

# DOUGLAS E. COLMAN

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## PROFESSIONAL APPOINTMENT

2017 - Present      Assistant Professor of Human Resource Development      Idaho State University

## ACADEMIC HISTORY



2018 (expected)	PhD	Experimental Psychology	Idaho State University
2015	MS	Experimental Psychology	Idaho State University
2013	MBA	Emphasis: Leadership	Adams State University
2010	BA	Major: Psychology Minor: Business Administration	Adams State University

## PUBLICATIONS & CURRENT RESEARCH

*PUBLISHED WORKS* († student mentored | \* contributed equally)


**Colman, D. E.**, Vineyard, J., & Letzring, T. D. (in press). Exploring beyond simple demographic variables: Differences between traditional laboratory samples and crowdsourced online samples on the big five personality traits. *Personality and Individual Differences*. doi:10.1016/j.paid.2017.06.023 [In a Special Issue]

Letzring, T. D., **Colman, D. E.**, Krzyzaniak, S. L., & Roberts, B. W. (in press). Realistic accuracy model. In B. J. Carducci (Editor-in-Chief) & C. S. Nave (Vol. Ed.), *Wiley-Blackwell Encyclopedia of Personality and Individual Differences: Vol. I. Models and Theories*. Hoboken, NJ: John Wiley & Sons.

**Colman, D. E.**, Letzring, T. D., & Biesanz, J. C. (2017). Seeing and feeling your way to accurate personality judgments: The moderating role of perceiver empathic tendencies. *Social Psychological and Personality Science*, 8, 806-815. doi:10.1177/1948550617691097  

Letzring, T. D., & **Colman, D. E.** (2017). Applying personnel selection techniques to the psychological study of accurate person perception [Comment in special issue of European Personality Reviews]. *European Journal of Personality*, 31, 441-502. doi:10.1002/per.2119

\* **Colman, D. E.**, \*Echon, R., \*Lemay, M. S., \*McDonald, J. S., \*Smith, K. R., \*Spencer, J., & Swift, J. K. (2016). The efficacy of self-care for graduate students in professional psychology: A meta-analysis. *Training and Education in Professional Psychology*, 10, 188-197. doi:10.1037/tep0000130

Letzring, T. D., Rone, C. C., & **Colman, D. E.** (2016). Implications of fear of negative evaluation, state anxiety, and implied level of target-dominance on perceptions of personality traits. *The Journal of Social Psychology*, 156, 581-593. doi:10.1080/00224545.2016.1140117 



Roberts, B. W., & **Colman, D. E.** (2016). What is c factor, and where can I get it? *In-Mind Magazine*, 29.

**Colman, D. E.**, & Cramblet Alvarez, L. D. (2015). Please "friend" me: Comparing positivity of impressions across introduction platforms. *North American Journal of Psychology*, 17, 465-484.

#### MANUSCRIPTS IN PREPARATION

Kryzyzaniak, S. L., McDonald, J. S., **Colman, D. E.**, & Letzring, T. D. (under revision per R&R decision). The effect of information quantity on the distinctive and normative accuracy of personality trait judgments.

**Colman, D. E.**, & Lion, R. W. (under revision). Contextualizing leadership upon followers' unique characteristics: An argument for explicit consideration of accurate person perception.

†Theus, L., **Colman, D. E.**, & Letzring, T. D. (under revision). Continuing athletic participation: Personality predictors of high school student athletes' advancement into intercollegiate sports.

Letzring, T. D., & **Colman, D. E.** (in prep). The Idaho Test of Accurate Person Perception (ITAPP): Preliminary results from the creation of a standardized measure of individual differences in perceiving others. 🏠👤

†Turner, R. L., **Colman, D. E.**, & Letzring, T. D. (in prep). Do you have the traits of a leader? An analysis of the big five personality traits and leadership experience. 🏠👤

Roberts, B. W., **Colman, D. E.**, & Gribas, J. (in prep). Understanding perspective-taking: Parsing ability, breadth, and depth.

**Colman, D. E.** (in prep). Good judges: Exploring characteristics of individuals that promote accuracy. In T. D. Letzring & J. S. Spain (eds.), *The Oxford Handbook of Accurate Personality Judgments*. Oxford University Press.

#### STUDIES IN PROGRESS

**Colman, D. E.**, & Letzring, T. D. Cultivating the good judge of personality: The effects of training, practice, and feedback of the empathic response. 🏠👤👤

**Colman, D. E.**, †Christensen, R. A., Letzring, T. D., & †Packer, R. E. Incremental theorists reap benefits yet again: Growth mindset and the accuracy of personality judgments. 🏠👤👤

### REFEREED CONFERENCE ACTIVITY

#### CHAired SYMPOSIA

**Colman, D. E.**, & Letzring, T. D. (2016, April). *Initial interpersonal perceptions: A look at testing the accuracy of personality judgments*, for 86th annual Rocky Mountain Psychological Association Conference, Denver, CO.

#### ORAL PRESENTATIONS

Colman, D. E., Letzring, T. D., & Lion, R. W. (2018, March). *The perceptive leader: A preliminary look into trait judgment accuracy*. Developmental paper to be presented at the 59th annual meeting of the Western Academy of Management, Salt Lake City, UT.

Letzring, T. D., & **Colman, D. E.** (2017, May). *Similarities and differences among methods of assessing interpersonal accuracy of personality traits*. Invited symposium talk presented at the 29th annual Association for Psychological Science Convention, Boston, MA.

**Colman, D. E.** (2017, April). *Training the next generation of psychological scientists: A course on transparency, reproducibility, and replicability*. Symposium talk presented at the 87th annual Rocky Mountain Psychological Association Conference, Salt Lake City, UT.

†Turner, R. L., †Campos, C. C., **Colman, D. E.**, & Letzring, T. D. (2017, April). *Do you have the traits of a leader? An analysis of the big five personality traits and leadership experience*. Oral presentation given at the 87th annual Rocky Mountain Psychological Association Conference, Salt Lake City, UT. (Received Psi Chi Research Award)

**Colman, D. E.**, McDonald, J. S. & Letzring, T. D. (2016, April). *Exploring the Components of Interpersonal Judgment: Do the Normative, Perceived Normative, Self, and Target Profiles All (Simultaneously) Matter?* Symposium talk at the 86th annual Rocky Mountain Psychological Association Conference, Denver, CO.

Letzring, T. D., **Colman, D. E.**, & Vineyard, J. (2016, April). *Idaho Test of Accurate Person Perception: Initial Creation of a Standardized Test*. Symposium talk at the 86th annual Rocky Mountain Psychological Association Conference, Denver, CO.

†Theus, L., **Colman, D. E.**, & Letzring, T. D. (2016, April). *Predictors of continuing athletic participation: Do you have what it takes to be a college student athlete?* Oral presentation at the 86th annual Rocky Mountain Psychological Association Conference, Denver, CO. (Received Psi Chi Research Award; Also presented at 5th annual Southeastern Idaho Psi Chi Psychology Research Conference, Idaho State University, Pocatello, ID)

Ameen, E., **Colman, D. E.**, Kaplan, S., Roberts, B. W., & Lyter, S. (2015, April). *Making the leap: How graduate school is different from being an undergraduate*. Panel conducted at the 85th annual Rocky Mountain Psychological Association Conference, Boise, ID.

#### POSTER PRESENTATIONS

†Packer, R. E., Letzring, T. D., & **Colman, D. E.** (2018, April). *Fixed vs. Growth Mindset and the Accuracy of Personality Trait Judgments*. Poster to be presented at the 90th annual meeting of Midwestern Psychological Association, Chicago, IL.

**Colman, D. E.**, Gibson, J. R., & Letzring, T. D. (2018, March). *Motivated accuracy rebooted: A conceptual replication and extension attempt*. Poster to be presented at 19th annual Society for Personality and Social Psychology Conference, Atlanta, GA.

†Theus, L., **Colman, D. E.**, & Letzring, T. D. (2017, October). *Personality predictors of high school student athletes' advancement into intercollegiate sports*. Poster presented at the 32nd annual Association for Applied Sport Psychology Conference, Orlando, FL.

†Christensen, R. A., **Colman, D. E.**, & Letzring, T. D. (2017, June). *Implicit theories and the accuracy of personality judgment: Incremental theorists reap benefits in yet another domain*. Poster presented at the 5th biennial Association for Research in Personality Convention, Sacramento, CA.

Cruthirds, D. F., Stoker, J. N., & **Colman, D. E.** (2017, April). *Exploring the publication network of graduate students across programs: A social network analysis*. Poster presented at the 87th annual Rocky Mountain Psychological Association Conference, Salt Lake City, UT. (Also orally presented at the 2017 Idaho State University Graduate Student Research Symposium, Pocatello, ID and was selected as best oral presentation in category)

Smith, K. R., Lemay, M. S., **Colman, D. E.**, Echon, R., McDonald, J. S., Spencer, J., & Swift, J. K. (2017, April). *The efficacy of self-care for professional psychology graduate students: A*

*meta-analysis*. Poster presented at the 87th annual Rocky Mountain Psychological Association Conference, Salt Lake City, UT.

**Colman, D. E.**, Letzring, T. D., & Biesanz, J. C. (2017, January). *Investigating perceiver empathic tendencies: Seeing and feeling your way to accurate personality judgments*. Poster presented at 18th annual Society for Personality and Social Psychology Conference, San Antonio, TX. (Also presented at the 2017 Idaho State University Graduate Student Research Symposium, Pocatello, ID).

Vineyard, J., **Colman, D. E.**, †Cabilan, V., Letzring, T. D., & Lawyer, S. R. (2016, August). *Affect, personality, and delay discounting*. Poster presented at the annual convention of the American Psychological Association, Denver, CO. (Also orally presented at the 2016 Idaho State University Graduate Student Research Symposium, Pocatello, ID)

Lachance, K., Wong, M. M., & **Colman, D. E.** (2016, August). *Sleep difficulties and risk for internalizing and externalizing behaviors*. Poster presented at the annual convention of the American Psychological Association, Denver, CO. (Also presented at the 2016 Idaho State University Graduate Student Research Symposium, Pocatello, ID)

**Colman, D. E.**, Roberts, B. W., Wong, M. M., & Letzring, T. D. (2016, January). *On understanding others and being happy: A look at perspective-taking, implicit theory of intelligence, and life satisfaction*. Poster presented at 17th annual Society for Personality and Social Psychology Conference, San Diego, CA.

†Hambleton, J. L., Roberts, B. W., **Colman, D. E.**, & Letzring, T. D. (2016, January). *Why you should give people the benefit of the doubt: Positive characteristics associated with explicit normative knowledge*. Poster presented at 17th annual Society for Personality and Social Psychology Conference, San Diego, CA. (Also presented at 5th annual Southeastern Idaho Psi Chi Psychology Research Conference, Idaho State University, Pocatello, ID)

McDonald, J. S., Letzring, T. D., **Colman, D. E.**, & Krzyzaniak, S. L. (2016, January). *Assumed similarity and its relation to visibility of personal values*. Poster presented at 17th annual Society for Personality and Social Psychology Conference, San Diego, CA. (Also presented at the 2016 Idaho State University Graduate Student Research Symposium, Pocatello, ID).

Wong, M. M., Brower, K. J., Conroy, D. A., Lynch, S. M., Cole, T., **Colman, D. E.**, Craun, E. A., Curran, M., DeCou, C., Dyson, R., Neal, J., Robertson, G., & Williams, C. (2015, June). *Sleep quality and difficulties in children of alcoholics and controls*. Poster presented at the 38th Annual Research Society of Alcoholism Scientific Meeting, San Antonio, TX.

**Colman, D. E.**, Vineyard, J., †Ward, D., & Letzring, T. D. (2015, June). *Beyond general demographics: Participant characteristics to consider when utilizing crowdsourcing techniques*. Poster presented at the 4th biennial Association for Research in Personality Convention, St. Louis, MO. (Also orally presented at the 2015 Idaho State University Graduate Student Research Symposium, Pocatello, ID)

McDonald, J. S., **Colman, D. E.**, Roberts, B. W., Vineyard, J., †Theus, L., & Letzring, T. D. (2015, June). *Are personal values judged differently than personality traits? Examining determinants of agreement*. Poster presented at the 4th biennial Association for Research in Personality Convention, St. Louis, MO. (Runner-up Graduate Student Poster Award for Poster Session II)

**Colman, D. E.**, Wong, M. M., & Craun, E. A. (2015, April). *School related outcomes in youth: Effortful control predicted disruptive classroom behavior, academic efficacy, academic self-*

*handicapping, and school grades.* Poster presented at the 85th annual Rocky Mountain Psychological Association Conference, Boise, ID.

**Colman, D. E.,** Letzring, T. D., & Rone, C. C. (2015, February). *Investigating the effects of fear of negative evaluation, state anxiety, and dominance labels on person perception.* Poster presented at 16th annual Society for Personality and Social Psychology Conference, Long Beach, CA.

**Colman, D. E.,** & Cramblet Alvarez, L. D. (2011, May). *Facebook, video, and face-to-face: Does mode of introduction affect first impressions?* Poster presented at 23rd annual Association for Psychological Science Convention, Washington D.C. (Invited contributor to Daily Observations Video Blog; Also orally presented at the 1st annual Colorado Undergraduate Psychology Conference, Adams State University, Alamosa, CO)

**Colman, D. E.** (2010, April). *Quality of impression formation.* Poster presented at the 80th annual Rocky Mountain Psychological Association Conference, Denver, CO.

### NON-REFEREED PRESENTATIONS

**Colman, D. E.,** Letzring, T. D., & Biesanz, J. C. (2016, September). *Seeing and feeling your way to accurate personality judgments: The moderating role of perceiver empathic tendencies.* Talk presented at the Idaho State University Psychology Department Data Blitz, Pocatello, ID.

**Colman, D. E.** (2015, November). *Motivated accuracy: Investigating the effect of task goals on normative and distinctive components of accuracy of personality trait judgments.* Talk presented at the Idaho State University Psychology Department Experimental Brown Bag meeting.

†Ward, D., **Colman, D. E.,** Vineyard, J., & Letzring, T. D. (2015, April). *Participant characteristics: A cautionary note about sourcing psychological data.* Oral presentation at the 4th annual Southeast Idaho Psi Chi Psychology Research Conference, Idaho State University, Pocatello, ID.

\*Brown, R., \***Colman, D. E.,** \*Prante, M., \*Robertson, S., & \*Vineyard, J. (2014, April). *The experience of graduate students.* Panel conducted at 3rd annual Southeastern Idaho Psi Chi Psychology Research Conference, Idaho State University, Pocatello, ID.

†Savary, T. A., †Mize, T., **Colman, D. E.,** & Letzring, T. D. (2014, April). *Correlates of the Satisfaction with Life Scale: A look at age, gender, ethnicity, religion, and social support.* Poster presented at 3rd annual Southeastern Idaho Psi Chi Psychology Research Conference, Idaho State University, Pocatello, ID.

**Colman, D. E.** (2010, April). *Internet or face-to-face: Does mode of introduction affect the quality of first impressions?* Oral presentation at the 3rd annual Student Scholar Days, Adams State University, Alamosa, CO.

### TEACHING EXPERIENCE

*INSTRUCTOR OF RECORD (^ COURSE DEVELOPED)*

Department of Organizational Learning & Performance

Workplace Leadership (online)

Spring 2018

Evaluating Training (online)

Fall 2017, Spring 2018

Principles of Change (online)

Summer 2017, Spring 2018

Foundations of Human Resource Development ^ (online)

Fall 2017

Reframing Organizations (online) Fall 2017

Department of Psychology

Basic Statistics ^ (in-seat/video-broadcast) Fall 2016, Spring 2017  
Introduction to Psychology (online) Spring 2016  
Industrial & Organizational Psychology ^ (online) Summer 2015, '17, Fall 2015  
Child Development (in-seat/video-broadcast) Fall 2014, '15  
Careers in Psychology (online) Summer 2014

*GUEST LECTURES*

*Accuracy of Personality Judgment* in Theories of Personality Feb. 2, 2016  
*Culture & Organizational Issues* in Cultural Psychology Dec. 3, 2014  
*Person Perception & Personality Judgment* in Introduction to Psychology Nov. 12, 2014  
*Social Cognition & Social Influences* in Introduction to Psychology Apr. 23 & 25, 2012

*TEACHING ASSISTANTSHIPS*

Theories of Personality (online) Spring 2014  
Research Methods (in-seat) Fall 2013

*STUDENT LEARNING SUPPORT*

*Supplemental Instruction Leader*, Adams State University Fall 2010, Spring 2012, '13  
*Peer Tutor*, Adams State University 2009 - '10

**LEADERSHIP & SERVICE**

Psychology Graduate Student Association Diversity Committee Member 2017 - Present  
Graduate Student Mentor for Psi Chi Chapter 2015 - '16  
Psychology Graduate Student Association Treasurer 2014 - '15  
Experimental Training Committee Student Representative 2013 - '14  
Campus Representative for Association for Psychological Science 2013 - Present  
Historian for Phi Beta Lambda Adams State University Chapter 2013  
President of Adams State University Psychology Club 2010  
Treasurer for Adams State University Psychology Club 2009 - '09

Ad Hoc Reviewer

- Cyberpsychology, Behavior, & Social Networking
- Personality & Social Psychology Bulletin (assisted Tera D. Letzring, PhD)
- Emotion (assisted Tera D. Letzring, PhD)
- The Journal of Social Psychology (assisted Tera D. Letzring, PhD)

Volunteer Reviewer

- Society for Personality and Social Psychology
  - Student Poster Award & Outstanding Research Award 2014
- Association for Psychological Science
  - RISE Research Award 2013, '14, '15
  - Student Caucus Student Research Award 2013, '14
  - Student Caucus Student Grant 2014

San Luis Valley Regional Science Fair Volunteer Judge 2008, '10, '12, '13

**PROFESSIONAL MEMBERSHIPS**

Society for the Improvement of Psychological Science, Member 2016 - Present  
Association for Research in Personality, Student Member 2015 - Present

Society for Industrial & Organizational Psychology, Student Member	2015 - Present
Society for Personality & Social Psychology, Student Member	2013 - Present
Association for Psychological Science, Graduate Affiliate	2011 - Present
Rocky Mountain Psychological Association, Student Affiliate	2010, 2014 - Present
Toastmasters International, General Member	2010 - 2013

## HONORS & AWARDS

Outstanding Experimental Psychology Graduate Student	2016 - '17
Idaho State University Graduate School, GATE Scholar	2016 - '17
Golden Key International Honour Society, Lifetime Member	Inducted 2015
Psi Chi, Lifetime Member	Inducted 2014
Phi Kappa Phi, Active Member	Inducted 2014
Sigma Beta Delta, Lifetime Member	Inducted 2013
Society for Personality and Social Psychology Travel Award	\$500 2017
Psi Chi Regional Travel Grant	\$300 2017
Psi Chi Regional Travel Grant	\$250 2016
Idaho State University Graduate School Travel Award	\$790 2016
Idaho State University Graduate School Travel Award	\$871 2015
Psi Chi Regional Travel Grant	\$235 2015
Idaho State University Graduate School Travel Award	\$1000 2014
Idaho State University College of Arts & Letters Travel Award	\$800 2014

## PROFESSIONAL DEVELOPMENT ACTIVITY

Personality in Context (2-week intensive institute), Summer 2017, Summer Institute in Social and Personality Psychology; By: David C. Funder, PhD & Shigehiro Oishi, PhD

Self-Reports (1-day workshop), Summer 2017, Summer Institute in Social and Personality Psychology; By: Arthur A. Stone, PhD

The Open Science Framework: Practical Steps to Increase Reproducibility (3-hour workshop), Spring 2017, Society for Personality and Social Psychology; By: Courtney Soderberg, PhD

Visiting Scholar, Summer 2016, Social Accuracy Lab; With: Jeremy C. Biesanz, PhD at University of British Columbia

Multilevel Modeling: Foundations and Applications (1-week intensive course), Summer 2015, Stats Camp; By: James P. Selig, PhD

Using SPSS with Confidence (2-day workshop), Spring 2010, Adams State University; By: Robert M. Demski, PhD

Developing the Leader Within (2-day workshop), Fall 2009, Adams State University; By: Linda Reid, PhD