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Education and Training:

- Current Position: Post Doctoral Associate
 Department: Management
 Institution: University of Florida
 Advisor: Timothy A. Judge, Ph.D.
- 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
- 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.*

Publications:

Manuscripts Published or In Press:

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), 237-486.

Webster, G. D., **Nichols, A. L.**, & Schember, T. O. (2009). American psychology is becoming more international. *American Psychologist*, 64(6), 566-568.

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.

Nichols, A. L., & Maner, J. K. (2008). The good subject effect: Investigating participant demand characteristics. *Journal of General Psychology*, 135, 151-165.

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.

Other Published Works:

Nichols, A. L. (2010). Spring 2010 graduate student committee report. *Dialogue: The Official Newsletter of the Society for Personality and Social Psychology*, 25(1), 20-21.

Nichols, A. L. (2010, Spring). The do's and don'ts of switching sides in the classroom. *The FORUM: The Newsletter of the SPSP Graduate Student Committee*.

Nichols, A. L. (2010, Spring). President's corner. *The FORUM: The Newsletter of the SPSP Graduate Student Committee*.

Nichols, A. L. (2009, Winter). Being a little fish in the big SPSP pond: Keeping your sanity, avoiding intimidation, and making the most of the conference. *The FORUM: The Newsletter of the SPSP Graduate Student Committee*.

Nichols, A. L. (2009). Graduate student committee report. *Dialogue: The Official Newsletter of the Society for Personality and Social Psychology*, 24(2), 20-21.

Nichols, A. L. (2009, Fall). Finding time to teach in the land of research. *The FORUM: The Newsletter of the SPSP Graduate Student Committee*, 1-2.

Nichols, A. L. (2009, Summer). Job alternatives within academia. *The FORUM: The Newsletter of the SPSP Graduate Student Committee*, 1&4.

Nichols, A. L. (2009, Summer). President's corner. *The FORUM: The Newsletter of the SPSP Graduate Student Committee*, 4.

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.

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.

Manuscripts Submitted for Publication:

Classen, S., **Nichols, A. L.**, McPeck, B., & Breiner, J. (under review). Personality as a predictor of driving performance: An exploratory study. *Transportation Research Part F: Traffic Psychology and Behaviour*.

McPeck, B., **Nichols, A. L.**, Classen, S., & Breiner, J. (under review). Self-bias in older adults' driving assessments: The role of personality. *Transportation Research Part F: Traffic Psychology and Behaviour*.

Nichols, A. L. (under review). Applying social psychology to handwashing interventions. *Journal of Social Psychology*.

Nichols, A. L., Classen, S., McPeck, B., & Breiner, J. (under review). Does personality predict safe driving in middle and older age? An evidence-based literature review. *Transportation Research Part F: Traffic Psychology and Behaviour*.

Nichols, A. L., & Cottrell, C. A. (under review). Going beyond implicit leadership theories: The role of leadership level on the traits people value in leaders. *Personnel Psychology*.

Nichols, A. L., & Cottrell, C. A. (under revision). Does leadership experience affect the characteristics valued in other leaders? Target Journal: *Journal of Management*.

Nichols, A. L., & Cottrell, C. A. (under revision). Predicting success and confidence in the multiple audience problem. Target Journal: *European Journal of Social Psychology*.

Manuscripts in Preparation:

Cottrell, C. A., & **Nichols, A. L.** (in prep). What traits do people consider when choosing members of a workgroup? Applying a sociofunctional perspective to trait importance. Target Journal: *Journal of Applied Psychology*.

Judge, T. A., Klinger, R. L., & **Nichols, A. L.** (in prep). State and trait: Core self-evaluations and job and life outcomes. Target Journal: *Journal of Applied Psychology*.

Nichols, A. L., & Cottrell, C. A. (in prep). What do people desire in leaders? A sociofunctional perspective on the importance of different valued characteristics across leadership domains. Target Journal: *Journal of Personality and Social Psychology*.

Nichols, A. L., & Cottrell, C. A. (in prep). 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. Target Journal: *Personality and Social Psychology Bulletin*.

Paper Presentations:

Conferences:

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.

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.

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.

Colloquia:

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

Poster Presentations:

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

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.

Research Experience:

Postdoctoral Associate, University of Florida, Warrington College of Business Administration, Department of Management, Fall 2010-present. Advisor: Timothy A. Judge, Ph.D.

Graduate Research Assistant, University of Florida, Department of Occupational Therapy, Spring 2009-Spring 2010. Supervisor: Sherrilene Classen, Ph.D.

Graduate Research Assistant, University of Florida, Fall 2006-Spring 2007. Advisor: Catherine A. Cottrell, Ph.D.

Statistical Consultant, University of Florida, College of Nursing, Summer 2006-Summer 2007. Supervisor: Ann L. Horgas, Ph.D.

Laboratory Director, Florida State University, Fall 2002-Spring 2003. Advisor: Marten Sheffers, Ph.D.

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.

Research Awards:

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

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

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

Teaching Experience:

Undergraduate:

Instructor, Leadership, University of Florida, planned for Fall 2010-Spring 2011.

Instructor, Business Psychology, University of Florida, Summer 2010.

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

Course rating Fall 2009 (5.0 scale): 4.53

Course rating Spring 2010 (5.0 scale): 4.64

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

Course rating Summer 2008 (5.0 scale): 4.39

Course rating Fall 2008 (5.0 scale): 4.85

Course rating Spring 2009 (5.0 scale): 4.27

Course rating Summer 2009 (5.0 scale): 4.44

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

Course rating Fall 2007 (5.0 scale): 4.50

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

Graduate:

Instructor, Leadership, University of Florida, planned for Spring 2011.

Instructor, Organizational Behavior, University of Florida, planned for Fall 2010.

Teaching Award:

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

Professional Memberships:

Academy of Management, 2009-Present

Society for Industrial and Organizational Psychology, 2008-Present

Society for Personality and Social Psychology, 2006-Present

American Psychological Association, 2006-Present

Association for Psychological Science, 2006-Present

Professional Service:

SMA Annual Meeting, Reviewer: Organizational Behavior Division, 2010

AOM Annual Convention, Reviewer: Organizational Behavior and Research Methods Divisions, 2010

SPSP Preconference “Bridge(s) Over Troubled Waters: Traditional and Non-Traditional Careers for Personality and Social Psychologists”, Co-Chair, 2010

University of Florida Psychology Advisory Board, 2009-2010

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

SPSP Graduate Student Committee, President, 2009-2010

Past President, 2010-Present

University of Florida Psychology Graduate Student Advisory Board, 2008-Present

Chair, 2009-2010

Department of Psychology Dissertation Award Committee, 2009

Department of Psychology Staff Award Committee, 2009

Association for Psychological Science, Campus Representative, 2006-2007

Relevant Coursework:

Advanced Business Coursework:

Entrepreneurship - University of Florida, Summer 2010. Instructor: Bruce Brashear, J.D.

Managers and the Legal Environment - University of Florida, Summer 2010. Instructor: Virginia Maurer, J.D.

Global Strategic Management - University of Florida, Spring 2010. Instructor: Samuel Himes, Ph.D.

Organizational Behavior - University of Florida, Spring 2010. Instructor: John Kammeyer-Mueller, Ph.D.

Professional Writing - University of Florida, Spring 2010. Instructor: Dorothy McCawley, Ph.D.

Managerial Accounting - University of Florida, Spring 2010. Instructor: Jill Goslinga, J.D.

Problems and Methods of Marketing Management - University of Florida, Spring 2010. Instructor: Debanjan Mitra, Ph.D.

Professional Communication - University of Florida, Spring 2010. Instructor: Stephanie Webster, Ph.D.

Finance I: Asset Valuation, Risk and Return - University of Florida, Spring 2010. Instructor: Joel Houston, Ph.D.

Managerial Economics - University of Florida, Spring 2010. Instructor: Sanford Berg, Ph.D.

Financial Accounting - University of Florida, Spring 2010. Instructor: Jill Goslinga, J.D.

Production and Operations Management - University of Florida, Fall 2009. Instructor: Adam Munson, Ph.D.

Training and Development in Organizations - University of Florida, Fall 2009. Instructor: Jeffery LePine, Ph.D.

Advanced Psychology Coursework:

Survey of Social Psychology - University of Florida, Spring 2008. Instructor: John Chambers, Ph.D.

Self and Identity - University of Florida, Fall 2007. Instructor: James Shepperd, Ph.D.

Stereotypes, Prejudice, and Discrimination - University of Florida, Spring 2007. Instructor: Catherine Cottrell, Ph.D.

Impression Management - University of Florida, Fall 2006. Instructor: Barry Schlenker, Ph.D.

Survey of Developmental Psychology - University of Florida, Fall 2006. Instructor: Scott Miller, Ph.D.

History and Systems of Psychology - Florida State University, Fall 2005. Instructor: Jeanne O'Kon, Ph.D.

Teaching of Psychology - Florida State University, Spring 2004. Instructor: Dianne Tice, Ph.D.

Advanced Statistics/Methods Coursework:

Multilevel Modeling - University of Florida, Spring 2008. Instructor: James Algina, Ph.D.

Structural Equation Modeling - University of Florida, Fall 2007. Instructor: James Algina, Ph.D.

Advanced Research Techniques in Social and Personality Psychology - University of Florida, Fall 2007. Instructor: Barry Schlenker, Ph.D.

Multivariate Statistics - University of Florida, Spring 2007. Instructor: Michael Marsiske, Ph.D.

Analysis of Variance and Design of Experiments - Florida State University, Spring 2006. Instructor: Somesh Chattopadhyay, Ph.D.

Applied Regression Methods - Florida State University, Fall 2005. Instructor: Eric Chicken, Ph.D.

Topics in Statistics (Directed Independent Study) - Florida State University, Summer 2005. Instructor: Somesh Chattopadhyay, Ph.D.

Work Experience:

Consultant, Your Image Media, LLC., Gainesville, FL.

References:

Catherine A. Cottrell, Ph.D.

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Gregory D. Webster, Ph.D.

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