

## Faculty Member Contact Information

**Name:** Joel Nadler

**Department:** Psychology

**E-mail Address:** jnadler@sue.edu

**Phone Number:** 618-650-3347

**Campus Box:** 1121

## Description of the URCA Assistant Position

This posting includes one funded position. In addition, the faculty member may be willing to mentor additional, unfunded students.


**How many unfunded students is this professor taking in addition to his/her one funded student?** 4


(Students, if the faculty member will have both funded and unfunded students, he or she is free to select which student receives the funding. Funding cannot be split up between multiple students; only one student will receive it.)

Two students may receive funding for this position.

**Which of the following apply to this position?**

This position is **only** open to students who have declared a major in this discipline. **M**

This project deals with social justice issues. 

This project deals with sustainability (green) issues. 

This project deals with human health and wellness issues. 

**How many hours per week will your student(s) be required to work in this position?** 9

(Minimum is 6 hours per week; typical is 9.)

**Will it be possible for your student(s) to earn course credit?**  Yes  No

**If yes, in which course?** Psyc 491

**If yes, for how many credit hours?** 3

**Location of research/creative activities:** IRIS Center, 0226 Peck Hall

**Brief description of the nature of the research/creative activity:**

### Current Studies

**Glass Cliff:** Studies of American business have found that women who are promoted to top levels of management are more likely to be promoted in failing organizations compared to men. This study examines this “Glass Cliff” effect of women being preferred for riskier management positions. Participants rate both qualified male and female CEO applicants for either a succeeding or failing national organization. After individuals rank the applicants, participants will work as a group coming up with a consensus recommendation. This study examines whether group polarization will strengthen the bias preferring women leaders for failing organizations and men leaders for succeeding organizations.

**Eliminating Bias:** Knowledge of a person’s sexual identity can result in bias organizational decision making. This study attempts to examine ways to reduce this bias while simultaneously examining its sources. Participants are asked to watch and rate a video of an applicant for the position of Psychology Department Chair. Two variables are manipulated; first participants are either informed to attend to anything they see in the video to guide their decision making or they are specifically instructed to only attend to job relevant information. Second; the videos differ in one respect, an admission of sexual orientation. Participant’s explicit and implicit sex bias will also be measured. Through this study we are hoping to identify whether implicit or explicit bias drives heterosexism and whether this bias can be reduced through explicit instructions.

**Brief description of student responsibilities:**

Literature reviews, running human subjects, learning computer programs including surveymonkey, Inquisit, SPSS, and web design. Weekly lab meetings and readings, conference presentations preparation.

**URCA Assistant positions are designed to provide students with *research or creative activities* experience. As such, there should be measurable, appropriate outcome goals. What exactly should your student(s) have learned by the end of this experience?**

I expect my students to become well rounded in understanding the process of research in the social sciences, have a strong understanding of conducting literature reviews, understanding of the technology and computer programs used in modern research, and to have had the opportunity to gain presentation experiences.

## Requirements of Students

**If the position(s) require students to be available at certain times each week (as opposed to them being able to set their own hours), please indicate all required days and times:**

My lab is flexible to student's schedules.

**If the location of the research/creative activities involves off campus work, must students provide their own transportation?**

My lab is on campus.

**Must students have taken any prerequisite classes? Please list classes and preferred grades:**

Strong preference for students who have had Psyc 220, 221, 206 and 320.

**Other requirements or notes to applicants:**

I prefer students who have a strong interest in continuing their education into a graduate program.