**MICHELLE P. MARTIN-RAUGH**

701 S. Nedderman Drive

Arlington, TX 76019

**EDUCATION**

Rice University 2013 Ph.D. Industrial/Organizational Psychology

Rice University 2011 M.A. Industrial/Organizational Psychology

Rice University 2008 B.A. Psychology and Hispanic Studies

**EMPLOYMENT HISTORY**

2022- Assistant Professor of Psychology, The University of Texas at Arlington

2018-2022 Research Scientist, Academic to Career Research Center, Educational Testing Service

2013-2018 Associate Research Scientist, Academic to Career Research Center, Educational Testing Service

2012-2013 Associate Consultant – Talent and Rewards, Aon Hewitt

2012 Summer Intern – Center for Academic and Workforce Readiness and Success, Educational Testing Service

**GRANTS**

1. 2024-2027. (Proposal under review). *$1.4M.* National Science Foundation (NSF). ***Co-Principal Investigator.*** (PI: Michelle Hebl; co-PI: Eden King). The Environment-Belonging-Institution (EBI) Model to Enhance Black and Latine Students' Persistence and Success in STEM.
2. 2024-2025. (Proposal under review). *$402,424.* U.S. Army Research Institute. ***Principal Investigator.*** (co-PI: Logan Watts). Measuring and Developing Technological Fluency using Situational Judgment Tests (SJTs).
3. 2024-2028 (Proposal under review). National Science Foundation (NSF). *$2.6M.* ***Principal Investigator.*** (co-PIs: Jamie Mikeska, Samuel Rikoon). Investigating and Measuring the Components of the Cognitive Process Underlying Noticing for Elementary School Science Teachers.
4. 2023-2025. (Not funded). *$250,000*. Sloan Foundation. ***Co-Principal Investigator*** (PI: James Grover).Sloan Center for Systemic Change Seed Grant to Increase proportion of Black, Indigenous, and Latinx Doctoral Students at the University of Texas at Arlington.
5. 2024-2028. (Proposal in preparation for resubmission). *$1.9M.* National Science Foundation (NSF). ***Co-Principal Investigator.*** (PI: Basu Roy, Gautam Das; co-PIs: Jared Kenworthy, Quentin Jones). Collaborative Research: FW-HTF-RL: Next Generation Matching Systems to Facilitate Data-Science Gig-Teams.
6. 2023-2027. (Not funded). *$1,710,924.* U.S. Army Research Institute. ***Principal Investigator.*** (co-PI: Logan Watts). Developing a Computer Adaptive Situational Judgment Test (SJT) of Leadership Potential for use in the Promotion of Noncommissioned Officers (NCOs) using Forced-Choice Ideal Point Models.
7. 2024-2027 (Proposal in preparation). National Science Foundation (NSF). ***Co-Principal Investigator***. (PI: Logan Watts, co-PI: Jared Kenworthy). *$1M.* Boosting undergraduate STEM creativity, diversity, and mobility at HSIs.
8. 2023-2026. (Not funded). *$874,875.* U.S. Army Research Institute. ***Principal Investigator.*** (co-PI: Logan Watts). Measuring and Developing Interpersonal Competencies using Situational Judgment Tests (SJTs).
9. 2023-2024. The University of Texas at Arlington College of Science Research Innovation Grant (Funded). *$15,800.* ***Co-Principal Investigator*** (PI: Logan Watts, co-PI: Jared Kenworthy). Boosting undergraduate STEM creativity, diversity, and mobility at HSIs: A needs assessment.
10. 2024-2027 (Proposal under review). National Science Foundation (NSF). *$392,000.* ***Co-Principal Investigator.*** (PI: Logan Watts). Building “A” Teams in Research Ethics: Facilitating ER2 with the Assessment Tool for Ethical Awareness of Members (A TEAM).
11. 2023-2027 (Not funded). Institute of Education Sciences (IES). *$1.4M.* ***Co-Principal Investigator.***(PI: Jonathan Supovitz, co-PI: Samuel Rikoon). Assessing School Leader Professional Judgement.
12. 2022-2023. The University of Texas at Arlington Center for Research on Teaching and Learning Excellence (CRTLE, Funded). *$5,000.* ***Co-Principal Investigator***. (PI: Logan Watts). Discovering and Teaching Ethical Decision-Making Styles in STEM.
13. 2022-2023. The University of Texas at Arlington Center for Research on Teaching and Learning Excellence (CRTLE, Funded). *$5,000.* ***Co-Principal Investigator***. (PI: Logan Watts). The Devil Made *Us* Do It? Ethical Decision-Making in Research Teams.
14. 2018-2022. U.S. Army Research Institute. (Funded). *$80,887.* ***Principal Investigator***. Scoring Situational Judgment Tests: The Effect of Subject Matter Expert Qualifications. Contract Number W911NF-18-2-0018.
15. 2020. International Society for Technology and Education (ISTE, Funded). *$48,745 for Phase II.* ***Principal Investigator***. SkillRise Phase II – Development of an ISTE Standard for Adult Learners and Plan to Design and Pilot the Assessment.
16. 2013-2018. U.S. Army Research Institute. (Funded). *$1.9M.* ***Key Scientist.*** (PI: Patrick Kyllonen). Developing an Assessment for Cross-Cultural Competency (3C).
17. 2012-2014. YouScience. (Funded). *$4M*. ***Key Scientist.*** (PI: Richard Roberts).Development and Validation of Situational Judgment Tests (SJTs) to Measure Teamwork and Leadership.
18. 2013. Intelligence Advanced Research Projects Activity (IARPA, Funded). *$3.7M.* ***Key Scientist.*** (PI: Franklin Zaromb). Assessing Biases in Cognition.

**EDITOR EXPERIENCE**

* + - 1. **Martín-Raugh, M. P.**, & Rikoon, S., (Eds.) (2023).Advances in Research on Social and Emotional Learning and Its Value in Supporting Academic and Workforce Outcomes [Special issue]. *Journal* *of Intelligence,11*(10):186.
      2. **Martín-Raugh, M. P.**, & Kyllonen, P. C., (Eds.) (2020).Collective Intelligence: Individual and Team Ability [Special issue]. *Journal* *of Intelligence, 7*(3):15.

**PEER-REVIEWED PUBLICATIONS**

1. **Martín-Raugh, M. P.**, Roohr, K. C., Leong, C. W., Molloy, H., McCulla, L., Ramanarayan, V., & Mladineo, Z. (2023). Better Understanding Oral Communication Skills through Video-Based Assessment: The Impact of Perceived Personality Traits. *American Journal of Distance Education*. DOI: 10.1080/08923647.2023.2235950
2. **Martín-Raugh, M. P.,** Leong, C. W., Roohr, K., & Chen, X. (2023). Perceived Conscientiousness and Openness to Experience Mediate the Relationship between Vocal and Visual Features and Hiring Decision in the Interview. *Computers in Human Behavior* *Reports, 10,* 100272. DOI: 10.1016/j.chbr.2023.100272
3. Jiang, Y., **Martín-Raugh, M. P.**, Yang, Z., Hao, J., Liu, L., & Kyllonen, P. C., (2023). Do you know your partner’s personality through collaboration or negotiation? Investigating perceptions of personality and their impacts on performance. *Computers in Human Behavior*, *141*, 107608. DOI: 10.1016/j.chb.2022.107608
4. **Martín-Raugh, M. P.**, Kell, H. J., Randall, J. G., Banfi, J., & Anguiano-Carrasco, C. (2023). Speaking without words: A meta-analysis of over 70 years of research on the power of nonverbal cues in job interviews. *Journal of Organizational Behavior, 44,* 132-156.
5. **Martín-Raugh, M. P.,** Kell, H. J., Ling, G., Fishtein, D., & Yang, Z. (2023). Noncognitive Skills and Critical Thinking Predict Undergraduate Academic Performance. *Assessment and Evaluation in Higher Education,* 1-12.
6. Williams, K. M., **Martín‐Raugh, M. P.,** & Lentini, J. E. (2022). Longitudinal Stability and Change of the Dark Triad: A Call for Research in Postsecondary, Occupational, and Community Settings. *ETS Research Report Series*, *2022*(1), 1-22. DOI: 10.1002/ets2.12362
7. Williams, K. M., **Martín-Raugh, M. P.**, & Lentini, J. (2022). Improving Noncognitive Constructs for Career Readiness and Success: A Theory of Change for Postsecondary, Workplace, and Research Applications*.* *ETS Research Report Series*, *2022*(1), 1-11. DOI: 10.1002/ets2.12346
8. Brown, M., Grossenbacher, M., **Martín-Raugh, M. P.,** Kochert, J., & Prewett, M. S. (2021). Can You Crowdsource Expertise? Comparing Expert and Crowd-Based Scoring Keys for Three Situational Judgment Tests. *International Journal of Selection and Assessment, 29,* 467-482.
9. **Martín-Raugh, M. P.,** & Kell, H. J. (2021). A process model of situational judgment test responding. *Human Resource Management Review*, 31, 100731. <https://doi.org/10.1016/j.hrmr.2019.100731>
10. Lepp, H., Leong, C. W., Roohr, K., **Martín-Raugh, M. P.,** & Ramanarayanan, V. (2020). Effect of Modality on Human and Machine Scoring of Presentation Videos. *Proceedings of the 2020 International Conference on Multimodal Interaction*, 630-634. DOI: [10.1145/3382507.3418880](https://doi.org/10.1145/3382507.3418880)
11. **Martín-Raugh, M. P.,** Williams, K. M., & Lentini, J. (2020). The malleability of academic- workplace-relevant noncognitive skills: Evidence from over 39 meta-analyses and reviews. *ETS Research Report Series*, *2020*(1), 1-25. DOI:10.1002/ets2.12306
12. **Martín-Raugh, M. P**., Tannenbaum, R. J., Kell, H. J., Jackson, T., Kurzum, C., Holtzman, S., & Barnwell, P. (2020). The role of situation perception in teaching performance. *Teachers College Record.,122*(12), 1-26.
13. **Martín-Raugh, M. P**., Steinberg, J., & Reese, C. (2019). *Establishing the Content Validity of High-Leverage Content Topics and Practices for Teaching Social Studies.* (Research Memorandum No. RM-19-14). Princeton, NJ: Educational Testing Service.
14. Leong, C. W., Roohr, K., Ramanarayanan, V., **Martín-Raugh, M. P**., Kell, H. J., Ubale, R., Qian, Y., Mladineo, Z., & McCulla, L. (2019). Are Humans Biased in Assessment of Video Interviews?. In *Adjunct of the 2019 International Conference on Multimodal Interaction (ICMI ’19 Adjunct)*, October 14–18, 2019, Suzhou, China. ACM, New York, NY, USA. <https://doi.org/10.1145/>
15. **Martín-Raugh, M. P.**, Kyllonen, P. C., Hao, J., Becker, D., Kurzum, C., Yang, Z., Yan, F., & Barnwell, P. (2019). Negotiation as an interpersonal skill: Generalizability of negotiation outcomes and tactics across contexts at the individual and collective levels. *Computers in Human Behavior, 104,* 1-10.
16. **Martín-Raugh, M. P.,** Mikeska, J., Steinberg, J., & Minsky, J. (2018). *Establishing the Content Validity of High-leverage Content Topics and Practices for Teaching Science.* (Research Memorandum No. RM-18-08). Princeton, NJ: Educational Testing Service.
17. **Martín-Raugh, M. P.,** Jackson, T., Brenneman, M. W., Carney, L., Barnwell, P. V., Anguiano-Carrasco, C., & Kochert, J. (2018).Effects of SJT format on reliability and validity. *International Journal of Testing, 2,* 135-154.
18. Chen, L., Zaromb, F., Yang, Z., Leong, C. W., & **Martín-Raugh, M. P.** (2017). Can a machine pass a situational judgment test measuring personality perception? *Proceedings of the* *Affective Computing and Intelligent Interaction International Conference (ACII 2017)*.
19. Kell, H. J., **Martín-Raugh, M. P.**, Carney, L. M., Inglese, P. A., Chen, L., & Feng, G. (2017). Development of behavioral summary scales for evaluation of performance in a structured job interview. *ETS Research Report Series*, *2017*(1), 1-26. DOI: doi:10.1002/ets2.12152
20. Chen, L., Feng, G., Leong, C. W., Kitchen, C., Lehman, B., **Martín-Raugh, M. P.**, Kell, H. J. & Yoon, S. (2016). Automated Scoring of Interview Videos using Doc2Vec Multimodal Feature Extraction Paradigm. In *Proceedings of the 18th ACM International Conference on Multimodal Interaction (ICMI 2016).* ACM, New York, NY, 161-168.
21. **Martín-Raugh, M. P.**, Tannenbaum, R. J., Tocci, C., & Reese, C. (2016). Behaviorally anchored rating scales: An application for evaluating teaching practice. *Teaching and Teacher Education, 59,* 414-419.
22. Chen, L., Feng, G., **Martín-Raugh, M. P.**, Leong, C. W., Kitchen, C., Lehman, B., Kell, H. J. & Yoon, S. (2016). A multimodal corpus of two workplace activities – employment interviews and presentations. *Proceedings of Interspeech, 2016.*
23. Golubovich, J., Seybert, J., **Martín-Raugh, M. P.**, Naemi, B. D., Vega, R. P., & Roberts, R. D. (2016). Assessing students’ perceptions of interpersonal behavior with a video-based SJT. *International Journal of Testing,* 1-19.
24. Naemi, B. D., **Martín-Raugh, M. P.,** & Kell, H. J. (2016). SJTs as measures of general domain knowledge for multimedia formats: Do actions speak louder than words? *Industrial Organizational Psychology: Perspectives on Science and Practice, 9,* 77-83.
25. **Martín-Raugh, M. P.**, Kell, H. J. & Motowidlo, S. J (2016). Prosocial knowledge mediates effects of agreeableness and emotional intelligence on prosocial behavior. *Personality and Individual Differences, 90,* 41-49.
26. **Martín-Raugh, M. P.,** Reese, C. M., Howell, H., Tannenbaum, R. J., Steinberg, J. H., and Xu, J. (2016). *Investigating the relevance and importance of high-leverage practices for beginning elementary school teachers* (Research Memorandum No. RM-16-11). Princeton, NJ: Educational Testing Service.
27. **Martín-Raugh, M. P.**, Reese, C., Howell, H., Tannenbaum, R. J., Steinberg, J. S., & Xu, J. (2016). *Relevance and importance of high-leverage mathematical content for beginning elementary school teachers.* (Research Memorandum No. RM-16-10). Princeton, NJ: Educational Testing Service.
28. **Martín-Raugh, M. P.**, Reese, C., Phelps, G. C., Tannenbaum, R. J, Steinberg, J., & Xu, J. (2016). *Investigating the relevance and importance of English/language arts content knowledge areas for beginning elementary school teachers.* (Research Memorandum No. RM-16-08). Princeton, NJ: Educational Testing Service.
29. Chen, L., Yoon, S., Leong, C. W., **Martín, M. P.**, & Ma, M. (2014). An initial study on

Analyzing structured video interviews by using multimodal emotion detection. In

*Proceedings of the International Workshop on Emotion Representations and Modeling for*

*HCI Systems* (ERM4HCI 2014). Istanbul, Turkey.

1. Kell, H. J., Motowidlo, S. J., **Martín, M. P.**, Stotts, A. L., & Moreno, C. A. (2014). Testing for independent effects of prosocial knowledge and technical knowledge on skill and performance. *Human Performance, 27,* 311-327.
2. Motowidlo, S. J., **Martín, M. P.** & Crook, A. E. (2013). Relations between personality, knowledge, and behavior in professional service encounters. *Journal of Applied Social Psychology, 43,* 1851-1861*.*

**BOOK CHAPTERS**

1. Kyllonen. P., **Martín-Raugh, M. P.**, & Kell, H. J. (in press). Social and Emotional Learning Competencies in the Workplace. In J. Durlak, C. Domitrovich, J. Mahoney, & L. Hamilton (Eds.), *Handbook of Social and Emotional Learning* (second edition).
2. Motowidlo, S. J., Kell, H. J., **Martín-Raugh, M. P.**, & Ghosh, K. (2018). Implicit trait policies about prosocial professionalism. In P. M. Podsakoff, S. B. MacKensie, & N. P. Podsakoff (Eds.), *Oxford Handbook of Organizational Citizenship Behavior.* Oxford: Oxford University Press.

**TECHNICAL REPORTS**

1. **Martín-Raugh, M. P.,** Kochert, J., Holtzman, S., & Kell, H. J., (2022). *Scoring Situational Judgment Tests: The Effect of Subject Matter Expert Qualifications.* Technical Report for the United States Army Research Institute for the Behavioral and Social Sciences.
2. Brenneman, M. W., Barnwell, P., Anguiano-Carrasco, C., Carney, L., Ezzo, C., Golubovich, J., **Martín-Raugh, M. P.**, Kyllonen, P. L., Klafehn, J., & Kochert, J. (2016). *Development of an Assessment of Cross Cultural Competence (3C): Assessment Guide.* Technical Report for the United States Army Research Institute for the Behavioral and Social Sciences.

**PATENTS & PRODUCTS**

* + - 1. **Educational Testing Service** (2023). *Authentic Interview Prep* (Version 0.54.1) [Mobile app]. App Store. (Worked as Research Scientist on app development).
      2. Kyllonen, P. C., Chen, L., **Martín-Raugh, M. P.,** Bejar, I., Gorin, J., & Williamson, D. (2020). Using Multimodal Signal Processing to Automatically Score Video-based Employment Structured Interviews.

**MEDIA**

**Martín-Raugh, M. P.**, (February 5th, 2023). Interview for *Wirtschafts Woche* on nonverbal cues in the employment interview.

**Martín-Raugh, M. P.**, (2023). “Nonverbal cues in the employment interview,” *The Society for Personality and Social Psychology, Character and Context Blog.* <https://spsp.org/news/character-and-context-blog/mart%C3%ADn-raugh-job-interview-nonverbal-cues>

**Martín-Raugh, M. P.,** & Roohr, K. C. (2020). “Don’t take oral communication skills for granted,” *ETS Open Notes*. Retrieved from <https://onfirstup.com/ets/etsnow/contents/23056821>

**CONFERENCE PRESENTATIONS**

1. **Martín-Raugh, M. P.,** Smith, K., & Gallegos, E. (2024, April). *Community of Interest: Enhancing Equity through Culturally Responsive Assessments: Bridging Gaps in I/O.* Community of interest session at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
2. Bueno, A. (Chair), Guerrero, P. (Co-Chair), Lopez, T. (Co-Chair), Hysong, S. J., Madera, J. M., **Martin-Raugh, M.,** Reyes, D., Solis, L. (2024, April*). Oye Mi Canto, Otra Vez: Illuminating the Complexities of the Latine/o/a/x Experience* [Alternative Session]. Panelistat theSociety for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
3. Maindidze, H., Randall, J.,**Martín-Raugh, M. P.,** Smith, K. (2024, April). *To AVI or to not AVI: A Modern Meta-analytic Look at Accent Bias in Employee Selection.*In Powell, D. (Chair) *Reducing Bias and Improving Accuracy in Asynchronous Video Interviews*. Symposiumat theSociety for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
4. Brown, M. & **Martín-Raugh, M. P.** (2024, April).*Does consensus scoring in situational judgment tests reflect knowledge of social norms?*In **Martín-Raugh, M. P.** & H. J. Kell (Chairs) *From Lead to Gold: The Hidden Promise of the "Hot Mess" of SJTs' Construct Validity.* Symposiumat theSociety for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
5. **Martín-Raugh, M. P.** & H. J. Kell (Chairs; 2024, April). *From Lead to Gold: The Hidden Promise of the "Hot Mess" of SJTs' Construct Validity.* Symposiumat theSociety for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
6. Nandi, S. & **Martin-Raugh, M**. (2024, April). Prestige Moderates the Abusive Supervisor – Graduate Student Outcome Relationship. [Paper]. In Lawrence, A. (Chair) *Unmasking destructive leadership traits, moderators, and mitigating factors.* Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
7. McLemore, P., Watts, L. L., Kenworthy, J., Nandi, S. & **Martin-Raugh, M**. (2024, April). *Developing STEM Career Interest: A Focus on Student Creativity.* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
8. Watts, L. L., **Martin-Raugh, M**. & Crook, A. E. (2024, April). *Situational antecedents of experiencing credit stealing at work* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
9. Watts, L. L., Nandi, S., **Martin-Raugh, M**., & Linhardt, R. (2024, April). *Ethical decision making in research teams: A mixed-methods study* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
10. Himelfarb, I., **Martín-Raugh, M. P**., & Solecki, N. (October, 2023). *Gender Differences in Perception of Risk and Relationship Among Risk and Performance Frequencies of Chiropractic Tasks.* Poster accepted for presentation at the 17th World Federation of Chiropractic Biennial Congress, Gold Coast, Australia.
11. **Martín-Raugh, M. P.**, Kell, H. J., Randall, J. G., Banfi, J., & Anguiano-Carrasco, C. (May, 2023). *Speaking without words: A meta-analysis of over 70 years of research on the power of nonverbal cues in job interviews.* E-poster accepted at the Annual Congress for the European Association of Work and Organizational Psychology, Katowice, Poland.
12. **Martín-Raugh, M. P.** & H. J. Kell (Chairs; 2023, April). *How Much More Than Expertise? Expanding the Nomological Network of SJTs.* Symposium at the Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
13. Brown, M. & **Martín-Raugh, M. P.** (2023, April). Does consensus scoring in situational judgment tests reflect knowledge of social norms? In **Martín-Raugh, M. P.** & Kell, H. J. (Co-Chairs), *How Much More Than Expertise? Expanding the Nomological Network of SJTs.* Paper at the Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
14. Kochert, J., **Martín-Raugh, M. P.,** Kell. H. J., & Holtzman, S. (2023, April). Does it matter? Comparison of SMEs’ qualifications on SJT scoring keys. In **Martín-Raugh, M. P.** & Kell, H. J. (Co-Chairs), *How Much More Than Expertise? Expanding the Nomological Network of SJTs.* Paper at the Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
15. **Martín-Raugh, M. P.,** Crook, A. E., & Seybert, J. (2023, April). *COI: Exploring the Impacts of the Great Resignation on Personnel Selection.* Community of interest session at the Annual Meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
16. Yuan, W., Yang, Z., Kerzabi, E. A., Cartier, S. S., Ling, G.L., Lentini, J., & **Martín-Raugh, M. P**., (2023, April). *An Exploration of Developing a Training Module for Negotiation Skills*. Paper at TheNational Council on Measurement in Education 2023 Annual Meeting, Chicago, Illinois.
17. **Martín-Raugh, M. P**., & Kell, H. J. (2022, April). *Embodying the Scientist-Practitioner Model: Applied Research Careers in I/O*. Panel discussion at the Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
18. **Martín-Raugh, M. P**., Kell, H. J., Ling, G., Fishtein, D., & Yang, Z. (2022, April). *Noncognitive Skills and Critical Thinking Predict Undergraduate Academic Performance*. Poster at the Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
19. **Martín-Raugh, M. P**., Chen, X., Roohr, K., Leong, C., & Ramanarayanan, V. (2022, April). *Personality Mediates Relationship between Vocal/Visual Cues and Interview Performance*. Poster at the Annual Meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
20. Lepp, H., Leong, C. W., Roohr, K., **Martín-Raugh, M. P.,** & Ramanarayanan, V. (2020, October). *Effect of modality on human and machine scoring of presentation videos.* Paper presented remotely at the 2020 International Conference on Multimodal Interaction.
21. **Martín-Raugh, M. P.,** Hao, J., Kyllonen, P. C., Becker, D, Yang, Z., Yan, F., & Cherfrere, G. (2020, April). *Interactively assessing negotiation skills: The impact of personality and ability.* Poster at the 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX. <https://www.siop.org/Annual-Conference>
22. Kochert, J., **Martín-Raugh, M. P.,** & Bochenek, J.(2020, April). The Effect of SJT Format as Presented to Keying Group on the Validity of Scoring Keys.In Keener, S. K. (Chair), *Advances in situational judgment test methods and content.* Symposium at the 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX. <https://www.siop.org/Annual-Conference> (Symposium canceled)
23. **Martín-Raugh, M. P**., & Klafehn, J. (2020, April). *The best of both worlds: Applied research careers in I/O Psychology*. Panel discussion at the 35th Annual Meeting of the Society for Industrial and Organizational Psychology, Austin, TX. <https://www.siop.org/Annual-Conference> (Panel discussion canceled)
24. **Martín-Raugh, M. P.,** Hao, J., Kyllonen, P. C., Becker, D, Yang, Z., & Yan, F. (2020, April). *Better understanding students’ negotiation skills through interactive assessment: The impact of personality traits.* Roundtable discussion at the American Educational Research Association Annual Meeting, San Francisco, CA. <https://www.aera20.net/> (Conference canceled)
25. **Martín-Raugh, M. P.,** Roohr, K. C., Leong, C. W., Mladineo, Z., McCulla, L., Ramanarayanan, V., & Molloy, H. R. (2020, April). *Better Understanding Students’ Oral Communication Skills through Video-Based Assessment: The Impact of Perceived Personality Traits*. Roundtable session at the American Educational Research Association Annual Meeting, San Francisco, CA. <https://www.aera20.net/> (Conference canceled)*.*
26. Leong, C. W., Roohr, K., Ramanarayanan, V., **Martín-Raugh, M. P.,** Kell, H. J., Ubale, R., Qian, Y., Mladineo, Z., & McCulla, L. (2019). *To trust, or not to trust? A case study of human bias in automated video interview assessments*. Paper presented at the 2019 International Conference on Multimodal Interaction (ICMI ’19 Adjunct) in

Suzhou, China.

1. **Martín-Raugh, M. P.,** Steinberg, J., & Reese, C. (2019, April). Establishing the Content Validity of High-Leverage Content Topics and Practices for Teaching Social Studies. Paper presented as part of a roundtable session titled “*Quantitative research in qualitative spaces*” at the American Educational Research Association Annual Meeting, Toronto, Canada.

1. **Martín-Raugh, M. P.,** Kyllonen, P. C., Hao, J., Bacall, A., Becker, D, Kurzum, C., Yang, Z., Yan, F., & Barnwell, P. (2019, April). Measuring negotiation skills using virtual performance-based dyadic tasks. In McCloy, R. A., & Kell, H. J. (Co-Chairs), *Measurement: New methods for classic problems, classic methods for new problems.*

Symposium presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

1. **Martín-Raugh, M. P**. (2019, April). *Have your research cake and eat it, too: Non-traditional careers in I/O Psychology.* Panelist at the 34th annual meeting of the Society of Industrial Organizational Psychology (SIOP), National Harbor, MD.
2. **Martín-Raugh, M. P.,** Williams, K. M., & Lentini, J. (2019, April). *The malleability of workplace-relevant noncognitive constructs.* Poster presented at the 34th annual meeting of the Society of Industrial Organizational Psychology (SIOP), National Harbor, MD.
3. Kochert, J. & **Martín-Raugh, M. P**. (2019, April). *Impact of expert qualifications on situational judgment test scoring keys.* Poster presented at the 34th annual meeting of the Society of Industrial Organizational Psychology (SIOP), National Harbor, MD.
4. **Martín-Raugh, M. P**., Tannenbaum, R. J., Golubovich, J.,& Kell, H. J. (2018, April). The role of situation perception in teaching performance. In Harris, A. M., & Hughes’, M. G. (Co-Chairs), *Of situations and responses: Unpacking the elements of situational judgment tests*. Symposium presented at the 33rd Annual Meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
5. **Martín-Raugh, M. P.,** Mikeska, J., Steinberg, J., & Minsky, J. (2018, April). Establishing the content validity of high-leverage content topics and practices for teaching science. Paper presented as part of a roundtable session titled *“High impact science teaching and its impact on learning”* at the American Educational Research Association Annual Meeting, New York, NY.
6. Chen, L., Zaromb, F., Yang, Z., Leong, C. W., & **Martín-Raugh, M. P.** (2017, October). *Can a machine pass a situational judgment test measuring personality perception?* Paper presented at Affective Computing and Intelligent Interaction, San Antonio, TX.
7. **Martín-Raugh, M. P.,** & Kell, H. J. (2017, April). A hierarchical process model of SJT

responding. In T. Rockstuhl’s (Chair), *Putting judging situations back in SJTs: New*

*evidence and innovation*. Symposium presented at the 32nd annual meeting of the Society of

Industrial Organizational Psychology (SIOP), Orlando, FL.

1. **Martín-Raugh, M. P.,** Kell, H. J., Chen, L., Feng, G., Leong, C. W., Kitchen, C., Yoon, S., Lehman, B., & Lee, C. M. (2017, April). Automatically scoring personality traits and hireability through interview responses. In H. J. Kell & J. Klafehn’s (Chairs), *Novel*

*approaches to noncognitive skills assessment for the workplace*. Symposium

presented at the 32nd annual meeting of the Society of Industrial Organizational

Psychology (SIOP), Orlando, FL.

1. **Martín-Raugh, M. P.**, Kell, H. J. & Motowidlo, S. J (2016, August). *Prosocial knowledge mediates relations among personality, EI, and prosocial behavior.* Poster presented at the annual meeting of the American Psychological Association (APA), Denver, CO.
2. Himelfarb, I., & **Martín-Raugh, M. P.** (2016, April). *Exploring the relations between risk factors and grades in sexual minority adolescents: A multiple indicators multiple causes (MIMIC) model approach.* Symposium presented at the annual meeting of the

Western Psychological Association (WPA), Long Beach, CA.

1. **Martín-Raugh, M. P.,** Jackson, T., Brenneman, M. W., Carney, L., Barnwell, P. V., Anguiano-Carrasco, C., & Kochert, J.(2016, April). Effects of SJT format on reliability and validity. In H. J. Kell & **M. P. Martín-Raugh** (Chairs), *Novel approaches to* *situational judgment tests: Methods and applications*. Symposium presented at the 31st

annual meeting of the Society of Industrial Organizational Psychology (SIOP), Anaheim,

CA.

1. Crook, A. E. & **Martín-Raugh, M. P.** (2016, April). *Stealing credit or taking the fall.* Poster presented at the 31st annual meeting of the Society of Industrial Organizational

Psychology (SIOP), Anaheim, CA.

1. Himelfarb, I., & **Martín-Raugh, M. P.** (2016, April). *A structural equation model and item response theory analysis of parental involvement in school, extracurricular participation, and delinquencies on grades.* American Educational Research Association Annual Meeting, Washington, D.C.
2. Seybert, J., **Martín-Raugh, M. P.,** & Kurzum, C. (2016, April). *Forced-choice measures of individual values.* Symposium presented at the 31st annual meeting of the Society of Industrial Organizational Psychology (SIOP), Anaheim, CA.
3. Cook, J., **Martín-Raugh, M. P.,** Fenton, A. M., & Hutchings, T. (2015, June). *ProEthica*

*program: At the intersection of technology, research, and validity.* Symposium presented

at the National Association of State Directors of Teacher Education and Certification

Annual Meeting, Portland, OR.

1. **Martín-Raugh, M. P.**, Tannenbaum, R. J., Tocci, C., & Reese, C. (2015, April). *Behaviorally anchored rating scales: An application for evaluating teaching practice.* Paper presented at TheNational Council on Measurement in Education 77th Annual Meeting, Chicago, Illinois.
2. **Martín, M. P.** & Barnwell, P. V. (2014, April*). Understanding interpersonal and teamwork knowledge measured by situational judgment tests: Establishing a nomological*

*network*, American Educational Research Association Annual Meeting, Philadelphia,

Pennsylvania.

1. Seybert, J., Petway, K. T., & **Martín, M.P.** (2013, April*). Intrinsic motivation and academic performance: A longitudinal examination of self- and teacher-reports*, American Educational Research Association Annual Meeting, San Francisco, California.
2. **Martín, M.P.,** Kell, H.J., & Motowidlo, S.J. (2013, April). *Construct validity for a managerial SJT: Establishing a nomological network*: Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology in Houston, TX.
3. Yu, A., **Martín, M. P.**, & Motowidlo, S. J. (2012, August). *Knowledge about legal professionalism: Relationships with values and personality.* Poster presented at the 120th annual convention of the American Psychological Association in Orlando, FL.
4. **Martín, M. P.**, Kell, H. J., Yu, A., & Motowidlo, S. J. (2012, April). *Faking good on single response situational judgment tests and personality measures: An examination of alternative scoring procedures.* Paper presented at the 27th annual meeting of the Society for Industrial and Organizational Psychology in San Diego, CA.
5. **Martín, M. P.** & Motowidlo, S. J. (2012, April*). Consistency of knowledge about the utility of prosocial work behavior*. Poster presented at the 27th annual meeting of the Society of Industrial Organizational Psychology (SIOP), San Diego, CA.
6. **Martín, M. P.**, Beier, M. E., & Motowidlo, S. J. (2012, April*). Situational judgment tests: Relationships with emotional intelligence, interests, and personality.* Poster presented at the 27th annual meeting of the Society of Industrial Organizational Psychology (SIOP), San Diego, CA.
7. Kell, H. J., **Martín, M. P.**, & Motowidlo, S. J. (2011, April*). Medical students’ knowledge about medical professionalism predicts their professional performance*. Poster presented at the 26th annual meeting of the Society of Industrial Organizational Psychology (SIOP), Chicago, IL.
8. **Martín, M. P.**, Kell, H. J., & Motowidlo, S. J. (2011, April*). The antecedents of procedural knowledge and skill.* Poster presented at the 26th annual meeting of the Society of Industrial Organizational Psychology (SIOP), Chicago, IL.
9. **Martín, M. P.** & Motowidlo, S. J. (2010, April). *A single-response situational judgment test for human factors professionals*. Poster presented at the 25th annual meeting of the Society of Industrial Organizational Psychology (SIOP), Atlanta, GA.

**INVITED PRESENTATIONS**

1. **Martín-Raugh, M. P.,** Watts, L., Tran, E., & Nandi, S.(2023, November). *The Devil made us do it? Ethical decision-making in research teams.* Presentation given to the Center for Research, Teaching, and Learning Excellence at UTA. Arlington, TX.
2. **Martín-Raugh, M. P.** (2023, February). *The role of expertise in situational judgment test (SJT) scoring: Is the juice worth the squeeze?* Presentation given at the University of Texas at Arlington Psychology Colloquia. Arlington, TX.
3. **Martín-Raugh, M. P.** (2022, December). *The Critical Incident Technique*. Presentation given at the Insights for Organizations (I/O) Center at the University of Texas at Arlington. Arlington, TX.
4. **Martín-Raugh, M. P.,** Kell, H. J., & Randall, J. G. (2021, December). *Speaking without words: A meta-analysis of over 70 years of research on the power of nonverbal cues in job interviews*. Paper presentation given at the Industrial/Organizational Psychology Research Seminar at the University of Albany, SUNY.
5. **Martín-Raugh, M. P.** (2020, March). *Measuring negotiation skills using virtual performance-based tasks.* Paper presented at the Academic to Career Research Center Seminar. Princeton, NJ.
6. Crook, A. E. & **Martín-Raugh, M. P.** (2018, February). *When and why people lie about their contributions at work.* Paper presentation given at the Industrial/Organizational Psychology Research Seminar at Rice University. Houston, TX.
7. **Martín-Raugh, M. P.,** Williams, K. M., & Lentini, J. (2017, July). *The malleability of academic- workplace-relevant noncognitive skills: Evidence from over 200 meta-analyses and reviews.* Paper presented at the Educational Testing Service Research & Development Brown Bag. Princeton, NJ.
8. **Martín-Raugh, M. P.,** Tannenbaum, R. J., Reese, C. Steinberg, J., Xu, J., Mikeska, J., Phelps, G., Howell, H., & Minsky, J. (2017, July). *Establishing the content validity of high-leverage content topics and practices for teaching.* Paper presented at the Higher Education Research & College Programs Seminar. Princeton, NJ.
9. Kell, H. J., Anguiano-Carrasco, C., & **Martín-Raugh, M. P.** (2016, December). *Speaking without words: A meta-analysis of over 70 years of research on the power of nonverbal behavior in job interviews.*Paper presented at the Higher Education Research & College Programs Seminar. Princeton, NJ.
10. Kell, H. J., Anguiano-Carrasco, C., & **Martín-Raugh, M. P.** (2016, December). *Speaking without words: A meta-analysis of over 70 years of research on the power of nonverbal behavior in job interviews.*Paper presented at the Educational Testing Service Research & Development Brown Bag. Princeton, NJ.
11. Chen, L., Kell, H. J., Feng, G., & **Martín-Raugh, M. P.** (2015, November). *Rating structured video interviews by humans.* Paper presented at the Educational Testing Service Research & Development Brown Bag. Princeton, NJ.
12. Kell, H. J., & **Martín-Raugh, M. P.** (2015, November). *Interview task design.* Paper presented at the IDEAS Research Roundtable. Princeton, NJ.
13. Kell, H. J., & **Martín-Raugh, M. P.** (2015, October). *Automatically-scored job interviews.* Paper presented at the Academic and Workforce Readiness and Success Initiative Seminar. Princeton, NJ.
14. Zaromb, F., Kyllonen, P., Cooper, P., **Martín-Raugh, M. P.,** Alegre, J. (August, 2015).

*Assessing cognitive and social biases in judgment and decision making.* ETS Research

Seminar*.* Princeton, NJ.

1. Rikoon, S. & **Martín-Raugh, M. P.** (August, 2015). *ETS and the assessment of workforce competencies.* Presentation made to GAPSC. Princeton, NJ.
2. Himelfarb, I., & **Martín-Raugh, M. P.** (June, 2015). *A structural equation model and item response theory analysis of parental involvement in school, extracurricular participation, and delinquencies on grades.* Paper presented at the Educational Testing Service Brown Bag. San Francisco, CA.
3. Chen, L., **Martín-Raugh, M. P.,** Feng, G., & Kell, H. J. (April, 2015). *Video-based structured interview: Task design, corpus building, and automated scoring.* Paper presented at the Educational Testing Service Research & Development Brown Bag. Princeton, NJ.
4. Matthew, P., **Martín-Raugh, M. P.,** Chen, L., & Gordon, W. (May, 2014). *Smart Hire Guru.* Pitch deck presented to Radical Innovation Academy. Princeton, NJ.
5. Chen, L., **Martín-Raugh, M. P.,** & Bejar, I. (February, 2014). *Towards using multimodal signal processing to automatically assess structured interview videos.* Paper presented at the Educational Testing Service Research & Development Brown Bag. Princeton, NJ.
6. **Martín, M. P.** & Motowidlo, S. J. (2012, November). *Volunteer effectiveness.* Research

presentation for the Alliance of Community Assistance Ministries (ACAM). Houston, TX.

1. **Martín, M. P.** (2012, July). *Developing a standardized assessment of cognitive bias for the IARPA Sirius Program.* Research presented to the Educational Testing Service.

Princeton, NJ.

1. **Martín, M.P.** (2010, October). *The generalizability of contextual knowledge as across domains.* Paper presentation given at the Industrial/Organizational Research Seminar at Rice University. Houston, TX.
2. **Martín, M. P.** & Motowidlo, S. J. (2009, September). *A single-response situational judgment test for human factors professionals*. Paper presentation given at the Industrial/Organizational Psychology Research Seminar at Rice University. Houston, TX.

**REVIEW EXPERIENCE**

*Journal of Organizational Behavior*

*Educational Psychology Review*

*Journal of Intelligence*

*Human Performance*

*Journal of Personality*

*Personnel Assessment and Decisions*

*Journal of Personality and Social Psychology: Personality Processes and Individual Differences*

*Journal of Personality Assessment*

*Personality and Individual Differences*

*Basic and Applied Social Psychology*

*Motivation and Emotion*

*Institute of Electrical and Electronics Engineers: Access*

*Educational Testing Service Research Report Series*

*Society for Industrial and Organizational Psychology*

**STUDENT MENTORING**

Robert Cocker, Undergraduate Research Opportunity Program (UROP) Advisor

Quadir Smith, Capstone Project Advisor

Jackson Long, Capstone Project Advisor

Peter McLemore, Masters Thesis Committee Member

Rylee Linhardt, Masters Thesis Committee Member

Emily Gallegos, Doctoral Advisor

Katrisha Smith, Doctoral Advisor

Ricardo Brooks, Post-Doctoral Advisor

Jade Chacon, Major Area Paper (MAP) Committee Member

Sampoorna Nandi, Major Area Paper (MAP) Committee Member

Sampoorna Nandi, Masters Thesis Committee Member

Katelyn Tidwell, Capstone Project Advisor

Katelyn Hong, Supervised Research (high school student)

Mahek Keham, Supervised Research (high school student)

Alisma Adhikari, Supervised Research (high school student)

**TEACHING EXPERIENCE**

**Instructor**

Advanced Topics in Industrial/Organizational Psychology, Fall 2024

Employee Selection, The University of Texas at Arlington, Fall 2024

Psychometric Theory, The University of Texas at Arlington, Fall 2023

Industrial/Organizational Psychology, Rice University, Summer 2011

Introduction to Psychology, Rice University, Summer 2010, Summer 2011

**Teaching Assistant**

Industrial/Organizational Psychology, Rice University, Spring 2011, Spring 2012

Introduction to Psychology, Rice University, Fall 2008, Fall 2009

**Spanish and Study Skills Tutor**

Thinking Caps Tutoring, 2012

**Statistics & Psychology Tutor**

Rice Athletics Department, 2011-2012

**Applied Behavioral Analysis Therapist**

Lindsay Family Home, 2008-2010

*Met with special needs child twice a week to teach desirable behaviors through Applied Behavioral Analysis (A.B.A)*

**Spanish Tutor**

Hire Learning, 2007-2009

**AWARDS & FELLOWSHIPS**

Selected to participate in the Grant Academy at the University of Texas at Arlington (2022-2023)

Educational Testing Service SPOT Award (2021)

Educational Testing Service SPOT Award (2014)

Dissertation Improvement Grant ($4,850), Rice Social Sciences Research Institute (2012)

Graduate Fellowship ($15,000/year), Rice University (2008-2012)

Travel Grant ($300/year), Rice University (2010-2013)

Cervantes Award in Hispanic Studies, Rice University, Houston, TX (2008)

Annual Scholarship ($3,500/year), Southwestern University, Georgetown, TX (2004-2005)

National Hispanic Scholar (2003)

**PROFESSIONAL AFFILIATIONS**

The European Association of Work and Organizational Psychology (2023)

Society for Industrial and Organizational Psychology, Member (2009-present)

American Psychological Association – Division 5, Member (2009-present)

National Council on Measurement in Education, Member (2014-2022)

American Educational Research Association, Member (2013-2022)

Academy of Management, Member (2012)

**PROFESSIONAL SERVICE**

**The University of Texas at Arlington**

Industrial/Organizational Psychology Hollweg Endowed Chair Position Search Committee (2022-2023)

Research Awards Committee Member (2023-present)

Graduate Admissions Committee Member (2023-present)

**Society of Industrial/Organizational Psychology**

Community of Interest (COI) Planning Committee (2022-2023; 2023-2024)

**Educational Testing Service (ETS)**

ETS Research Inclusion & Collaboration Committee, Committee Member (2019 - 2022)

ETS Institutional Review Board, Board Member (2013 – 2020)

ETS Brown Bag Series, Co-coordinator (2013 - 2014)

**Rice University**

Rice University Psychology Department, Prospective Students’ Visit Coordinator (2010)

Rice University Undergraduate Research Symposium, Judge (2012)

Rice University I/O Psychology Research Seminar, Co-coordinator (2012)