

Kinsey Blue Bryant-Lees, PhD

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EDUCATION

WRIGHT STATE UNIVERSITY, Dayton, OH

Doctor of Philosophy, Industrial Organizational & Human Factors Psychology

GPA: 4.0 | Attended: August 2015-2019 | Graduation: August 2019

Dissertation Title: *Clarifying Measurement in Selection: Applying Item Response Trees to distinguish between Trait Level, Adaptability, & Trainedness*

BALL STATE UNIVERSITY, Muncie, IN

Master of Arts, Cognitive and Social Processes

GPA: 3.96 | Attended: August 2013-2015 | Graduation: May 2015

Master's Thesis: *Evaluations of Job Applicants: Consequences of Gender and Sexual Orientation Stereotypes in Low Status Sex-Segregated Occupations*

DENISON UNIVERSITY, Granville, OH

Bachelor of Arts, Psychology Major, Women's Studies Minor

GPA: 3.51 | Attended: August 2009-2013 | Graduation: May 2013

Undergraduate Thesis: *Consequences of Gender and Sexual Orientation Stereotypes on the Evaluations of Agentive & Communal Job Applicants*

CERTIFICATIONS

Institutional Research Certification | Ball State University

- Coursework in applied research and statistics, and a research practicum.

Organizational Studies Certification | Denison University

- Multidisciplinary coursework and internship in organizational behavior.

EXPERTISE & SELECTED COURSEWORK

SPSS & R Statistical Software

Microsoft Excel & Access

Item Response Theory

Multilevel Modeling

Psychometrics

Personnel Selection

Engineering Psychology

Behavior in Organizations

Multivariate Statistics

Factor Analysis

Structural Equation Modeling

Organizational Studies

Applied Regression Analysis

DIVERSITY TRAININGS & COURSEWORK

NKU Allied Zone Training

NKU A&S UndocuPeer Training

Diversity Issues in Psychology

Feminist Research Methods

Afro-Brazilian Politics & Gender

Psychology of Women

Introduction to Queer Studies

WORK & RESEARCH EXPERIENCE

Northern Kentucky University | Assistant Professor of Psychology

2019-Present

Teaching Experience

Developed and taught five new courses for Fall 2019-Fall 2020:

- **PSY 501 – IO Discussion Forum** (transitioned to hybrid-flex in Fall 2020)
- **PSY 550 – Organizational Psychology** (transitioned to hybrid-flex in Fall 2020)
- **PSY 580 – Cognition in the Workplace** (transitioned from in-person to fully online in March 2020; transitioned to hybrid-flex in Spring 2021)
- **PSY 660 – Organization Change & Development** (transitioned from in-person to fully online in March 2020; transitioned to hybrid-flex in Spring 2021)
- **PSY 494 – Psychology of Prejudice & Discrimination** (asynchronous online – taught Fall 2020, Spring 2021)

Student Research Supervision Experience

- Founded Workplace Discrimination Research Lab – Currently supervise 3 graduate & 1 undergraduate students
- Founded Personality Measurement Research Lab – Currently supervise 2 undergraduate students
- Honors in Psychology (HIP) Research Advisor – Currently supervise 1 HIP student

External Grant Funding

- Federal Award Number: 3R01DA052016-01 | FAIN#: R01DA052016

Project Title: Investigating the validity and equivalence of the measurement of minority stress in predicting substance use among SGM individuals

The purpose of this study is to address this major methodological gap in SGM research by establishing validity evidence and measurement equivalence for 3 commonly used measures of minority stress. This is essential in establishing the relevance of the minority stress research framework and clarifying that the constructs have the same meaning across SGM subgroups. Using existing longitudinal data from the PRIDE Study we aim to:

- (1) Investigate the convergent and discriminant validity of widely used measures of minority stress that to date have only been validated with lesbian and gay SGM populations

- (2) Examine the measurement invariance of the minority stress scales across multiple SGM subpopulations and time
- (3) Compare the predictive validity of the minority stress scales in explaining substance use patterns across SGM subgroups.

Internal Grant Funding

- Received two internal grants from the College of Arts and Sciences (CAS) for 2020-2021:
 - **CAS Equity, Diversity, and Inclusion (EDI) Fellowship – 2021**
Project Title: Expanding our DEI Assessment Capabilities: The Validation of the Diversity Climate Assessment and Strategic Planning for a DEI Measurement Consulting Center
 The primary goals of the project include:
 - (1) Validation of the multi-level diversity climate assessment tool
 - (2) Provide analytical and research support for the departmental diversity committee efforts in collaboration with Dr. Graf and the Department of Psychological Science Diversity Committee
 - (3) Review of literature and relevant case studies that exist in applied settings for DEI-focused consultation
 - (4) Develop a strategic plan for the MSIO DEI-focused measurement area.
 - **CAS Student Success Fellowship (SSF) – 2021**
Project Title: Providing the Foundation for an Organizational Measurement and Survey Consulting Center: A Needs Analysis and Pilot Program
 Primary goals of the project include:
 - (1) Review of the literature and relevant case studies for graduate program consulting centers
 - (2) Conduct an internal needs analysis to gather data on what types of survey development and assessment support would be most beneficial at the department, college, university, and community levels.
 - (3) Creation of an introduction and outline for the MSIO OMSC Guidebook
 - (4) Pilot program for student-led consulting support services.
- Received two internal grants from the College of Arts and Sciences (CAS) for 2019-2020:
 - **Equity, Diversity, and Inclusion (EDI) Fellowship – 2020**
Project Title: Diversity Curriculum Development & Assessment in Psychological Science
 Awarded proposal addresses the NKU inclusive excellence plan by utilizing evidence-based practices towards immediate and long-term student success. Primary goals/outcomes of the project will include:
 - (1) A multilevel-multimethod assessment examining the diversity climate & curriculum in the department
 - (2) Development and implementation of PSY 100 curriculum additions and two diversity-focused courses:
 1. Psychology of Prejudice & Discrimination
 2. Psychology of Global Citizenship
 - (3) Published scholarship and scalable plan for expansion of department level assessments & best practices
 - **Collaborative Faculty Student Project Award (CFSPA) – 2020**
Project Title: Exploring the impact of intersecting identities, signaling, & disclosure on experiences of discrimination in the hiring process
 Received competitive funding from NKU College of Arts & Science to support faculty-student research on:
 - (1) Collaborative opportunity for students' professional growth
 - (2) Potential for generating external funding for future projects
 - (3) Enrichment of research base within A & S.

NeuroStat Analytical Solutions – I/O Psychology Research Consultant September 2017 - Present

- Review literature, and provide support in study & method designs for ongoing contracts with USAFSAM
- Consultation on item development & psychometrics for USAF RPA Career Field Adaptation Inventory (CFAI)
- Conduct analyses and generate figures to summarize key scientific findings
- Write technical reports and journal articles describing scientific studies and findings

Disney Research Pittsburgh – Senior Research Associate / Research Consultant August 2016-December 2017

- Build and manage lab data sets, develop predictive models, and conduct analyses using R statistical software
- Provide continual analytic support for multiple projects related to human behavior and decision making
- Provided consultation and support for junior researchers

Wright State University | Instructor

- PSY4020 – Advanced Statistics & Research Design - Developed curriculum to teach students using R Statistical Software for data manipulation, descriptive & inferential statistics
- PSY 3070 – Co-instructor, developed course curriculum, content, and materials
- Special project for undergraduate research methods “re-vamp” of course & created a standardized TA Lab Manual

Ball State University | Co-Instructor & GTA

- Psychology of Prejudice & Discrimination, Capstone Research in Discrimination, & Psychology of Women

Ball State Office of Institutional Effectiveness – Graduate Intern

2014-2015

- Programmed Microsoft Access and Excel to create a database and tenure-track model for Ball State faculty
- Designed, administered, analyzed data, and provided an internal report of results for the first *Survey on Sexual Violence* for the Office of Student Affairs and Title IX Coordinator

PUBLICATIONS

- Mauger, Y., & Bryant-Lees, K. B. (in press). What are job seekers attracted to? A comparison of attribute importance rankings influencing the intention to apply from employed, unemployed, and new entrant job seekers. *Baltic Journal of Management*.
- Bryant-Lees, K. B., & LaHuis, D. M. (2022). Clarifying personality measurement in industrial-organizational psychology: The utility of item response tree models. *Personality and Individual Differences, 187*, 1-6. <https://doi.org/10.1016/j.paid.2021.111410>
- Bryant-Lees, K. B., Martinez, R., Frise, A., Bryan, C. T., Goodman, T., Thompson, B., & Chappelle, W. (2021). Predictors and protective factors for suicidal ideation for remotely piloted aircraft career fields. *Military Psychology, online pre-print*, 228-239. doi.org/10.1080/08995605.2021.1902181
- Bryant-Lees, K. B., & Kite, M. E. (2020). Evaluations of LGBT Job Applicants: Consequences of Applying ‘Out’. *Equality, Diversity, & Inclusion. doi.org/10.1108/EDI-01-2019-0048*
- Bryant-Lees, K. B., Prince, L., Goodman, T., Chappelle, W., & Thompson, W. (2020). Sources of Stress and Psychological Health Outcomes for Remotely Piloted Aircraft Operators: A Comparison across Career Fields and Major Commands. *Military Medicine, 186*(7-8), 784-795. <https://doi.org/10.1093/milmed/usaa257>
- Hagaag, K., Pope, D. G., Bryant-Lees, K. B., & Bos, M. (2019). Attribution bias and consumer choice. *Review of Economic Studies, 86*(5), 2136-2183.
- Thompson, W., Ounpraseuth, S., Spencer, H., Bryant-Lees, K. B., Chappelle, W., & LaHuis, D. (2019). Cognitive and Non-Cognitive Predictors of Elite Performance in U.S. Air Force MQ-9 Reaper Pilots. Wright Patterson AFB, OH. Technical Report: AFRL-SA-WP-TR-2019-0020 (Distribution D).
- LaHuis, D. M., Blackmore, C. E., Bryant-Lees, K. B., & Delgado, K. (2018). Applying item response trees to personality data in a selection context. *Organizational Research Methods, 22*(4), 1-12. <https://doi.org/10.1177/1094428118780310>
- LaHuis, D. M., Bryant-Lees, K. B., Hakoyama, S., & Barnes, T., Weimann, A. (2018). A Comparison of Procedures for Estimating Person Reliability Parameters in the Graded Response Model. *Journal of Educational Measurement, 55*, 421-432.
- LaHuis, D. M., Blackmore, C. E., & Bryant-Lees, K.B (2018). Explained Variance Measures for Multilevel Models. In J.M. LeBreton & S. Humphrey (Eds.), *APA Handbook of Multilevel Theory, Measurement, and Analysis*.
- Thompson, W., Bryant-Lees, K.B., Chappelle, W., & Farris, M. (2018). Assessing the impact of a pre-accession preparation program on improving the psychological readiness of USAF pararescue candidates. Wright Patterson AFB, OH. Technical Report: AFRL-SA-WP-TR-2018-0020 (Distribution D).
- Kite, M. E., & Bryant-Lees, K. (2016). Historical and contemporary attitudes toward homosexuality. *Teaching of Psychology, 43*(2), 164-170.
- Kite, M. E., Subedi, P. C., & Bryant-Lees, K. (2015). Students’ perceptions of the teaching evaluation process. *Teaching of Psychology, 42*, 307-314.

PUBLICATIONS UNDER REVIEW AND IN PREPARATION

- Martinez, R.N., Bryant-Lees, K. B., Mullhearn, T., Goodman, T., Thompson, W., & Chappelle, W. Effects of work role strain and unit social support on burnout and job satisfaction among Remote Warriors: An application of the Job Demands-Resources Theory. *Currently under review for publication in Psychology, Health, & Medicine*.

PRESENTATIONS (*Indicates student involvement)

- Bryant-Lees, K. B., *Hall, K., & Kite, M. E. (2022, April). *Examining the impact of class and gender based stereotypes on evaluations across job contexts*. Poster accepted at the annual convention of the Society for Industrial Organizational Psychology, Seattle, WA.

- Witherell, S., Bryant-Lees, K. B., & Martinez, R. (2021, April). *Communication and burnout in USAF Cyber Operator*. [Virtual Conference Presentation]. Society for Industrial Organizational Psychology, New Orleans, LA.
- Bryant-Lees, K. B., Graf, A., & Loftis, R. (2020, October). *A Road Paved with Good Intentions: Mapping Successful and Sustainable Diversity Initiatives from Classroom to Curriculum to the Broader Institution*. [Virtual Conference Workshop]. Society for the Teaching of Psychology, Pittsburgh, PA.
- Bryant-Lees, K. B., & Kite, M. E. (2020, November). *Divides within the LGBT community: Exploring the impact of generational stereotypes*. In A. Graf (Chair), *Age as an overlooked element of diversity: Approaches to addressing intergenerational perspectives* [Virtual Conference Symposium]. Gerontological Society of America Annual Scientific Meeting.
- Bryant-Lees, K. B., & *Dykes, H. (2021, May). *The Impact of Intersecting Identities and Disclosure Salience on Experiences of Hiring Discrimination*. [Virtual Conference Presentation]. Association for Psychological Science.
- *Seiter, M., & Bryant-Lees, K. B. (2021, May). *The Impact of Personality Adaptability on Job Satisfaction*. [Virtual Conference Presentation]. Association for Psychological Science.
- Bryant-Lees, K. B., Martinez, R., Frise, A., Thompson, B., Chappelle, W., & Goodman, T. (2020, August). *Predictors and Protective Factors for Suicidal Ideation for Remotely Piloted Aircraft Career Fields*. [Virtual Conference Presentation]. American Psychological Association, San Francisco, CA.
- ◇ Selected for the “Wine Down, Posters Up” virtual presentation session as a top poster for Division 19.
 - ◇ Selected to represent Division 19 (one of two top posters) as a finalist at the “Science in the Morning” APA Conference Poster Competition.
- Martinez, R., Bryant-Lees, K. B., Goodman, T., Prince, L., Thompson, B., & Chappelle, W. (2020, August). *Examining Stress, Burnout, and Job Satisfaction among U.S. Air Force Remote Career Fields*. [Virtual Conference Presentation]. American Psychological Association, Washington DC.
- ◇ Selected for the “Wine Down, Posters Up” virtual presentation session as a top poster for Division 19.
- *Gerwert, J., & Bryant-Lees, K. B. (Summer 2020). *The impact of age, gender, and sexual orientation on stereotype content*. [Accepted presentation - due to COVID-19 the conference was cancelled, but the published abstract can be found in the SPSSI 2020 Program Acknowledgments]. Society for the Psychological Study of Social Issues. Retrieve from <https://www.spssi.org/index.cfm?fuseaction=Page.ViewPage&pageId=480>
- Bryant-Lees, K. B., Kite, M., *Walz, C., *Hall, K., *Gerwert, J., *Anderson, A., & *Yocum, P. (2020, May). *The Impact of Gender-Stereotypic Perception of Occupations on Evaluations of Prestige, Earnings, & Value to Society*. [Virtual Conference Presentation]. Association for Psychological Science, Chicago, IL.
- *Arsenault, A., *Burns, A., *Parks, B., *Seiter, M., & Bryant-Lees, K. B. (2020, May). *Clarifying personality measurement in IO: Comparing a funnel format and Likert-type approach in predicting employability*. [Virtual Conference Presentation]. Association for Psychological Science, Chicago, IL.
- Bryant-Lees, K. B. & Chappelle, W. (2020, May). *Positive and Negative Coping Strategies for Psychological Distress and Post-Traumatic Stress Disorder among Distributed Common Ground System Operators*. In W. Chappelle (Chair), *U.S. Air Force Distributed Common Ground Intelligence Operators*. Panel Symposium accepted at the meeting of the Aerospace Medical Association, Atlanta, GA [Postponed until 2021].
- Bryant-Lees, K. B., LaHuis, D. M., & Blackmore, C. E. (2020, April). *Clarifying Personality Measurement in I-O: The Utility of Item Response Tree Models*. [Virtual Conference Presentation]. Society for Industrial Organizational Psychology, Austin, TX.
- Bryant-Lees, K. B., & Kite, M. E. (2020, April). *The Impact of Gender and Sexual Orientation Stereotypes on Evaluations of Applicants*. Poster accepted at the annual convention of the Society for Industrial Organizational Psychology, Austin, TX.
- Martinez, R., Bryant-Lees, K. B., Mulhearn, T., Goodman, T., Thompson, B., & Chappelle, W. (2020, April). *Effects of Stress on Burnout and Job Satisfaction among U.S. Air Force RPA Operators*. [Virtual Conference Presentation]. Society for Industrial Organizational Psychology, Austin, TX.
- Mulhearn, T., Goodman, T., Martinez, R., Bryant-Lees, K. B., Thompson, B., & Chappelle, W. (2020, April). *Testing the Stress Specific Hypothesis in United States Air Force Imagery Analysts*. [Virtual Conference Presentation]. Society for Industrial Organizational Psychology, Austin, TX.
- Mauger, Y., & Bryant-Lees, K. (2019, November). *What are job seekers attracted to? A ranking of attributes influencing the intention to apply for three categories of job seekers*. Poster presented at the 2nd International Conference on Research in Business Management, and Finance, Paris, France.
- Bryant-Lees, K. B., Kite, M. (2019, June). *Stereotype Content of Younger and Older Heterosexual and Gay/Lesbian Adults*. Poster presented at the annual convention of the Society for the Psychological Study of Social Issues, San Francisco, CA.
- Bryant-Lees, K. B., Kite, M., & Brasfield, C. (2019, May). *Re-examining the Implicit Inversion Theory: Do Age and Sexual Orientation Impact Gender Belief Systems?* Poster presented at the annual convention of the Association for Psychological Science, Washington DC.
- LaHuis, D. M., Jenkins, D., Bryant-Lees, K. B., Delgado, K., & Blackmore, C. E. (2019, April). *Fast vs. Slow Intelligence as*

- Predictors of Job Performance*. Poster presented at the annual convention of the Society for Industrial Organizational Psychology, Washington DC.
- Thompson, W., Bryant-Lees, K. B., Chappelle, W., Farris, M. (2018, August). *Assessing Pre-accession Preparation Program Impact on Improving the Psychological Readiness of USAF Pararescue Candidates*. Poster presented at the annual convention of the American Psychological Association, San Francisco, CA.
- LaHuis, D. M., Blackmore, C. E., Bryant-Lees, K. B., & Delgado, K. (2018, April). *Applying Item Response Trees to Personality Data in a Selection Context*. Poster presented at the annual convention of the Society for Industrial Organizational Psychology, Chicago, IL.
- Kite, M. E., Walser, S., & Bryant-Lees, K. B. (2017, August). *Does the Height Advantage Extend to Minority Group Members?* Poster presented at the annual convention of the American Psychological Association,
- LaHuis, D., Bryant-Lees, K. B., Hakoyama, S. & Barnes, T. D. (2017, April). *A Comparison of Procedures for Estimating Person Reliability Parameters in the Graded Response Model*. Poster presented at the annual convention of the Society for Industrial Organizational Psychology, Orlando, FL.
- Bryant-Lees, K. B., & Kite, M. E. (2015, May). *Evaluations of Job Applicants: Consequences of Gender and Sexual Orientation Stereotypes in Low Status Sex-Segregated Occupations*. Poster presented at the annual convention of the Association for Psychological Science, New York, NY.
- Bryant-Lees, K. B., & Hutson-Comeaux, S. L. (2014, August). *Effects of Gender and Sexual Orientation on Evaluations of Agentic and Communal Job Applicants*. Poster presented at the annual convention of the American Psychological Association, Washington DC.
- Hutson-Comeaux, S.L., & Bryant-Lees, K.B. (2013, July/August). *Expressions of Pride: Negative Consequences for Female Job Applicants*. Poster presented at the annual convention of the American Psychological Association, Honolulu, HI.

PROFESSIONAL INVOLVEMENT, SERVICE, & AWARDS

Department of Psychological Science Diversity Committee - Northern Kentucky University, 2021-present
Inclusive Excellence (IE) Council to the President - Northern Kentucky University, 2020-present
University Curriculum Committee (UCC) – Northern Kentucky University, 2020-present
College of Arts and Sciences Curriculum Committee (CASCC) – Northern Kentucky University, 2020-present
Society for Industrial Organizational Psychology (SIOP) – Membership – DEI Subcommittee 2021-present
Society for Industrial Organizational Psychology (SIOP) – Membership Committee D&I Liaison 2019-2020
Staff, Administrators, and Faculty for Equity (SAFE) – Elected to Executive Board in 2021 –President in Year 3
College of Arts and Sciences Student Success Fellowship, Northern Kentucky University – 2021
Equity, Diversity, and Inclusion (EDI) Fellowship, Northern Kentucky University – 2021
Equity, Diversity, and Inclusion (EDI) Fellowship, Northern Kentucky University – 2020
Collaborative Faculty Student Project Award (CFSPA) – Northern Kentucky University – 2020
Graduate Student Assembly Original Work Grant – Wright State University - 2018
Founders Scholarship, Denison University – 2009-2013
Sharfstein Summer Research Scholarship, Denison University – 2011