

Austin Lee Nichols, Ph.D.

Associate Professor
 Central European University
 NicholsA@CEU.edu

Employment

- 2021- Position: Associate Professor of Organizational Psychology
 Institution: Central European University, Department of Economics and Business
 Location: Vienna, Austria
- 2017- Position: Consultant
 Organizations: Various
 Location: Canada, Croatia, Luxembourg, USA
- 2014- Position: Adjunct Professor (2020-)
 Assistant Professor (2014-2015)
 (with accreditation “Profesor Titular de Universidad”)
 Institution: University of Navarra, School of Economics and Business
 Location: Pamplona, Spain
- 2018-21 Position: Director of Research
 Organization: Connection Lab
 Location: San Francisco, CA
- 2016-17 Position: Director of Career Readiness Solution, Visiting Assistant Professor
 Institution: University of Central Florida
 Location: Orlando, FL USA
- 2013-14 Position: Assistant Professor
 Institution: Peking University, HSBC Business School
 Location: Shenzhen, China
- 2011-13 Position: Assistant Professor of Leadership and Organizational Behavior
 Institution: Euromed Management (currently KEDGE Business School)
 Location: Marseille, France
- 2010-11 Position: Post-Doctoral Associate
 Institution: University of Florida, Department of Management
 Mentor: Timothy A. Judge, Ph.D.

Education

- 2010 Degree: Ph.D. in Social Psychology
 Institution: University of Florida
 Advisor: Catherine A. Cottrell, Ph.D.

- Thesis: *Does Self-Presentational Success in the Multiple Audience Problem Affect Psychological Well-Being? An Introduction to and Test of the Impression Management Model of Health.*
- 2010 Degree: M.S. in Management
Institution: University of Florida, Hough Graduate School of Business
- 2008 Degree: M.S. in Social Psychology
Institution: University of Florida
Advisor: Catherine A. Cottrell, Ph.D.
Thesis: *The Multiple Audience Problem: Considering Situational and Personality Factors.*
- 2006 Degree: B.S. in Psychology, minor in Statistics, *cum laude with honors*
Institution: Florida State University
Advisor: Jon K. Maner, Ph.D.
Thesis: *Effects on Demand: Investigating Participant Demand Characteristics.*

Training

- 2016 Course: Interactive Distributive Learning
Institution: University of Central Florida
- 2015 Workshop: Meta-Analysis
Location: Tel-Aviv University, Tel-Aviv, Israel
Instructor: Hannah R. Rothstein, Ph.D.
- 2010 Certificate: AACSB Post-Doctoral Bridge to Business Program
Institution: University of Florida, Warrington College of Business Administration
Advisor: Jason A. Colquitt, Ph.D.
Proposal: *Managing the Multiple Audience Problem at Work: The Mediation Effect of Self-Presentational Success on Leader Trust.*

Research

Publications:

Books:

Nichols, A. L., & Edlund, J. E. (Eds.) (2022). *Cambridge Handbook of Research Methods and Statistics for the Social and Behavioral Sciences.* Cambridge, UK: Cambridge University Press.

Edlund, J. E., & **Nichols, A. L. (Eds.) (2019).** *Advanced Research Methods for the Social and Behavioral Sciences.* Cambridge, UK: Cambridge University Press.
<https://doi.org/10.1017/9781108349383>

Book Chapters:

Edlund, J. E. & **Nichols, A. L.** (2019). A Brief Orientation to Research Methods and Statistics for the Social and Behavioral Sciences. In J. E. Edlund & A. L. Nichols (Eds.), *Advanced Research Methods for the Social and Behavioral Sciences* (pp. 1-17). Cambridge, UK: Cambridge University Press.

Nichols, A. L. & Edlund, J. E. (2019). Performing Research in the Laboratory. In J. E. Edlund & A. L. Nichols (Eds.), *Advanced Research Methods for the Social and Behavioral Sciences* (pp. 38-52). Cambridge, UK: Cambridge University Press.

Manuscripts Published or In Press:

1. Klussman, K., Curtin, N., Langer, J., & Nichols, A. L. (in press). The importance of awareness, acceptance, and alignment with the self: A framework for understanding self-connection. *Europe's Journal of Psychology*
2. Klussman, K., Lindeman, M. H., Nichols, A. L., & Langer, J. (in press). Stress mindset and well-being: The indirect effect of self-connection. *Journal of Theoretical Social Psychology*
3. Klussman, K., Nichols, A. L., & Langer, J. (2021). Meaning gained versus meaning lost: The effects of meaning salience on anxiety and depression during the Coronavirus pandemic. *International Journal of Psychology*. <http://doi.org/10.1002/ijop.12788>
4. Klussman, K., Nichols, A. L., & Langer, J. (in press). Mental health in the United States during the COVID-19 pandemic: A longitudinal examination of the ameliorating effect of meaning salience. *Current Psychology*. <http://dx.doi.org/10.1007/s12144-021-01538-5>
5. Klussman, K., Langer, J., & Nichols, A. L. (2021). The relationship between physical activity, health, and well-being: Type of exercise and self-connection as moderators. *European Journal of Health Psychology*, 28(2), 59–70. <https://doi.org/10.1027/2512-8442/a000070>
6. Klussman, K., Nichols, A. L., & Langer, J. (2021). Meaning, purpose, and job satisfaction: The importance of making meaning salient during the COVID-19 pandemic and beyond. *Journal of Personnel Psychology*, 20(2), 97–101. <https://doi.org/10.1027/1866-5888/a000268>
7. Klussman, K., Lindeman, M. H., Nichols, A. L., & Langer, J. (2021). Goal congruence and positivity toward college major: The role of self-connection. *The Career Development Quarterly*, 69, 172-179. <http://dx.doi.org/10.1002/cdq.12258>
8. Klussman, K., Nichols, A. L., Langer, J., & Curtin, N. (2021). Improving mindfulness through self-connection. *European Review of Applied Psychology*, 71(6), 1-4. <https://doi.org/10.1016/j.erap.2021.100626>
9. Klussman, K., **Nichols, A. L.**, & Langer, J. (2021). A longitudinal examination of the effect of daily emotions on mental health: The moderating role of meaning salience. *Journal of Anxiety & Depression*, 3(2), 1-10. <https://dx.doi.org/10.46527/2582-3264.126>

10. **Nichols, A.L.**, Glazer, S., Ion, A., and Moukarzel, R. (2020). The global impact of North American journal prestige: Understanding its effects on faculty life throughout the world. *Industrial and Organizational Psychology*, 13(3), 339-344. <https://doi.org/10.1017/iop.2020.54>
11. **Nichols, A.L.** & Edlund, J. E. (2020). Why don't we care more about carelessness? Understanding the causes and consequences of careless participants. *International Journal of Social Research Methodology*, 23(6), 625-638. <https://doi.org/10.1080/13645579.2020.1719618>
12. Ebersole, C. R., Mathur, M. B., Baranski, E., Bart-Plange, D., Buttrick, N. R., ..., **Nichols, A. L.**, ..., & Nosek, B. A. (2020). Many Labs 5: Testing pre-data collection peer review as an intervention to increase replicability. *Advances in Methods and Practices in Psychological Science*. <https://doi.org/10.31234/osf.io/sxfrm2>
13. Ebersole, C. R., Andrighetto, L., Casini, E., Chiorri, C., Rosa, A. D., Domaneschi, F., Ferguson, I., Fryberger, E., Giacomantonio, M., Grahe, J., Joy-Gaba, J., Langford, E. V., **Nichols, A. L.**, Panno, A., Parks, K. P., Preti, E., Richetin, J., & Vianell, M.. (2020). Many Labs 5: Registered Replication Report of Payne, Burkley, & Stokes (2008), Study 4. *Advances in Methods and Practices in Psychological Science*.
14. Klussman, K., Curtin, N., Langer, J., & **Nichols, A. L.** (2020). Examining the effect of mindfulness on well-being: Self-connection as a mediator. *Journal of Pacific Rim Psychology*, 14(e5), 1-7. <https://doi.org/10.1017/prp.2019.29>
15. Klussman, K., Langer, J., Curtin, N., & **Nichols, A. L.** (2020). A qualitative examination of the experience of self-disconnection. *The Humanistic Psychologist*. <http://dx.doi.org/10.1037/hum0000182>
16. Klussman, K., Langer, J., **Nichols, A. L.**, & Curtin, N. (2020). What's stopping us from connecting with ourselves? A qualitative examination of barriers to self-connection. *International Journal of Applied Positive Psychology*, 5(3), 137-152. <http://dx.doi.org/10.1007/s41042-020-00031-x>
17. Klussman, K., Lindeman, M. H., **Nichols, A. L.**, & Langer, J. (2020). Fostering stress resilience among business students: The role of stress mindset and self-connection. *Psychological Reports*. <https://dx.doi.org/10.1177/0033294120937440>
18. Klussman, K., **Nichols, A. L.**, Curtin, N., & Langer, J. (2020). Does positive affect lead to perceptions of meaning in life? The moderating role of self-connection. *European Journal of Applied Positive Psychology*, 4(3), 1-11. <https://www.nationalwellbeingsservice.org/volumes/volume-4-2020/volume-4-article-3/>
19. Klussman, K., **Nichols, A. L.**, & Langer, J. (2020). The role of self-connection in the relationship between mindfulness and meaning: A longitudinal examination. *Applied Psychology: Health and Well-Being*, 12(3), 636-659. <http://dx.doi.org/10.1111/aphw.12200>

20. Klussman, K., **Nichols, A. L.**, Langer, J., & Curtin, N. (2020). Connection and disconnection as predictors of mental health and well-being. *International Journal of Wellbeing*, *10*(2), 1-12. <https://doi.org/10.5502/ijw.v10i2.855>
21. Edlund, J. E., Heider, J. D., **Nichols, A. L.**, McCarthy, R. J., Wood, S. E., Scherer, C. R., Hartnett, J. L. & Walker, W. R. (2019). Sex differences in jealousy: The (lack of) influence of researcher theoretical perspective. *Journal of Social Psychology*, *158*(5), 515-520. <https://doi.org/10.1080/00224545.2017.1365686>
22. **Nichols, A. L.**, & Cook, C. L. (2019). When thinking back can hold us back: How being a follower can affect women's loss-aversion. *Journal of Experimental Psychology: General*, *148*(2), 400-406. <https://doi.org/10.1037/xge0000491>
23. McCarthy, R. J., Hartnett, J. L., Heider, J. D., Scherer, C. R. Wood, S. E., **Nichols, A. L.**, Edlund, J. E., & Walker, W. R.. (2018). An investigation of abstract construal on impression formation: A multi-lab replication of Mccarthy and Skowronski (2011). *International Review of Social Psychology*, *31*(1), 15. <http://doi.org/10.5334/irsp.133>
24. **Nichols, A. L.** (2016). What do people desire in their leaders? The effect of leadership experience on desired leadership traits. *Leadership & Organization Development Journal*, *37*(5), 658-671. <https://doi.org/10.1108/LODJ-09-2014-0182>
25. **Nichols, A. L.**, & Edlund, J. E. (2015). Practicing what we preach (and sometimes study): Methodological issues in laboratory research. *Review of General Psychology*, *19*(2), 191-202. <https://doi.org/10.1037/gpr0000027>
26. Webster, G. D., DeWall, C. N., Pond, Jr., R. S., Deckman, T., Jonason, P. K., Le, B., **Nichols, A. L.**, Sember, T. O., Crysel, L. C., Crosier, B. S., Smith, C. V., Paddock, E. L., Nezlek, J. B., Kirkpatrick, L. A., Bryan, A. D., & Bator, R. J. (2015). The Brief Aggression Questionnaire: Structure, validity, reliability, and generalizability. *Journal of Personality Assessment*, *97*(6), 638-649. <https://doi.org/10.1080/00223891.2015.1044093>
27. **Nichols, A. L.**, & Webster, G. D. (2015). Designing a brief measure of social anxiety: Psychometric support for a three-item version of the Interaction Anxiousness Scale (IAS-3). *Personality and Individual Differences*, *79*, 110-115. <https://doi.org/10.1016/j.paid.2015.01.043>
28. Hughes, S., Lyddy, F., Kaplan, R., **Nichols, A. L.**, Miller, H., Saad, C., Dukes, K., & Lynch, A. (2015). Highly prevalent but not always persistent: Undergraduate and graduate students' misconceptions about psychology. *Teaching of Psychology*, *42*, 34-42. <https://doi.org/10.1177%2F0098628314562677>
29. **Nichols, A. L.**, & Cottrell, C. A. (2015). Establishing vs. preserving impressions: Predicting success and confidence in the multiple audience problem. *International Journal of Psychology*, *50*(6), 472-478. <https://doi.org/10.1002/ijop.12134>

30. **Nichols, A. L.**, & Cottrell, C. A. (2014). What do people desire in their leaders? The role of leadership level on trait desirability. *The Leadership Quarterly*, *25*, 711–729. <https://doi.org/10.1016/j.leaqua.2014.04.001>
31. **Nichols, A. L.** (2014). Actual vs. reported behavior: Increasing handwashing in public restrooms. *Swiss Journal of Psychology*, *73*(1), 41-46. <https://doi.org/10.1024/1421-0185/a000119>
32. Webster, G. D., DeWall, C. N., Pond, Jr., R. S., Deckman, T., Jonason, P. K., Le, B., **Nichols, A. L.**, Sember, T. O., Crysel, L. C., Crosier, B. S., Smith, C. V., Paddock, E. L., Nezlek, J. B., Kirkpatrick, L. A., Bryan, A. D., & Bator, R. J. (2014). The Brief Aggression Questionnaire: Psychometric and behavioral evidence for an efficient measure of trait aggression. *Aggressive Behavior*, *40*, 120-139. <https://doi.org/10.1002/ab.21507>
33. **Nichols, A. L.**, & Webster, G. D. (2014). The single-item need for consistency scale. *Individual Differences Research*, *12*(2), 50-58.
34. Alogna, V. K., Attaya, M. K., Aucoin, P., Bahník, S., Birch, S., ..., **Nichols, A. L.**, ..., & Zwaan, R. A. (2014). Registered Replication Report: Schooler & Engstler-Schooler (1990). *Perspectives on Psychological Science*, *9*(5) 556–578. <https://doi.org/10.1177%2F1745691614545653>
35. Edlund, J. E., **Nichols, A. L.**, Okdie, B. M., Guadagno, R. E., Eno, C. A., Heider, J. D., Hansen, E., Sagarin, B. J., Blackhart, G., Cottrell, C. A., & Wilcox, K. T. (2014). The prevalence and prevention of crosstalk: A multi-institutional study. *Journal of Social Psychology*, *154*, 1-5. <https://doi.org/10.1080/00224545.2013.872596>
36. **Nichols, A. L.**, & Webster, G. D. (2013). The single-item need to belong scale. *Personality and Individual Differences*, *55*, 189-192. <https://doi.org/10.1016/j.paid.2013.02.018>
37. **Nichols, A. L.**, Classen, S., McPeck, R. W., & Breiner, J. F. (2012). Does personality predict driving performance in middle and older age? An evidence-based literature review. *Traffic Injury Prevention*, *13*(2), 133-143. <https://doi.org/10.1080/15389588.2011.644254>
38. McPeck, R. W., **Nichols, A. L.**, Classen, S., & Breiner, J. F. (2011). Bias in older adults' driving self-assessments: The role of personality. *Transportation Research Part F: Traffic Psychology and Behaviour*, *14*, 579-590. <https://doi.org/10.1016/j.trf.2011.06.001>
39. Classen, S., **Nichols, A. L.**, McPeck, R., & Breiner, J. F. (2011). Personality as a predictor of driver performance: An exploratory study. *Transportation Research Part F: Traffic Psychology and Behaviour*, *14*, 381-389. <https://doi.org/10.1016/j.trf.2011.04.005>
40. Cottrell, C. A., Richards, D. A. R., & **Nichols, A. L.** (2010). Predicting policy attitudes from general prejudice versus specific intergroup emotions. *Journal of Experimental Social Psychology*, *46*(2), 247-254. <https://doi.org/10.1016/j.jesp.2009.10.008>
41. Webster, G. D., **Nichols, A. L.**, & Sember, T. O. (2009). American psychology is becoming more international. *American Psychologist*, *64*(6), 566-568. <https://doi.org/10.1037/a0016193>

42. **Nichols, A. L.**, & Maner, J. K. (2008). The good subject effect: Investigating participant demand characteristics. *Journal of General Psychology*, *135*, 151-165.
<https://doi.org/10.3200/GENP.135.2.151-166>
43. Horgas, A. L., Yoon, S. L., **Nichols, A. L.**, & Marsiske, M. (2008). The relationship between pain and functional disability in black and white older adults. *Research in Nursing and Health*, *31*(4), 341-354. <https://doi.org/10.1002/nur.20270>
44. Horgas, A. L., **Nichols, A. L.**, Schapson, C. A., & Vietes, K. (2007). Assessing pain in persons with dementia: Relationships among the non-communicative patient's pain assessment instrument, self-report, and behavioral observations. *Pain Management Nursing*, *8*(2), 77-85.
<https://doi.org/10.1016/j.pmn.2007.03.003>

Encyclopedia Entries:

Nichols, A. L. (2020). Self-presentation theory/impression management. In B. J. Carducci (Editor-in-Chief) & C. S. Nave (Vol. Ed.), *The Wiley Encyclopedia of Personality and Individual Differences: Models and Theories* (pp. 397-400). Hoboken, NJ: John Wiley & Sons.

Nichols, A. L. & Pace, V. L. (2020). Facets of the Five Factor Model. In B. J. Carducci (Editor-in-Chief) & C. S. Nave (Vol. Ed.), *The Wiley Encyclopedia of Personality and Individual Differences: Models and Theories* (pp. 203-207). Hoboken, NJ: John Wiley & Sons.

Nichols, A. L., & Cottrell, C. A. (2009). Deadbeat dads. In J. O'Brien (Ed.), *Encyclopedia of Gender and Society* (Vol. 1, pp. 184-185). Thousand Oaks, CA: Sage.

Other Published Works:

Webster, G. D., & **Nichols, A. L.** (2009, Spring). Trends and hot topics in personality and social psychology: An analysis of SPSP poster title words from 2005 and 2009. *Dialogue*, *24*(1), 16-19.

Paper Presentations:

Conferences:

Nichols, A. L. & Webster, G. D. (2019, April). *Designing Single-Item Measures: Why, When, and How?* Presented at the 34th Annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD, USA.

Nichols, A. L. (2017, October). *Should Leaders Act (In)Consistently?* Presented at the 19th Annual Global Conference of the International Leadership Association, Brussels, Belgium.

Nichols, A. L., Hannebauer, V. (2016, November). *The Benefits and Detriments of Multiple Roles: Examining the Moderating Effect of Personality.* Presented at the International Leadership Association's 18th Annual Global Conference, Atlanta, GA, USA.

- Nichols, A. L.,** Hannebauer, V. (2016, August). *When Do Multiple Roles Matter? The Moderating Effect of Personality*. Presented at the 2016 Academy of Management Annual Meeting, Anaheim, CA, USA.
- Nichols, A. L.,** Wenzel, J. (2016, May). *Do Leaders' Personal Relationships Affect Subordinates' Leadership Perceptions? An Examination of Personal Ethical Behavior on Leadership Outcomes*. Presented at the 1st Interdisciplinary Perspectives on Leadership Symposium, Crete, Greece.
- Nichols, A. L.** (2015, October). *Gender Differences in Decision-Making: Examining the Role of Stereotype Threat*. Presented at the 17th Annual Global Conference of the International Leadership Association, Barcelona, Spain.
- Nichols, A. L.,** & Hurst, C. (2015, August). *The Effect of Life Events on Intrinsic Motivation: The Mediating Role of State Core Self-Evaluations*. Presented at the 2015 Academy of Management Annual Meeting, Vancouver, British Columbia, Canada.
- Nichols, A. L.,** & Hannebauer, V. (2014, October). *Multiple Role Commitment, Satisfaction and Stress; The Moderating Effect of Personality*. Presented at the 10th European Conference on Management, Leadership and Governance, Zagreb, Croatia.
- Nichols, A. L.,** Edlund, J. E., Okdie, B. M., Guadagno, R. E., Eno, C. A., Heider, J. D., Hansen, E., Sagarin, B. J., Blackhart, G., Cottrell, C. A., & Wilcox, K. T. (2013, November). *Predicting and Preventing Participant Crosstalk: A Multi-Institutional Investigation*. Presented at the Second International Conference on Emerging Research Paradigms in Business and Social Sciences, Dubai, UAE.
- Nichols, A. L.,** & Cottrell, C. A. (2013, August). *What Do People Desire in Their Leaders? The Role of Leadership Level on Trait Desirability*. Presented at the 2013 Academy of Management Annual Meeting, Lake Buena Vista, FL, USA.
- Nichols, A. L.** (2013, April). *The effect of leader/follower stereotype threat on decision-making*. Presented at the 2013 annual meeting of the Society of Australasian Social Psychologists, Cairns, Australia.
- Nichols, A. L.,** & Webster, G. D. (2013, April). *Consistent evidence for an efficient measure of preference for consistency: Validation and application of the single-item need for consistency scale (SIN-C)*. Presented at the 2013 Annual Meeting of the Society of Australasian Social Psychologists, Cairns, Australia.
- Nichols, A. L.** (2013, March). *Gender differences in financial decision-making: The moderating role of leader/follower stereotype threat*. Presented at the IABE-2013 Orlando: Winter Conference, Orlando, FL USA.
- Nichols, A. L.,** & Cottrell, C. A. (2012, September). *Dominance versus cooperation: Does leadership experience affect the characteristics valued in other leaders?* Presented at the 13th International Academy of Management and Business Conference, Bali, Indonesia.

Guadagno, R. E., Edlund, J. E., **Nichols, A. L.**, Sagarin, B. J., Heider, J. D., Hansen, E., Radd, J., Okdie, B. M., Eno, C. A., & Cottrell, C. A. (2011, November). *Participant crosstalk: A tale of four universities*. Presented at the 33rd Annual Meeting of the Society for Southeastern Social Psychologists, Johnson City, TN, USA.

Nichols, A. L. (2011, September). *Managing the multiple audience problem at work: The mediational effect of self-presentational success on leader trust*. Presented at the 2011 British Academy of Management Conference, Birmingham, England, UK.

McPeck, R. W., Breiner, J., **Nichols, A. L.**, & Classen, S. (2011, August). *MBTI Step I/Step III results in relationship to bias in older adults' self-assessment of driving ability*. Presented at the Biennial International Conference of the Association for Psychological Type, San Francisco, CA, USA.

Nichols, A. L., Judge, T. A., & Klinger, R. L. (2011, August). *Core self-evaluations: A multilevel perspective*. Presented at the 2011 Academy of Management Annual Meeting, San Antonio, TX, USA.

Richards, D. A., **Nichols, A. L.**, & Cottrell, C. A. (2009, October). *Intergroup affect and social policies: Predicting attitudes from general and specific prejudice*. Presented at the 5th Annual Conference of the Social Sciences, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell, C. A. (2009, August). *Does trait importance differ across leadership level?* Presented at the 117th Annual American Psychological Association Convention, Toronto, ON, Canada.

Nichols, A. L., & Cottrell, C. A. (2009, April). *Does trait importance differ across leadership domains? An evolutionary perspective*. Presented at the 2009 Western Psychological Association Convention, Portland, OR, USA.

Nichols, A. L., & Cottrell C. A. (2009, February). *Conveying distinct impressions to different audiences simultaneously: Examining the moderators of success and confidence in the multiple audience problem*. Presented at the Graduate Student Council Research Forum, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell, C. A. (2009, February). *Investigating the multiple audience problem: What affects success?* Presented at the 10th Annual Society for Personality and Social Psychology Conference, Tampa, FL, USA.

Nichols, A. L., & Cottrell C. A. (2008, April). *The multiple audience problem: Or is it*. Presented at the Graduate Student Council Research Forum, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Maner J. K. (2006, April). *The good subject effect: Investigating participant demand characteristics*. Presented at the 1st Annual ACC Meeting of the Minds Conference, Clemson University, Clemson, SC, USA.

Invited Talks:

Nichols, A. L. (2020, December). *Leading in a Complex World: The Importance of Impression Management*. Presented to the Department of Economics and Business and Department of Cognitive Science at Central European University, Virtual.

Nichols, A. L. (2017, February). *Leadership in the Context of the Multiple Audience Problem*. Presented to the Social Psychology area at the University of Florida, Gainesville, FL USA.

Nichols, A. L., & Cottrell, C. A. (2016, November). *What Do People Want in Their Leaders?* Presented to the Management Department at Nova Southeastern University, Ft. Lauderdale, FL USA.

Nichols, A. L., Cook, C. L., & Cottrell, C. A. (2016, February). *Do People Want the Same Thing in ALL of Their Leaders? The Effect of Leader Domain on Trait Desirability*. Presented to the Human Resource Management Group, School of Management, Lille, France.

Nichols, A. L., & Cottrell, C. A. (2013, October). *Desired Leadership Traits: Examining the Effect of Hierarchical Level on the Traits Individuals Desire in Leaders*. Presented to the Industry and Society Group, School of Economics and Business, University of Navarra, Pamplona, SPAIN.

Nichols, A. L. (2012, May). *Leader impression management: Implications for individual and group outcomes*. Presented to the Organizational Behavior group at Olin Business School, Washington University in St. Louis, St. Louis, MO, USA.

Nichols, A. L. (2012, March). *What the multiple audience problem means for leaders*. Presented to the Department of Organizational Behavior, University of Lausanne, Lausanne, Switzerland.

Nichols, A. L. (2011, January). *The importance of managing impressions as a leader*. Presented at Euromed Management, Marseille, France.

Nichols, A. L. (2011, January). *The importance of managing impressions as a leader*. Presented at the IESEG School of Management, Lille, France.

Nichols, A. L. (2010, October). *The importance of managing impressions as a leader*. Presented to the Department of Work Psychology, Aston University, Birmingham, England, UK.

Local Seminars:

Nichols, A. L. (2014, May). *Gender Differences in Decision-Making: The Effect of Group Role*. Presented to the Industry and Society Group, School of Economics and Business, University of Navarra, Pamplona, SPAIN.

Nichols, A. L., & Cottrell C. A. (2013, April). *What Do People Desire in Their Leaders? The Role of Leadership Level on Trait Desirability*. Presented to the Management Seminar Series, HSBC Business School, Peking University, Shenzhen, CHINA.

Nichols, A. L. (2010, February). *Managing the multiple audience problem: An everyday occurrence for leaders*. Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2009, September). *Does trait importance differ across leadership level?* Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2009, January). *The multiple audience problem: Considering situational and personality factors*. Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2008, September). *What do people desire in leaders? Examining trait importance across multiple domains: An evolutionary perspective on leadership*. Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2008, March). *The multiple audience problem: Or is it*. Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Cottrell C. A. (2007, April). *What do people desire in leaders?* Presented at the Social Psychology Area Colloquium, University of Florida, Gainesville, FL, USA.

Nichols, A. L., & Maner J. K. (2006, April). *The good subject effect: Investigating participant demand characteristics*. Presented at the Howard D. Baker Award Competition, Florida State University, Tallahassee, FL, USA.

Nichols, A. L., & Maner J. K. (2006, April). *Effects on demand: Investigating participant demand characteristics*. Presented at The Florida State University Honors in The Major Symposium, Florida State University, Tallahassee, FL, USA.

Poster Presentations:

Klussman, K., Curtin, N., Langer, J., & **Nichols, A. L.** (2019, May). *Self-Connection Mediates the Relationship Between Mindfulness and Well-Being*. Poster presented at the 31st Association for Psychological Science Annual Convention, Washington, DC, USA.

Klussman, K., **Nichols, A. L.**, Curtin, N., & Langer, J. (2019, April). *Validation of a Short Measure of Self-Connection*. Poster presented at the 2019 Western Psychological Association Convention, Pasadena, CA, USA.

Klussman, K., Curtin, N., Langer, J., & **Nichols, A. L.** (2019, January). *The Role of Self-Connection in Well-Being*. Poster presented at Western Positive Psychological Association's 4th Conference, Claremont, CA, USA.

Nichols, A. L., & Wenzel, J. (2014, October). *The Impact of Leader Ethics on Employee Outcomes: A Consideration of Work and Non-Work Ethical Behavior*. Poster presented at the 10th European Conference on Management, Leadership and Governance, Zagreb, Croatia.

Nichols, A. L. (2013, January). *The effect of leader stereotype threat on decision-making*. Poster presented at the 14th Annual Society for Personality and Social Psychology Conference, New Orleans, LA, USA.

Nichols, A. L. (2012, January). *Examining the multiple audience problem at work: A self-presentational approach to leadership*. Poster presented at the 13th Annual Society for Personality and Social Psychology Conference, San Diego, CA, USA.

Cook, C. L., Cottrell, C. A., **Nichols, A. L.**, & Richards, D. A. R. (2012, January). *A 'MAP' of gender differences in self-presentation: Do men and women experience different multiple audience problems?* Poster presented at the 13th Annual Society for Personality and Social Psychology Conference, San Diego, CA, USA.

Hughes, S., Dukes, K., Gabriel, C., Gomez, H., Kaplan, R., Lynch, A., **Nichols, A. L.**, & Lyddy, F. (2011, January). *Do graduate students really think straight about weird things?* Poster presented at the 12th Annual Society for Personality and Social Psychology Conference, San Antonio, TX, USA.

Cottrell, C. A., Richards, D. A. R., & **Nichols, A. L.** (2010, June). *Predicting policy attitudes from general prejudice versus specific intergroup emotions*. Poster presented at the biennial meeting of the Society for the Psychological Study of Social Issues, New Orleans, LA, USA.

Nichols, A. L., & Cottrell, C. A. (2010, April). *Does leadership experience affect the characteristics valued in other leaders?* Poster presented at the 25th Annual Society for Industrial and Organizational Psychology Conference, Atlanta, GA, USA.

Pattershall, J., Lin, H. L., **Nichols, A. L.**, Fortune, K., Milyavskaya, M., & Noll, N. (2010, January). *What graduate students want faculty to know*. Poster presented at the 11th Annual Society for Personality and Social Psychology Conference, Las Vegas, NV, USA.

Nichols, A. L., & Cottrell, C. A. (2010, January). *What traits do leaders value in other leaders? An examination of the effect of leadership experience on trait importance*. Poster presented at the 11th Annual Society for Personality and Social Psychology Conference, Las Vegas, NV, USA.

Nichols, A. L., & Cottrell, C. A. (2009, October). *Does trait importance differ across leadership level?* Poster presented at the 2009 Annual Meeting of the Society for Southeastern Social Psychologists, Ft. Myers, FL, USA.

Nichols, A. L., & Cottrell, C. A. (2009, August). *Exploring the multiple audience problem: What affects success and confidence?* Poster presented at the 117th Annual American Psychological Association Convention, Toronto, Canada.

Nichols, A. L., & Cottrell, C. A. (2009, February). *What affects trait importance? An evolutionary examination of leadership across domains.* Poster presented at the 7th Annual Society for Personality and Social Psychology Evolutionary Psychology Preconference, Tampa, FL, USA.

Nichols, A. L., & Cottrell, C. A. (2008, October). *What do people desire in leaders?* Poster presented at the 2008 Annual Meeting of the Society for Southeastern Social Psychologists, Greenville, SC, USA.

Nichols, A. L., & Cottrell, C. A. (2008, February). *The multiple audience problem: Considering personality and situational factors.* Poster presented at the 9th Annual Society for Personality and Social Psychology Conference, Albuquerque, NM, USA.

Nichols, A. L., & Maner J. K. (2007, January). *The good subject effect: Investigating participant demand characteristics.* Poster presented at the 8th Annual Society for Personality and Social Psychology Conference, Memphis, TN, USA.

Nichols, A. L., & Maner J. K. (2006, November). *The good subject effect: Investigating participant demand characteristics.* Poster presented at the 2006 Annual Meeting of the Society for Southeastern Social Psychologists, Knoxville, TN, USA.

Horgas, A. L., Yoon, S., & **Nichols, A. L.** (2006, May). *The effect of pain on functional limitations in older adults: Does race matter?* Poster presented at the 5th Annual Pain Research Day, Comprehensive Center for Pain Research, University of Florida, Gainesville, FL.

Awards:

Dean Citation Paper Award, October 2012, College of Public Health and Health Professions, University of Florida.

Isabel Briggs Myers Memorial Research Award “for excellence in psychological type research”, August 2011.

Pioneer Psychology Faculty Fund Award, April 2010, Department of Psychology, University of Florida.

Psi Chi/Allyn & Bacon Award for Best Overall Empirical Study, 2nd Place, June 2006.

Howard D. Baker Award for Best Undergraduate Research, 1st Runner-up, April 2006, Department of Psychology, Florida State University.

Funding (Total = \$11,400):

University of Florida M.S. in Management Scholarship, January 2010 - \$2500.

University of Florida Graduate School Travel Grant (Total = \$600), February 2009 - \$300, January 2010 - \$300.

University of Florida College of Liberal Arts and Sciences Travel Grant (Total = \$450), February 2009 - \$200, January 2010 - \$250.

University of Florida Department of Psychology Travel Grant (Total = \$800), January 2007 - \$200, February 2008 - \$200, February 2009 - \$200, August 2009 - \$50, January 2010 - \$150.

University of Florida Graduate Student Council Travel Grant (Total = \$750), November 2006 - \$250, February 2008 - \$250, August 2009 - \$250.

APA Travel Grant, August 2009 - \$300.

University of Florida Grinter Fellowship, 2006-2009 - \$6000.

Teaching

Classes Taught:

Executive/MBA Education:

Leading with Style, Central European University, 2021.

Establishing Trust, Central European University, 2021.

Managing Change, Central European University, 2021.

The Science of Leadership, Central European University, 2021.

Dealing with Multiple Audiences, Central European University, 2021.

Managing the Impressions of Others, Central European University, 2021.

Using Research to Inform Decisions, Central European University, 2021.

Managing Crisis, Luxembourg School of Business, 2017.

Personal Leadership, Luxembourg School of Business, 2017.

Change Management, Luxembourg School of Business, 2017.

Management and Organizational Behavior: North South University, Fall 2015-Spring 2016.

Leadership: University of Florida, Spring 2011.

Graduate:

Dissertation Topic Workshop (Ph.D.), Central European University, 2022.

Quantitative Research Methods II (Ph.D.), Central European University, 2021.

Quantitative Research Methods I (Ph.D.), Central European University, 2021.

Advanced Social Psychology (M.S.): University of Central Florida, Spring 2017.

Advanced Social Psychology (Ph.D.): University of Central Florida, Fall 2016.

Advanced Research Methods (Ph.D.): University of Central Florida, Fall 2016.

Organizational Behavior (M.S.): Peking University HSBC Business School, Fall 2013.

Research Topics in Leadership (M.S.): Peking University HSBC Business School, Spring 2013.

Organizational Behavior (M.S.): University of Florida, Fall 2010.

Undergraduate:

Organizational Behavior: Zagreb School of Economics and Management, Fall 2017.

Social Psychology: Zagreb School of Economics and Management, Fall 2017.

Social Psychology (online): University of Central Florida, Spring 2017.

Probability and Statistics II: University of Navarra, Spring 2015.

Negotiation: University of Navarra, Spring 2015.

Principles of Business Administration: University of Navarra, Spring 2014.

Organizational Behavior: Euromed Management, Fall 2011.

Leadership: University of Florida, Fall 2010-Spring 2011.

Business Psychology: University of Florida, Summer 2010.

Social Psychology: University of Florida, Fall 2009-Spring 2010.

Statistics in Psychology: University of Phoenix, 2009-2010.

General Psychology: University of Florida, Summer 2008-Summer 2009.

Research Methods in Social Psychology (Laboratory Instructor): University of Florida, Fall 2007-Spring 2008. Advisors: Catherine A. Cottrell, Ph.D. & Barry R. Schlenker, Ph.D.

General Psychology (Laboratory Instructor): Florida State University, Spring 2004. Advisor: Dianne M. Tice, Ph.D.

Award:

Pearson Outstanding Graduate Student Teaching Award, April 2009, University of Florida Department of Psychology.

Professional Service

Student Supervision:

Graduate:

Arooj Alvi, Doctoral Dissertation Chair, Central European University, 2021-.

Stefanos Kalogirou, Doctoral Dissertation Committee, EMLYON Business School, 2011-2021.

Vicky Hannebauer, Master's Thesis Chair, Peking University HSBC Business School, 2013-2014.

Arvy Harahap, Master's Thesis Chair, Peking University HSBC Business School, 2013-2014.

Jacob Wenzel, Master's Thesis Chair, Peking University HSBC Business School, 2013-2014.

Undergraduate:

Jorge Benitez Velázquez, Final Project Supervisor, University of Navarra, 2014-2015.

Maria Jose Diaz Duran, Final Project Supervisor, University of Navarra, 2014-2015.

Alvaro Blanco Ávila, Final Project Supervisor, University of Navarra, 2014-2015.

Maria Gabriela Alvarez, Undergraduate Honors Committee Chair, University of Florida, 2010-2011.

Esther Benchimol, Undergraduate Honors Committee, University of Florida, 2010.

Journal Reviewing:

Senior Editor: *Europe's Journal of Psychology*

Editorial Board: *Academia.edu, Journal of Managerial Psychology, Open Journal of Leadership*

Ad-Hoc: *Basic and Applied Social Psychology, Comprehensive Psychology, British Journal of Health Psychology, Europe's Journal of Psychology, European Journal of Social Psychology, Group Processes and Intergroup Relations, Human Performance, Innovative Teaching, International Journal of Psychology, Journal of Advertising, Journal of Experimental Social Psychology, Journal*

of Managerial Psychology, Journal of Personality Assessment, Journal of Sexual Aggression, Leadership, Leadership and Organizational Development Journal, Personality and Social Psychology Review, Personnel Review, PLOS One, Sage Open, The Leadership Quarterly

Conference Reviewing:

Academy of Management, British Academy of Management, European Academy of Management, Society for Industrial and Organizational Psychology, Southern Management Association

Other Reviewing:

National Science Foundation Division of Behavioral and Cognitive Sciences

Other Service:

Society for Industrial and Organizational Psychology, Small Award Committee Member, 2014-present, International Relations Committee, 2019-present

European Academy of Management, Track Co-Chair, 2012

Society for Personality and Social Psychology, Undergraduate Mentor, 2012-2013

Society for Personality and Social Psychology, Preconference Co-Chair, 2010

University of Florida Psychology Advisory Board, 2009-2010

University of Florida Psychology Graduate Student Organization, Treasurer, 2009-2010

Society for Personality and Social Psychology Graduate Student Committee, President, 2009-2010; Past President, 2010-2011

University of Florida Psychology Graduate Student Advisory Board, 2008-2010; Chair, 2009-2010

University of Florida Department of Psychology Dissertation Award Committee, 2009

University of Florida Department of Psychology Staff Award Committee, 2009

Association for Psychological Science, Campus Representative, 2006-2007

Awards:

Reviewer of the Year, International Journal of Psychology, 2017

Outstanding Reviewer Award, Academy of Management Annual Convention, OB Division, 2011

Professional Memberships (past and present):

Academy of Management, American Psychological Association, Association for Psychological Science, International Leadership Association, Society for Industrial and Organizational Psychology, Society for Personality and Social Psychology