCAT) and grade predictors of pharmacy student success. *American Journal of Pharmaceutical Education*, 69(3), 339-347.

### ***Manuscripts in Preparation***

- Seiler, S.N., & Kuncel, N.R. Modeling the individual difference determinants of faking: Integration and extension.
- Seiler, S.N. The measurement of reactions to non-cognitive assessments.

## ***Work and Teaching Experience***

University of Illinois (Summer 2008 – current)

**Research Assistant**, Role-Play Scenarios for Teaching Responsible Conduct of Research  
Serve as an expert on the assessment of individual differences in retention of training on the responsible conduct of research. Deliver training sessions on the responsible conduct of research. Conduct follow-up interviews and develop new assessment tools to assess the effectiveness of training methods. Collaborate on research reports. Supervise junior research assistants and associates. NSF-Funded Grant ERC-0628814.  
Supervisors: Michael Loui, Ph.D and C.K. Gunsalus, J.D.

University of Illinois (Fall 2005 – Fall 2006; Fall 2007 – current)

**Teaching Assistant**, Introduction to Psychology  
Write and deliver lectures. Guide newer instructors in developing lectures, assignments, and teaching strategies. Supervise Honors students' independent research projects. Create exams and quizzes. Write and grade assignments. Assist students with academic and personal concerns.  
Supervisor: Sandra Goss-Lucas, Ph.D.

Personnel Decisions Research Institutes (January 2007 – August 2007)

**Research Associate**  
Assisted in development and administration of a Drug Enforcement Administration (DEA) agent promotional assessment center. Scored essays for DEA research specialist selection. Developed scripts for video-based situational judgment items for selection of agents for a government agency. Worked on a team to develop a competency-based staffing and performance management system for the U.S. Department of Homeland Security. Analyzed data and advised on appropriate measurement indices for various data sets.  
Supervisors: Larissa Linton, Ph.D. and Ryan O'Leary, Ph.D

University of Illinois, Allen Hall Unit One (Fall 2006)

**Teaching Fellow, Introduction to Psychology**  
Write and deliver lectures tailored to a residence-hall learning community. Utilize experimental teaching methods and integrate course material with other academic disciplines.  
Supervisors: Sandra Goss-Lucas, Ph.D. and Howard Schein, Ph.D.

University of Illinois (Fall 2003 – Spring 2005)

**Research Assistant**  
Directed database management for several projects; assisted in all aspects of several meta-analyses of the cognitive and non-cognitive predictors of college student performance; collaborated in development of a measure of college student performance; assisted in development of situational judgment and biodata items.  
Supervisor: Nathan Kuncel, Ph.D.

ePredix, Inc., Minneapolis, MN (June 2003 – September 2003)

**Research Assistant**

Set up custom assessments and ran test cases to ensure accuracy. Proofread data and statistics for job analysis reports. Wrote white papers for ePredix selection tools. Researched EEOC laws. Developed a laypersons' guide for writing content-valid pre-screening questions.

University of Wisconsin—River Falls (Fall 2002 – Spring 2003)

**Research Assistant**

Assisted in the development of a measure of organizational citizenship personality. Supervisors: Travis Tubré, Ph.D., UW-River Falls and Jana Fallon, Ph.D., Prudential Financial

University of Wisconsin—River Falls (Fall 2002 – Spring 2003)

**Psychology Tutor**

Assessed the needs of students and tailored appropriate tutoring strategies. Monitored student progress. Maintained communication with the tutoring supervisor and course instructors.

University of Wisconsin—River Falls (Summer 2002 – Spring 2003)

**Rock Climbing Wall Coordinator and Outdoor Recreation Leader**

Developed rock climbing protocols, maintenance systems, and staff training programs. Instructed new climbers in safety and technique. Led outdoor trips and teambuilding sessions. Instructed disadvantaged high school students in week-long camping and rock-climbing courses.

Wall Nuts, Vancouver, BC, Canada (May 2001– September 2001)

**Assistant Manager/Acting Manager**

Oversaw operation of rock climbing wall at Valleyfair in Shakopee, Minnesota. Created employee work schedules. Handled customer complaints. Conducted hiring and termination procedures, including application and exit interviews. Completed employee performance evaluations. Served as point of contact between Wall Nuts and Valleyfair management teams.

***Data Analysis/Management and Programming Skills***

MS Office, SPSS, SYSTAT, SAS, GENOVA, HTML, Perl

***Research Interests***

Personality assessment

Personality response distortion (faking)

Employment test attitudes and reactions

Construct development and measurement

Legal issues in selection

Think-aloud and interview techniques to assess decision-making and performance

College student admissions and measurement of student performance

## ***Coursework***

### **Statistics and Measurement**

- Statistical Methods I
- Statistical Methods II
- Multivariate Analysis in Psychology and Education
- Classical Test Theory and Generalizability Theory
- Psychological Measurement in Industry
- Measurement and Test Development
- Hierarchical Linear Models

### **Research Methods**

- Seminar in I/O Research Methods
- Theories of Social Psychology
- Social Psychological Theory and Methods
- Behavioral Research on the Internet

### **Content**

- Foundations of I/O Psychology
- Current Topics in I/O Psychology
- Seminar in Personnel Selection
- Personality Assessment
- Principles and Methods of Teaching Psychology
- Government Regulation in Industry

### **Relevant undergraduate coursework, University of Wisconsin—River Falls**

- I/O Psychology
- Managerial Tools and Techniques
- Business Law
- Psychology of Personality
- Management and Organizational Behavior
- Personnel Selection in Organizations
- Seminar in Human Resource Management and Consulting

## ***References***

Available upon request