Cory K Costello, PhD

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Professional Appointments

Postdoctoral Fellow   2020 - Present
University of Michigan, Ann Arbor, MI

- Emotion & Self-Control Lab (PI: Ethan Kross)

Graduate Employee   2014 - 2020
University of Oregon, Eugene, OR

- Teaching Fellow, various roles (see Teaching Experience).
- Research Fellow, *Big Data, Mental Health, and Personality on Twitter*, NIH (PI: Sanjay Srivastava).
- Research Fellow, *Interpersonal Perception on Twitter*, NSF (PI: Sanjay Srivastava)

Graduate Research Assistant   2012 - 2014
Wake Forest University, Winston-Salem, NC

- *ACES*, IARPA (Supervisor: Eric Stone)
- *The Character Project*, John Templeton Foundation (PIs: R Michael Furr, William Fleeson)

Teaching Assistant   2012
New College of Florida, Sarasota, FL

Research Assistant   2010-2011
Institutional Research & Assessment, New College of Florida, Sarasota, FL

Education

Ph.D. Psychology   2020
University of Oregon

- Dissertation Committee: Sanjay Srivastava (Chair), Rob Chavez, Nick Allen, & Ryan Light.
- Dissertation: Human and Computerized Personality Inferences from Digital Footprints on Twitter.

M.A. Psychology   2014
Wake Forest University

- Thesis Committee: Dustin Wood (Chair), R. Michael Furr, Lara Kammrath.
- Thesis: Does the Motive Matter? The Role of Intended Effects in Characterizing Actions and Inferring Personality Traits.

B.A. Psychology   2012
New College of Florida (The Honors College of Florida)

- Thesis Committee: Steven Graham (Chair), Michelle Barton, Maribeth Clark
- Thesis: The Effects of Attachment Priming on Anxiety Sensitivity and Drinking Motives.

Professional memberships

- Society for Personality and Social Psychology
- Association for Research on Personality
- Society for the Improvement of Psychological Science

Publications

Costello, C. K. & Srivastava, S. (2020). *Perceiving Personality Through the Grapevine: A Network Approach to Reputations.* In Press at Journal of Personality and Social Psychology. Preprint available at https://psyarxiv.com/8wg25.

Thalmayer, A. G., Saucier, G., Srivastava, S., Flournoy, J. C., **Costello, C. K.** (2019). Ethics-Relevant Values in Adulthood: Longitudinal Findings from the Life and Time Study. *Journal of Personality*, 87, 1119-1135. https://doi.org/10.1111/jopy.12462

Costello, C. K., Wood, D., & Tov, W. (2018). Examining East-West Personality Differences Indirectly Through Action Scenarios. *Journal of Cross-Cultural Psychology*, 49, 554-596. https://doi.org/10.1177/0022022118757914

Wood, D., Tov, W., & **Costello, C. K.** (2015). What a ____ Thing to Do! Formally Characterizing Actions by their Expected Effects, *Journal of Personality and Social Psychology*, 108, 953-976. http://dx.doi.org/10.1037/pspp0000030

Preprints & Works in Progress (incl. under review)

Costello, C. K., Srivastava, S., Rejaie, R, & Zalewski, M. (2019). *Do the Accounts We Follow Reflect How We Feel? Predicting Individual Differences in Mental Health from Twitter Friends.* Stage 1 RR in principle acceptance at Collabra: Psychology. Preprint available at https://costello.netlify.com/files/MHTwitterFriends_S1RR_revision1.pdf

Hughes, B. T., **Costello, C. K.**, Pearman, J., Razavi, P., Bedford-Petersen, C., Ludwig, R. M., Srivastava, S. (2019). *The Big Five Across Socioeconomic Status: Measurement Invariance, Relationships, and Age Trends.* Stage 1 RR in principle acceptance at at Collabra: Psychology. Preprint available at https://psyarxiv.com/4jema/

Stone, E. R., Luu, j., **Costello, C. K.** (2019). *Automated Calibration Training for Forecasters.* Revise and Resubmit at Journal of Behavioral Decision Making.

Costello, C. K., Srivastava, S., & Saucier, G. (2017). *Stability and Mean-Level Change in the Big Six: A Novel Test of the Maturity and Cumulative Continuity Principles.* Preprint available at https://psyarxiv.com/b36tv/

Conference Presentations (supervisees in *italics*)

Costello, C. K. & Srivastava S. (2019). Do You Feel Like Who You Follow? A Network Approach to Predicting Individual Differences in Mental Health on Twitter. In **Costello, C. K.** & Srivastava S. (Chairs), *The Difference Engine: Advancing Personality Science With Digital Records of Language, Networks, and Behavior.* Symposium conducted 2019 Biennial Meeting of the Association for Research in Personality (Grand Rapids, MI.)

Costello, C. K. & Srivastava, S. (2019). Longitudinal stability and change in the Big Six. In G. Saucier & S. Srivastava (Chairs), *Longitudinal Stability/Change in Personality Understood Broadly: Beyond the Big Five.* Symposium conducted at the 2019 Lifespan Social-Personality Preconference, part of the 20th annual meeting of the Society of Personality and Social Psychology (Portland, OR).

Costello, C. K. & Srivastava, S. (2018). Consensus, Accuracy, and Consequences of Hearsay Reputations. In R. Rau (Chair), *Making good impressions: On the antecedents and consequences of peer reputations.* Symposium conducted at the 19th European Conference on Personality (Zadar, Croatia).

Xu, C., **Costello, C. K.**, & Srivastava, S. (2018). *What did you say she was like? Features of Gossip Associated with Hearsay Accuracy and Consensus.* Poster presented at the 19th annual meeting of the Society of

Personality and Social Psychology (Atlanta, GA).

Costello, C. K. & Srivastava S. (2017). Perceiving through the Grapevine. In **C. K. Costello** & S. Srivastava (Chairs), *What Do We Do with Interpersonal Knowledge? Social Functions of Interpersonal Perception, Gossip, & Reputation.* Symposium conducted at 2017 Biennial Meeting of the Association for Research in Personality (Sacramento, CA).

Costello, C. K. & Srivastava, S. (2017). *Perceiving through the Grapevine: Consensus and Accuracy of Hearsay Reputations.* Poster presented at the 18th annual meeting of the Society for Personality and Social Psychology (San Antonio, TX).

Costello, C. K. & Srivastava, S. (2016). *Traits, What Are They Good For? Functions and Affordances of Perceiving Big Five Personality Attributes.* Poster presented at the 17th annual meeting of the Society for Personality and Social Psychology (San Diego, CA).

Costello, C. K. & Wood, D. (2015). *Does the Motive Matter? The Role of Intended Effects in Characterizing Actions and Inferring Personality Traits.* Poster presented at the 16th annual meeting of the Society for Personality and Social Psychology (Long Beach, CA).

Wood, D., Tov, W. & **Costello, C. K.** (2015). *The strange inversion: Defining Big Five-relevant action descriptors simultaneously identifies important situational features.* Paper presented at the International Convention of Psychological Science (Amsterdam, Netherlands).

Wood, D., **Costello, C. K.**, & Tov, W. (2015). *Are we talking about the same thing here? Cross-cultural differences in the meaning of trait concepts.* Paper presented at the International Convention of Psychological Science (Amsterdam, Netherlands).

Wood, D., Tov, W., & **Costello, C. K.** (2014). Examining East-West Personality Differences Indirectly Through Action Scenarios. In G. Saucier (Chair), *Response profiles as indicators of cultural models, internalization, and normativity.* Symposium conducted at the 22nd annual congress of the International Association of Cross-Cultural Psychology (Reims, France).

Costello, C. K., Wood, D., & Tov, W. (2014). *Actions are What They Do: Identifying Trait-Relevance through Action Effects.* Poster presented at the 15th annual meeting of the Society for Personality and Social Psychology (Austin, TX).

Anderson, R. A., **Costello, C. K.**, Helzer, E. G., Furr, R. M., & Fleeson, W. (2014). *Individual and situational predictors of helping: Results from a 10-week longitudinal study.* Talk presented at the Morality and Justice Preconference held at the annual meeting of the Society for Personality and Social Psychology (Austin, TX).

Costello, C. K. & Wood, D. (2013) *It's the Thought That Counts: The Differential Role of Intended and Unintended Effects in Characterizing Actions.* Poster presented at the 35th annual meeting of the Society of Southeastern Social psychologists (Augusta, GA).

Technical skills

- **Programming Languages:**
  - Expertise in R (incl. tidyverse, ggplot2, lme4, lavaan, caret) and Markdown.
  - Proficiency in SQL, Git, and Python.
  - Experience with HTML and CSS.
- **Data Science:**
  - Expertise in creating reproducible pipelines for cleaning, tidying, reshaping, visualizing, analyzing, and reporting data.
  - Proficiency in webscraping, accessing data from APIs, and working with working with large, complex datasets.

- **Statistical Modeling:**
  - Expertise in Linear and Logistic Regression (incl. penalized), Longitudinal Data Analysis and time series, Mixed Effects Modeling, Structural Equation Modeling, Supervised and Unsupervised Machine Learning, Social Network Analysis, & Natural Language Processing.
- **Research Approaches**
  - Expertise in experimental (A/B testing), quasi-experimental, survey-based, and data scientific methods. Causal inference in experimental and non-experimental designs.
- **Managing** several simultaneous projects and supervising small teams of researchers.

Honors & Awards

Special Opportunities Travel Award, University of Oregon, Eugene, OR.	Spring 2018
Tuition Scholarship, Wake Forest University, Winston-Salem, NC.	2012-2014
Summer Research Funding, Wake Forest University, Winston-Salem, NC	Summer 2013
Alumni Association Grant, New College of Florida, Sarasota, FL.	2010-2011
New College Academic Scholarship, New College of Florida, Sarasota, FL.	2008-2012
Florida Bright Futures Scholarship, New College of Florida, Sarasota, FL.	2008-2012
First Generation College Student Grant, New College of Florida, Sarasota, FL.	2008-2012

Teaching Experience

University of Oregon

Data Analysis I   Fall, 2015, 2017
- Lab Instructor.
- Graduate Level Course covering univariate statistics. Basic Logic of Frequentist Statistics, NHST, comparing means (*t* tests & ANOVA), and correlation.
- Instruction included reviewing materials from lecture & analyzing data in R. Created Lab Materials (in R/Rmarkdown) walking through data analysis in R.

Data Analysis II   Winter, 2016, 2019, 2020
- Lab Instructor.
- Graduate Level Course covering basic multivariate statistics. More advanced regression models, complex designs (repeated measures, nested designs, etc.), and continuous and factorial interactions.
- Instruction included reviewing materials from lecture & analyzing data in R. Created Lab Materials (in R/Rmarkdown) walking through data analysis in R.

Data Analysis III   Spring, 2016, 2019
- Lab Instructor.
- Graduate Level Course covering advanced multivariate statistics. Multi-level modelling, Structural Equation Modelling, and other advanced data analytic techniques.
- Instruction included reviewing materials from lecture & analyzing data in R. Created Lab Materials (in R/Rmarkdown) walking through data analysis in R. Provided several guest lectures.

Personality   Spring, 2019
- Teaching Assistant
- Broad survey on personality science for mid-level undergraduates.
- Primarily graded assignments. Delivered guest lecture on personality and culture.

Personality   Summer, 2015
- Co-Instructor
- Upper-level undergraduate course on personality science, covering personality assessment, development, interpersonal perception, and the person-situation debate.
- Designed course, prepared lectures and assignments, and graded assignments.

Thinking   Fall, 2014; Spring, 2015
    - Teaching Assistant
    - Survey on cognitive psychology and its applications.
    - Prepared assignments, graded assignments, maintained online course materials.

Psychology & Law   Winter, 2015
    - Teaching Assistant
    - Survey on psychology's application to the legal system.
    - Graded assignments and maintained online course materials.

New College of Florida

Social Science Research Lab   Spring, 2012
    - Walk in tutor-service
    - Assisted students completing undergraduate theses and other advanced projects with planning and executing data analysis (using SAS).

Lab in Social/Personality Psychology   Sping, 2012
    - Teaching Assistant
    - Undergraduate-level course on research methods and data analysis in social-personality psychology.
    - Assisted with students' research projects (including data analysis) and course administration.

Students Mentored

Xu, Chenle. *Psychology Honors Student*, University of Oregon.   A/Y 2016-2017
    - Honor's thesis: *What did you say she was like? Features of gossip associated with hearsay accuracy and consensus.*
    - Currently enrolled as PhD student in Clinical Psychology at University of North Texas

Davis, K. *McNair Scholar*, University of Oregon.   A/Y 2018-2019
    - McNair Project: *Heard it Through the Grapevine: Does Physical Attractiveness Affect Impressions Formed via Gossip?*

Service

Facilitator, Quantitative Methods Lab (Dept Brown Bag), *University of Oregon.*   Sping, 2018
Facilitator, Data Science Club (formerly called R Club), *University of Oregon.*   2016-2018
Lab Ambassador, Regional Intel Science Fair, *University of Oregon.*   Spring 2017
Student Organizer, Seminar in Self-Regulation (Dept Brown Bag), *Wake Forest University.*   2013-2014