

# Richard A. Currie

Curriculum Vitae

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## EDUCATION

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**University of Central Florida**, Orlando, FL

Ph.D. in Industrial and Organizational Psychology

*anticipated 05/2021*

*Doctoral Candidate*

08/2019

M.S. in Industrial and Organizational Psychology

05/2019

**University of Missouri Saint Louis**, Saint Louis, MO | Bachelor of Arts in Psychology

12/2015

**Saint Charles Community College**, Cottleville, MO | Associate of Arts in Psychology

12/2014

## PUBLICATIONS

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**Currie, R. A.**, Pace, V. L., & Ramdial, K. J. (in press). Individual differences in employee performance. In B. J. Carducci (Editor-in-Chief) & J. S. Mio & R. E. Riggio (Vol. Eds.), *The Wiley-Blackwell encyclopedia of personality and individual differences: Vol. IV. Clinical, applied, and cross-cultural research*. Hoboken, NJ: John Wiley & Sons.

## TECHNICAL REPORTS

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Baz, G., **Currie, R.**, Holden, C., Lee, J., Rabon, S., Striler, J., Zhao, X., & Shoss, M. (2018, November). *Delegation Training Program Technical Report*. Prepared for the Leadership in Action Series through University of Central Florida's Human Resources division for Learning and Organizational Effectiveness as part of a doctoral-level course on organizational training/performance at the University of Central Florida. Orlando, FL.

**Currie, R.**, Holden, C., Crotts., J., Neelavannan, R. (2018, December). *Randstad USA Job Analysis Technical Report*. Prepared for a job analysis/performance appraisal course at the University of Central Florida. Orlando, FL.

Holden C., **Currie, R.**, Crotts, J., Neelavannan, R. (2018, December). *Randstad USA Performance Appraisal Technical Report*. Prepared for a job analysis/performance appraisal course at the University of Central Florida. Orlando, FL.

## PRESENTATIONS

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- Currie, R. A.,** Baz, G., Naranjo, A., Vermilion, B., Kath, L., Stichler, J., Ehrhart, M. G., (2020, April). *Job demands and burnout: The buffering role of relative leader-member exchange*. Poster submitted to the 35th annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
- Currie, R. A.,** Ehrhart, M. G., (2020, April). *Competitiveness and leadership emergence: The role of affective motivation to lead*. Poster submitted to the 35th annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
- Currie, R. A.,** Naik, P., Madrio, P. A., & Ehrhart, M.G., (2019, May). *Group openness to experience as a predictor of shared leadership*. Poster presented at the 31st annual convention of the Association for Psychological Science, Washington, D.C.
- Currie, R. A.,** Farah, L., Wieselthier, H.J., & Ehrhart, M.G., (2019, April). *Negative outcomes of a competitive workplace: The role of envy*. Poster presented at the 34th annual conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Currie, R. A.,** Ramdial K. J., & Shoss, M. K., (2018, April). *Antecedents and outcomes of perceived coworker support*. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Mitchell, S., **Currie, R. A.,** Blechle, E., Hodge, C., Kanyuck, L., Petzel, Z. W., & Casad, B. J., (2016). Poster presented at the 90th annual conference of the Midwestern Psychological Association, Chicago, IL.
- Currie, R. A.,** Chiang, H., Morlock, B., Petzel, Z. W., & Casad, B. J. (2015, May). *The role of perceived difficulty in women's commitment to STEM*. Poster presented at the Annual University of Missouri Saint Louis Undergraduate Research Symposium, St. Louis, MO.

## CONSULTING PROJECTS

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- Procter & Gamble (P&G),** Cincinnati, OH 09/2019  
Worked on a team to analyze an existing talent management tool in order to (1) offer recommendations for its improvement and (2) propose a method of evaluating the effectiveness of the tool.
- Chicago Transit Authority (CTA),** Chicago, IL 04/2018  
Worked on a team to create a proposal for the implementation of an initiative designed to increase diversity and inclusion, innovation, and employee engagement for operational and non-operational CTA employees.
- UCF Human Resources,** Orlando, FL 08/2018 – 11/2018  
Worked on a team to create a training program on the effective use of delegation for participants of the Leadership in Action Series. Project components included a training needs analysis, literature review, training materials, final training presentation, and training evaluation.

**Virbac Corporation US**, Bridgeton, MO

03/2019

Organized and analyzed data from a leader feedback survey completed by employees. Project components included data cleaning, data analysis, and summative report including leadership strengths and areas for growth opportunities based on existing theory and empirical research on effective organizational leadership.

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**RESEARCH PROJECTS**


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**Perceived Nosiness at Work**

08/2019 - current

Co-Investigator: Charlotte Holden

Conducting a series of studies to (1) construct a measure of workplace nosiness attributions and (2) examine its antecedents and outcomes.

**Leader-Member Exchange, Intra-organizational Competition, and Job Insecurity**

01/2019 – 12/2019

Co-Investigators: Mark Ehrhart, Ph.D. &amp; Mindy Shoss, Ph.D.

Conducting a series of research projects to study the joint impact of leader-subordinate relationships and perceived competitive work environments on various affective and behavioral outcomes for workers.

**Group Composition Characteristics as Predictors of Shared Leadership**

01/2018 – 02/2019

*Master's Thesis*

Faculty Advisor: Mark G. Ehrhart, Ph.D.

Examining variables of group composition as predictors of shared leadership in work groups. Testing alternative models of group composition. Using a social network analysis approach to measuring shared leadership.

**Outcomes of Intra-unit Competition at Work**

01/2018 – 12/2018

Exploring the relationship between competitive work group climate and various attitudinal and behavioral outcomes for employees.

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**TEACHING EXPERIENCE**


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**Instructor of Record:** Department of Psychology | University of Central Florida*Organizational Psychology (INP 4313)*

08/2019 – 12/2019

*Introduction to Industrial and Organizational Psychology (INP 3004)*

01/2019 – 04/2019

- Responsibilities include:
  - Prepared lectures and met students in the office when they needed additional assistance.
  - Created various assignments, quizzes, and exams that aligned with the outlined course objectives.
  - Held face-to-face review sessions to ensure students are prepared for large assessments.
  - Worked with students to create individualized development plans to equip them to achieve their educational goals.
  - Graded assignments and provided ample feedback for student development.
  - Kept in close communication with students through online communication (announcements, messages) and during office hours.
  - Course syllabus is readily available upon request.

**Graduate Teaching Assistant:** Department of Psychology | University of Central Florida 08/2016 – 12/2018  
*Statistical Methods in Psychology (PSY 3204C)*  
*Research Methods in Psychology (PSY 3213C)*  
*Introduction to Industrial and Organizational Psychology (INP 3004)*  
*Developmental Psychology (DEP 2004)*  
*Motivation (EXP 3304C)*  
*Positive Psychology (PSY 4932)*

- Responsibilities include:
  - Held face-to-face and recorded, internet-mediated review sessions to ensure students are prepared for large assessments.
  - Worked alongside of students to create individualized development plans which served to enable them to achieve their educational goals.
  - Supervised and directed student consulting groups for (Introduction to Industrial and Organizational Psychology)
  - Graded assignments and kept in close communication with students as well as the instructor.
- Received a “High” Rating from each faculty evaluator.

## HONORS AND AWARDS

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Graduate Presentation Fellowship, University of Central Florida	2018, 2019
University of Missouri Saint Louis Dean’s List	01/2015 – 12/2015
University of Missouri Saint Louis Psychology Department Chair’s List	01/2015 – 12/2015
Saint Charles Community College Dean’s List	01/2014 – 12/2014

## CERTIFICATIONS & MEMBERSHIPS

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- Collaborative Institutional Training Initiative (CITI) Coursework
  - Social and Behavioral Sciences: Responsible Conduct of Research Certified
  - Social and Behavioral Sciences: Research Integrity Certified
  - Export Controls Certified
  - Conflict of Interest Certified
- Society for Industrial and Organizational Psychology Member
- Association for Psychological Science Member
- Society for Personality and Social Psychology Member
- Student Professionals for Industrial and Organizational Psychology
  - President (Elected Officer) 05/2019 – 04/2020
  - Events Coordinator (Elected Officer) 05/2018 – 04/2019
- Psi Chi, International Honor Society in Psychology Member
- Sigma Alpha Pi, National Society of Leadership and Success Member

## PROFESSIONAL DEVELOPMENT

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### **Pathways to Success, Graduate Student Development Seminars**

*College of Graduate Studies, University of Central Florida*

09/2016 – 06/2017

- The Basics of Poster Presentations
- Professional Networking Techniques
- Useful Applications for Graduate Students
- Finding Grant Funding Opportunities
- Finding Data Sources

### **Mplus Short Course Workshop**

*Bloomberg School of Public Health, Johns Hopkins University*

08/2017

- One-day short course on regression and mediation analyses
- Two-day short course on dynamic structural equation modeling of intensive longitudinal data

## SOFTWARE EXPERTISE

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Statistical software: IBM SPSS, Mplus, HLM, SAS

Survey software: Qualtrics, Microsoft Forms, Google Forms, Survey Monkey

Microsoft Office (Excel, Word, PowerPoint, Outlook)