

Emily S. Redler

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Education

- Ph.D. University of North Carolina at Charlotte**, Organizational Science Charlotte, NC
May 2026
- Advisor: Dr. David Woehr
 - Dissertation: *Operationalizing Diversity: A Measurement Focused Examination, Integration, and Synthesis for Organizational Research.*
- M.A. University of North Carolina at Charlotte**, Industrial-Organizational Psychology Charlotte, NC
May 2023
- Advisor: Dr. David Woehr
 - Thesis: *Gender Diversity, Conflict, and Psychological Safety in Teams: A Conceptual and Empirical Examination.*
- B.S. Davidson College**, Psychology Davidson, NC
May 2020
- cum laude
- Minor: Data Science
 - Thesis: *Examining Competence as a Buffer of the Physical Attractiveness Penalty for Women in Hiring.*

Interests

- Diversity metrics and workplace inequality
- Psychometric and algorithmic bias in assessment
- Team dynamics, conflict, and psychological safety
- Applied quantitative methods (e.g., multilevel modeling, latent profile/class analysis)

Teaching Interests

- Organizational Behavior
- Industrial-Organizational Psychology
- Statistics and Research Methods
- Psychological Testing/Psychometrics
- Business Analytics
- Team Dynamics and Conflict
- Stereotyping and Prejudice

Teaching Experience

- University of North Carolina at Charlotte**, Instructor of Record Aug 2024 – present
- Management and Organizational Behavior (Fall 2025, Spring 2026)
 - Intro. to Industrial-Organizational Psychology (Fall 2024, Spring 2025, Summer 2025)
 - Acquiring and Maintaining Human Resources (Summer 2024, Summer 2026)
 - Maintained instructor effectiveness ratings between 4.4/5 and 5/5
- University of North Carolina at Charlotte**, General Psychology Lab Instructor Aug 2020 – May 2021
- Independently designed and taught a discussion- and activity-based lab course introducing students to core psychological concepts and research methodologies

- Employment Law (Fall 2022 – Fall 2024)
- Introduction to R (January 2022) for CARMA
- Human Sexuality (Fall 2020, Spring 2021)

Publications

2. Redler, E., Woehr, D. J., Loughry, M. L., & Ohland, M. (in press). Safety in the storm: Interactive effects of conflict types on psychological safety. *Small Group Research*.
1. Davenport, M., Wilde, N., Redler, E., & Meredith, C. (2026). Developing reviewer competence across the career span. *Industrial and Organizational Psychology*, 19 (1), 37–41. <https://doi.org/10.1017/iop.2025.10047>

Chaired Conference Symposia

(† indicates shared co-chair role)

1. Redler, E.† (discussant), Wilde, N.† & Meyer, K.† (2022, August 4–7). Building a Better Management Science Through Theory Testing and Refinement [Showcase symposium session]. Academy of Management (AOM), Seattle, WA.

Conference Talks

4. Redler, E., Woehr, D., Loughry, M., & Ohland, M. (2023, October 25–28). *The Impact of Team Diversity on the Relationship Between Conflict and Team Process Outcomes* [Roundtable conference presentation]. Southern Management Association (SMA), St. Pete's Beach, FL.
3. Wilde, N. & Redler, E. (2023, October 25–28). *I Always Feel Like Somebody's Watchin' Me: The Effect of Attention Checks and Voyeur Warnings on Social Desirability Responding* [Symposium presentation]. Southern Management Association (SMA), St. Pete's Beach, FL.
2. Redler, E., Wilde, N., Meyer, K., & Gooty, J. (2022, August 4–7). *The Value of Management Theory: A Constructive Replication of Miner (2003)* [Symposium presentation]. Academy of Management (AOM), Seattle, WA.
1. Redler, E. & Sockol, L. E. (2020, February 27–29). *Using 20+ Years of Conference Participation to Examine Psychology's "Leaky Pipeline"* [Symposium presentation]. Society for Personality and Social Psychology (SPSP), New Orleans, LA.

Conference Posters

8. Redler, E. & Lewis, R. (2024, April 17–20). *Unpacking Bias in Personality Assessments: A Measurement Invariance Exploration* [Poster presentation]. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL.
7. Redler, E., Woehr, D., Loughry, M., & Ohland, M. (2024, April 17–20). *Am I Safe? The Interactive Effects of Task and Relationship Conflict in Project Teams* [Poster presentation]. Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Chicago, IL.
6. Ohland, M., Redler, E., Woehr, D., & Loughry, M. (2023, September 26–29). *Norms for Team Process and Outcome Measures by Race/Ethnicity and Gender* [Poster presentation]. International Conference on Interactive Collaborative Learning (ICL), Madrid, Spain.
5. Redler, E., Palotto, I. K., Rojas, M., & Sockol, L. E. (2019, November 21–24). *Twenty Years of Women's Representation at the Annual Meetings of the Association for Behavioral & Cognitive Therapies* [Poster presentation]. Association for Behavioral and Cognitive Therapies (ABCT), Atlanta, GA.
4. Redler, E. & Sockol, L. E. (2019, April 8). *Using 25+ Years of ABCT Conference Participation to Examine Psychology's "Leaky Pipeline"* [Poster presentation]. Verna Case Undergraduate Research Symposium, Davidson College, Davidson, NC.
3. Redler, E. & Sockol, L. E. (2018, November 15–18). *Using 25+ Years of ABCT Conference Participation to Examine Psychology's "Leaky Pipeline"* [Poster presentation]. Association for Behavioral and Cognitive Therapies (ABCT), Washington, D.C.
2. Sockol, L. E., Redler, E., Relova, J. G., Pallotto, I. K., & Rojas, M. (2018, November 15–18). *Women's Representation in the 2017 Annual Meeting of the Association for Behavioral and Cognitive Therapies* [Poster presentation]. Association for Behavioral and Cognitive Therapies (ABCT), Washington, D.C.
1. Sockol, L. E., Relova, J. G., Redler, E., & Thurston, W. A. (2017, November 16–19). *Women's Representation at the 50th Anniversary Meeting of the Association for Behavioral and Cognitive Therapies* [Poster presentation]. Association for Behavioral and Cognitive Therapies (ABCT), San Diego, CA.

Research Experience

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| University of North Carolina at Charlotte , Research Assistant | Aug 2021 – present |
| • Principal Investigator: Dr. David Woehr | |
| Applied Psychological Techniques (APTMetrics) , Co-Investigator | Aug 2023 – Oct 2023 |
| • Co-Investigator: Dr. Bob Lewis (Chief Assessor) | |
| • Project: <i>Unpacking Bias in Personality Assessments: A Measurement Invariance Exploration</i> | |
| Davidson College , Research Assistant | Sept 2016 – May 2020 |
| • Principal Investigators: Dr. Laura Sockol, Dr. Jessica Good | |

Leadership and Service

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| Journal of Business and Psychology , Assistant Editor | Aug 2024 – June 2026 |
| • Reviewed manuscript submissions and drafted developmental desk rejection letters providing recommendations to the Editors-in-Chief | |
| • Provided hands-on training and shadowing to multiple incoming Assistant Editors | |
| Volunteer Program Assessment (VPA) , Senior Organizational Effectiveness Consultant | Aug 2021 – Aug 2024 |
| • Partnered with U.S.-based nonprofit organizations to assess and strengthen volunteer program effectiveness through structured evaluation | |
| Organizational Science Institute (OSI) , Faculty (2025–2026) and Student Mentor (2021–2024) | May 2021 – May 2026 |
| • Served as faculty for a program aimed at diversifying the graduate school pipeline | |
| • Provided mentorship to underrepresented undergraduate students on research skills and graduate school preparation | |

Technical Skills

Methods: Predictive modeling, clustering (LCA/LPA, k-means), psychometrics, measurement invariance, people analytics

Tools: R, Qualtrics, Large-scale data management, Reproducible analytic workflows

Professional Training

Advanced Multilevel Analysis II (CARMA Short Course)

Week-long online synchronous course taught by Dr. Paul Bliese on advanced multilevel analytic techniques, including panel data, consensus and emergent models, and dichotomous outcomes.

Consortium for Advancement of Research Methods and Analysis (CARMA), Remote
June 2025

Doctoral Institute

Week-long series of workshops aimed to develop skills in pedagogy, teaching philosophies, and experiential learning, culminating in the design of an original experiential learning session presented during the MOBTS conference.

Management & Organizational Behavior Teaching Society (MOBTS), Salem, MA
June 2024

Training for Instructors of Record

One-day in-person course aimed to develop skills in classroom management, test development, and increasing student engagement in the classroom.

University of North Carolina at Charlotte, Charlotte, NC
Jan 2024

Web Scraping (CARMA Short Course)

Week-long online synchronous course taught by Dr. Richard Landers on web scraping using browser-based tools, R, and RStudio.

Consortium for Advancement of Research Methods and Analysis (CARMA), Remote
Jan 2024

Experience

Applied Psychological Techniques (APTMetrics), Project Coordinator

- Led pre-analysis data preparation for a Fortune 50 client, shaping strategic decisions across more than 1,000 corporate locations globally
- Developed a clustering methodology using Latent Class Analysis (LCA) for Situational Judgment Test (SJT) data
- Collaborated on the development of AI-assisted Behaviorally Anchored Rating Scales (BARS) and competency models

Remote
June 2024 – Sept 2024
4 months

Trane Technologies, People Analytics Intern

- Built predictive models using supervised learning and logistic regression to estimate unionization likelihood and internal mobility readiness
- Conducted sentiment analysis of employee engagement data to flag potential legal risks

Davidson, NC
Aug 2023 – May 2024
10 months

Applied Psychological Techniques (APTMetrics), Consultant Intern

- Improved efficiency of personality assessment clustering through development of an optimized latent trait methodology
- Reduced personality assessment cluster building time by up to 75%, earning CEO recognition

Remote
June 2023 – Aug 2023
3 months

PartnerRe, Data Science Consultant

- Investigated effects of demographic diversity and range restriction on algorithmic decision-making in reinsurance models
- Presented findings to mixed audiences including actuaries and data scientists

Remote
Aug 2022 – May 2023
10 months

Charter Communications (Spectrum), Leadership Development Intern

- Assessed Spectrum's leadership development content strategy and deployed e-learning courses

Charlotte, NC
June 2022 – Aug 2022
3 months

University of North Carolina at Charlotte, Women in Business Graduate Assistant

- Led leadership trainings and professional development programming for student ambassadors

Charlotte, NC
Aug 2021 – May 2022
10 months

University of North Carolina at Charlotte, Honors College Graduate Assistant

- Analyzed Honors College applicant and student data to evaluate selection system performance and recommend process improvements
- Communicated actionable recommendations to stakeholders

Charlotte, NC
May 2021 – Aug 2021
4 months