Catrina Notari

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# Education

**Ph.D.** Montclair State University, I/O Psychology May 2023

Specialized in Data Science

Dissertation: "Title"

Committee: Dr. Valerie Sessa (chair), Dr. Mike Bixter, Dr. John Kulas

**MS** University Name, I/O Psychology May 2021

Thesis: "I'm the Leader! How Shared Leadership Leads to Territoriality"

Advisor: Dr. Valerie Sessa

**BS** Rutgers University, Psychology May 2019

Graduated Cum Laude

Minored in English and Honors

# Research Experience

**Dissertation**, Montclair State University, Montclair, NJ May 2023

Advisor: Dr. Valerie Sessa

* Title: Perceived Organizational Support: Modernizing Theory and Practice Through the Development of a New Measure
* Topic: Creation of a new Perceived Organizational Support (POS) measure. This is a logical next step given the POS literature has not kept up with the social exchange literature it was originally based on. This dissertation discusses the creation and validation of a new multi-dimensional POS measure.

**Thesis**, Montclair State University, Montclair, NJ May 2021

Advisor: Dr. Valerie Sessa

* Title: I'm the Leader! How Shared Leadership Leads to Territoriality
* Topic: The purpose of this study was to examine leaders' perceptions of their group and feelings of territoriality when faced with misaligned leadership expectations. To test this, leaders' scores of psychological territoriality were used. This study found that leaders experience greater territoriality over their position, negatively impacting satisfaction with their group.

**Montclair State University**, Montclair, NJ Sep 2021 to June 2023

**Workplace Psychological Constructs (WPC) Lab Manager**

* Research topics include job attitudes and instrument development.
* Responsible for data collection, analyses, coding, literature reviews, and preparing presentations and manuscripts.
* Assists with academic theory, research methodology, measurement, and advanced statistics (including psychometrics and meta-analytic methods).

**Montclair State University**, Montclair, NJ Sep 2019 to Sep 2022

**LEAD Lab Manager**

* Research topics include leadership development and shared leadership.
* Responsible for data collection, analyses, coding, literature reviews, grant writing and management, and preparing presentations and manuscripts.
* Assists with academic theory, research methodology, measurement, and advanced statistics (including EFA, CFA, regression, SEM, IRT, mediation, moderation, and cluster analysis).

**Rutgers University- Newark**, Newark, NJ Jan 2017 to May 2019

**Undergraduate Researcher**

* Led a research group of three for a self-designed study of the relationship between attachment styles and gift-giving
* Oversaw and led the research project from start to finish, including design, IRB approval, data collection, data analysis, and presentation

**Rutgers University- Newark**, Newark, NJ Sep 2016 to Jan 2017

**Undergraduate Research Assistant**

* Research topics include attachment styles.
* Assisted data collection by conducting group and individual interviews
* Recording and coding of video data

# Teaching Experience

**Montclair State University**, Montclair, NJ Aug 2021 to Present

**Adjunct Professor**, Psychology Department

* Taught Psychology of Work: Organizational Psychology, an undergraduate course averaging 35 students per semester.
  + This course addressed individual, social and group interactions in work organizations. Students learned about how social factors such as roles, norms, groups, stereotypes, and culture, influence individual and organizational behavior. Students also learned theories and practices in organizations to assess and improve job attitudes, work stress, work motivation, leadership, and organizational functioning.
* Taught Psychology of Judgment and Decision-Making, an undergraduate course averaging 35 students per semester.
  + This course addressed how human beings make decisions and judgments. I discussed how personal values, uncertainty and cognitive, social, and neurological processes affect decision-making. I drew upon a wide range of examples from many fields, including psychology, economics, criminology, and medicine. Students were also taught strategies and techniques to enhance judgment.
* Developed quizzes, exams, and assignments
* Revised the syllabus to meet accreditation standards
* Coordinated grading, presentations, and group work

**Rutgers University- Newark**, Newark, NJ Aug 2017 to May 2019

**Teaching Assistant**, Psychology Department

* TA for Cognitive Processes, an undergraduate course averaging more than 150 students per semester.
  + This course introduced the study of human cognition. Topics included perception, attention, memory, knowledge representation, language, problem-solving, thinking, and reasoning. It considered the real-world implications of laboratory findings.
* TA for Psychology of Personality, an undergraduate course averaging more than 150 students per semester.
  + This course discussed major theoretical and experimental contributions to the understanding of normal personality and its development and the relative adequacy of different theories in dealing with specific empirical data.
* Proctored quizzes, exams, and assignments
* Coordinated grading, presentations, and group work

# Publications

## Book Chapters

Bowling, N. A., Sessa, V. I. & Notari, C. (2020). Critical Evaluation of the Literature and a Call for Future Research. In V. I. Sessa & N. A. Bowling (Eds.), Essentials of Job Attitudes and Other Workplace Psychological Constructs (pp. 305-324). Taylor & Francis. https://doi.org/10.4324/9780429325755

Sessa, V. I., & Notari, C. (2020). Learning Linkages and Flows Between Individuals, Groups, and the Organization: Creating Programs to Foster Continuous Learning. In M. London (Eds.), The Oxford Handbook of Lifelong Learning, Second Edition. Oxford Publishing. https://doi.org/10.1093/oxfordhb/9780197506707.013.19

## Journal Publications

Notari, C., Toich, M., Sessa, V., & Bragger, J. (2022). You Can Go Your Own Way: Student Leader Development Pathways. *ACPA's Developments.*19(2). Retrieved from: https://developments.myacpa.org/you-can-go-your-own-way-student-leader-development-pathways-notari-toich-sessa-bragger/

## Manuscripts Under Preparation

Notari, C. & Sessa, V., "Perceived Organizational Support: Modernizing Theory and Practice Through the Development of a New Measure”

Notari, C. "Meta-Analysis Packages in R: A Review of the Most Used Packages from the Past Five Years," Submitted to: Journal of Statistical Software.

Notari, C., Sessa, V., & Bragger, J., "Leadership Principles Inventory: Developing an Instrument for Evaluating College Students' Beliefs about the Nature of Leadership," Submitted to: Journal of Leadership and Organizational Studies.

Notari, C., Sessa, V., Skovera, I., & Stavley, S. “I’m the Leader! How shared leadership may lead to territoriality."

## Conference Papers

(Peer-Reviewed)

Notari, C., Sessa, V., Aquino, A., Novais Cavalcanti, E., & Bowling, N. (2023). *Jangleland: Construct Proliferation in Workplace Psychological Constructs* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Notari, C., Smith, K., Black, L., & Barnett, G. (2022). *Showing That You Care: Current Organizational Trends for Employee Well-Being* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Sessa, V. I., Lee, I., Notari, C., DePietro, M., Cavalcanti, E., Mejia, N., Mogrovejo, A., Morales, S., Pitamber, D., Simmen, C., & Bowling, N.A. (2023). *It’s a Jangle Out There: Reconciling constructs within the organizational bonds literature* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Notari, C. & Sessa, V. (2022, Oct. 13-16). *I'm the Leader! How shared leadership leads to territoriality* [Paper]. International Leadership Association 2022 Conference, Washington, D.C., United States.

Notari, C. & Sessa, V. (2022, Jul. 21-24). *I'm the Leader! How shared leadership leads to territoriality* [Paper]. INGRoup 2022 Conference, Hamburg, Germany..

Notari, C., Ritz, A., & Sessa, V. (2022, Jun. 6-9). *An Examination of Construct Proliferation in Workplace Psychological Construct Literature and Measurement* [Paper]. Eastern Academy of Management- International Conference, Lyon, France.

Notari, C. (2022, Jun. 6-9). *I'm the Leader! How shared leadership leads to territoriality* [Paper]. Eastern Academy of Management- International Conference, Lyon, France.

Notari, C., Sessa, V., & Bragger, J. (2021, Oct. 24-26). *Leadership Principles Inventory* [Paper]. International Leadership Association 2022 Conference, Virtual.

## Additional Papers, Newsletters, and Tech Reports

Notari, C. (2022, September). What's in a Name? I/O as a STEM. Eagle I.O Newsletter, 2(1). https://www.eagle-io.com/

Notari, C., Shelley, L., Basalyga, O., Stone-Taylor, J., & Taylor, J. (2022, May). Psychological Safety. Eagle I.O Newsletter, 1(3). https://www.eagle-io.com/newsletter-psychological-safety.html

Notari, C., Toich, M., Sessa, V., & Bragger, J. (2022). You Can Go Your Own Way: Student Leader Development Pathways. *ACPA's Developments.19*(2). Retrieved from: https://developments.myacpa.org/you-can-go-your-own-way-student-leader-development-pathways-notari-toich-sessa-bragger/

Notari, C. & Wiedmann, P. (2022, January). Post-Pandemic Work Trends. Eagle I.O Newsletter, 1(2). https://www.eagle-io.com/newsletter-work-trends.html

Notari, C. & Wiedmann, P. (2021, August). Guide to Finding an Internship. Eagle I.O Newsletter, 1(1). https://www.eagle-io.com/newsletter-internship-tips.html

Simonet, D. V., Osorio-Duffoo, C., Figueiras, D., Notari, C., D'Souza, N., and Russell, M. (2021, February). *Naissance Digital Email Metrics tech report.* (Technical Report) Montclair, NJ: Eagle I.O.

# Presentations

**Poster Presentation**, "Jangleland: Construct Proliferation in Workplace Psychological Constructs,” Society of Industrial Organizational Psychology Annual Conference, April 22, 2023.

**Poster Presentation**, "It’s a Jangle Out There: Reconciling constraints within the organizational bonds literature,” Society of Industrial Organizational Psychology Annual Conference, April 22, 2023.

**Poster Presentation**, "Showing That You Care: Current Organizational Trends for Employee Well-Being,” Society of Industrial Organizational Psychology Annual Conference, April 20, 2023.

**Paper Presentation**, "I’m the Leader! How shared leadership leads to territoriality,” International Leadership Association, Oct. 15, 2022.

**Paper Presentation**, “I’m the Leader! How shared leadership leads to territoriality,” INGRoup, July 22, 2022.

**Paper Presentation**, “An Examination of Construct Proliferation in Workplace Psychological Construct Literature and Measurement,” Eastern Academy of Management- International, Jun. 8, 2022.

**Paper Presentation**, “I’m the Leader! How shared leadership leads to territoriality,” Eastern Academy of Management- International, Jun. 8, 2022.

**Paper Presentation**, “Leadership Principles Inventory,” International Leadership Association, Oct. 25, 2021.

**Workshop**, “Navigating Virtual Networking,” Montclair State University Graduate Internship Workshop, Feb. 10, 2021.

**Workshop**, “Online Appearance: Making Your Presence Known,” Montclair State University Graduate Internship Workshop, Nov. 12, 2020.

**Workshop**, “Presenting Your Best Self: Showcasing Your KSAOs,” Montclair State University Graduate Internship Workshop, Oct. 1, 2020.

# Certifications

**Advanced Quantitative Methods in Psychology**, Montclair State University, May 2022

Description: 15-credit certificate in advanced statistical methods, including multivariate and SEM, and data analysis with R and Python.

# Professional Affiliations

INGRoup, 2022-Present

Eastern Academy of Management, 2022-Present

International Leadership Association, 2021-Present

METRO: New York Metropolitan Association of Applied Psychology, 2019-Present

Society for Industrial and Organizational Psychology, 2019-Present

Psi-Chi: The International Honor Society in Psychology, 2014-Present

# Service

**Peer-Reviewed Articles for**:

* American Educational Research Association
* Eastern Academy of Management
* INGRoup
* International Leadership Association
* Society of Industrial and Organizational Psychology

**Graduate School Council**

* Student Representative for the College of Humanities and Social Sciences
* Served from 2019-2021

# Computer Skills

**Programming**: SPSS, R, Python, SQL, HTML, PHP, Snowflake, Sigma

**Applications**: Canvas, Blackboard, Microsoft Office, Google Suite, Panopto, Dropbox, Slack, Trello

**Platforms**: Tableau, GitHub

**Operating Systems**: Windows, Mac, Linux

# References

**Dr. Valerie Sessa**, Graduate Program Coordinator/Professor

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