

Lorien Elleman

Northwestern University Psychology Department
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EDUCATION

- 2016 – 2020** **PhD, Personality and Health Psychology**
Northwestern University, Evanston, IL
Dissertation: *Beyond Traditional Measures of Personality with BISCUIT and BARE: A New Statistical Learning Technique and Behavioral Item Pool to Push Personality Psychology Forward*
- 2016 – 2017** **Graduate Student Teaching Certificate**
Center for Advancing Teaching and Learning, Northwestern University, Evanston, IL
- 2014 – 2016** **Graduate Student Quantitative Certificate**
Psychology Department, Northwestern University, Evanston, IL
- 2014 – 2016** **MS, Personality and Health Psychology**
Northwestern University, Evanston, IL
Thesis: *The Personality of U.S. States: Stability from 1999 to 2015*
- 2012 – 2013** **Clinical Psychology Postbaccalaureate Certificate Program**
Northwestern University, Evanston and Chicago, IL
- 2002 – 2006** **B.A., Liberal Arts**
St. John's College, Santa Fe, NM

RESEARCH SKILLS

- Fourteen years of professional experience with large data sets: importing, scrubbing, analyzing, and presenting findings on quantitative and qualitative data.
- Designing, implementing, and reporting on empirical studies.
- Developing data-driven analytic tools to answer new questions and improve existing answers.
- Specialization in statistical coding language R; experience with SAS, SQL, UNIX, PHP, and HTML; also proficient with MS Office Suite, Adobe Acrobat and Tableau.
- Writing and editing business documents and peer-reviewed research manuscripts.
- Managing and mentoring junior researchers.

RESEARCH EXPERIENCE

- 2020 – present** **Postdoctoral Researcher**
Personality, Motivation, and Cognition Lab, Northwestern University
- Plan and execute literature reviews and analyses related to the study of personality psychology and psychometrics, focusing on short-term, high-quality, and high-impact projects.

2013 – 2020**Research Assistant**

Personality, Motivation, and Cognition Lab, Northwestern University

- Published seven academic articles (three primary-author) in peer-reviewed journals on the following subjects: psychometrics, statistical learning theory, nuance- and item-level analysis, factor analysis, replication, and geographical psychology.
- Co-developed a peer-reviewed statistical learning technique that uses personality data to create parsimonious, transparent models that predict life outcomes.
- Collaborated with lab's senior members on prioritization and execution of the lab's future projects.
- Managed and mentored undergraduate research assistants in the lab.
- Coded, data scrubbed, and redesigned feedback for participants for the lab's personality assessment website, <https://sapa-project.org>.
- Presented research at eleven international academic conferences.

2006 – 2013**Credit Risk Analyst**

Federal National Mortgage Association (Fannie Mae)

- Developed and produced monthly and quarterly credit quality and mortgage payment monitoring reports. Each report contained an executive summary, detailed analyses, and business recommendations related to credit policies and other risk countermeasures related to Fannie Mae's \$2T book of business.
- Conducted ad hoc research and analysis on risk issues ranging from overall credit policy recommendations to risk alignment of Fannie's and third parties' automated underwriting systems.
- Built and maintained the database for financial loss reporting in the Katrina-devastated Gulf Coast; identified extent of flooding damage using geospatial mapping software.

Summer 2005**Summer Undergraduate Research Fellow - Educational Psychology**

Yale University PACE Center

- Researched and analyzed open-ended questionnaires of secondary school students and reported findings in the unpublished paper "Measurable associations between explicitly-stated goals and achievement goals and testing for relevance of data in the SFI-Q."
- Developed a scoring rubric for an open-ended questionnaire used in the "Transitions in the Development of Giftedness" study.

TEACHING EXPERIENCE

Instructor, Northwestern University

2020 Winter Quarter Research Methods in Psychology

2019 Winter Quarter Advanced Seminar: Real-world Applications of Recent Psych Research

2018 Spring Quarter Freshman Seminar: Controversies and Provocative Findings in Psych Research

Graduate Teaching Fellow (TA and discussion group instructor), Northwestern University

2018 Winter Quarter Developmental Psychology

2016 Fall Quarter Developmental Psychology

2016 Winter Quarter Psychopathology

Graduate Teaching Assistant, Northwestern University

2018 Winter Quarter Personality Psychology

2017 Winter Quarter	Consumer Psychology
2016 Fall Quarter	Statistical Methods in Psychology
2015 Spring Quarter	Personality Psychology
2015 Winter Quarter	Psychopathology
2014 Fall Quarter	Research Methods in Psychology

Guest Lecturer, Northwestern University

2018.11.13	“Discussion-Based Teaching: Eliciting Conversation and Navigating Controversy” – Graduate Student Workshop
2018.02.27	“Humanistic and Cross-cultural Psychology” – Personality Psychology
2017.05.16	“Cultural Variation in Experience and Personality” – Personality Psychology
2017.02.15	“SPSS Basics Tutorial” – Consumer Psychology
2015.10.28	“Regression and Correlation” – Research Methods in Psychology

PUBLICATIONS

Elleman, L. G., McDougald, S. K., Condon, D. M., & Revelle, W. (2020). That takes the BISCUIT: Predictive accuracy and parsimony of four statistical learning techniques in personality data, with data missingness conditions. *European Journal of Psychological Assessment* 36(6), 948-958. DOI: <https://doi.org/10.1027/1015-5759/a000590>

Elleman, L. G., Condon, D. M., Holtzman, N. S., Allen, V. R., & Revelle, W. (2020). Smaller is better: Associations between personality and demographics are improved by examining narrower traits and regions. *Collabra: Psychology*, 6(1), 17210. DOI: <https://doi.org/10.1525/collabra.17210>

Elleman, L. G., Condon, D. M., & Revelle, W. (under review). Laying personality BARE: Behavioral frequencies strengthen personality-criterion relationships. <https://psyarxiv.com/yufne/>

Revelle, W., **Elleman, L.G.**, Hall, A. (2020). Statistical analyses and computer programming in personality. In P. J. Corr & G. Matthews (Eds.), *The Cambridge handbook of personality psychology* (2nd ed., pp. 495-534). Cambridge University Press.

Elleman, L. G., Condon, D. M., Russin, S. E., & Revelle, W. (2018). The personality of U.S. States: Stability from 1999 to 2015. *Journal of Research in Personality*, 72, 64-72. DOI: <https://doi.org/10.1016/j.jrp.2016.06.022>

Graham, E.K., ... **Elleman, L.G.**, ... & Mroczek, D. K. (2017). Personality predicts mortality risk: An integrative data analysis of 15 international longitudinal studies, *Journal of Research in Personality*, 70, 174-186, DOI: <https://doi.org/10.1016/j.jrp.2017.07.005>

Revelle, W., Condon, D. M., Wilt, J., French, J. A., Brown, A., & **Elleman, L. G.** (2017). Web and phone based data collection using planned missing designs. In N.G. Fielding, R. M. Lee, & G. Blank (Eds.), *Handbook of Online Research Methods*. Sage Publications.

Revelle, W. & **Elleman, L.G.** (2016). Factors are still fictions. [Peer commentary on “Towards More Rigorous Personality Trait–Outcome Research,” by R. Möttus]. *European Journal of Personality*, 30, 324-325. DOI: <https://doi.org/10.1002/per.2060>

Leszko, M., **Elleman, L. G.**, Bastarache, E. D., Graham, E. K., & Mroczek, D. K. (2016). Future directions in the study of personality in adulthood and older age. *Gerontology*, 62(2) 210-215. DOI: <https://doi.org/10.1159/000434720>

Graham, E.K., Mroczek, D. K. & **Elleman, L. G.** (2015). Personality and earnings lost: The economic costs of work cut back days due to physical and mental health. *The International Journal of Personality Psychology*, 1(1) 1-7. <https://ijpp.rug.nl/article/view/14040>

CONFERENCE PRESENTATIONS

July 2019. *That takes the BISCUIT! A comparative study of predictive accuracy and interpretability of four statistical learning techniques in personality data, with data missingness conditions.* Symposium at the biennial meeting of the International Society for the Study of Individual Differences, Florence, Italy.

June 2019. *Now that takes the BISCUIT! A comparative study of predictive accuracy and interpretability of four statistical learning techniques in personality data, with data missingness conditions.* Poster at the biennial meeting of the Association for Research in Personality, Ann Arbor, MI.

July 2018. *Behavioral frequencies strengthen the link between personality and health behaviors.* Symposium and data blitz at the biennial meeting of the European Association for Personality Psychology, Zadar, Croatia.

July 2017. *The personality of U.S. states: Stability from 1999 to 2015.* Symposium at the biennial meeting of the International Society for the Study of Individual Differences, Warsaw, Poland.

June 2017. *Behaviors predict outcomes better than the Big Five.* Poster at the biennial meeting of the Association for Research in Personality, Sacramento, CA.

January 2017. *Behaviors of the Big Five.* Poster at the annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.

July 2016. *How replicable are correlations between U.S. state-level Big Five personality and sociodemographic measures?* Poster at the biannual meeting of the European Association for Personality Psychology, Timisoara, Romania.

May 2016. *Rank Order Stability of U.S. State Personality across Seven Samples (1999-2015).* Poster at the annual meeting of the Association for Psychological Science, Chicago, IL.

July 2015. *Demographic Correlates of Temperament and Ability.* Symposium at the biennial meeting of the International Society for the Study of Individual Differences, London, Ontario, CA.

June 2015. *Demographic Correlates of Personality Traits at the ZIP Code Level.* Poster at the biennial meeting of the Association for Research in Personality, St. Louis, MO.

February 2014. *Personality Change Beyond the Big Five: Personality Aspects, Vocational Interests and Cognitive Ability.* Poster at the annual meeting of the Society for Personality and Social Psychology, Austin, TX.

HONORS AND AWARDS

2019 Association for Research in Personality Poster Award—Winner
 2018 NU Weinberg College of Arts and Sciences Teaching Fellowship
 2006 Fannie Mae Single-Family Innovation and Change Award

SERVICE IN COMMUNITY LEADERSHIP

Northwestern University

- 2017 – 2020 Graduate Student Peer Mentor Program – President
- 2017 – 2018 Psychology Graduate Student Council – Chairperson
- 2015 – 2017 Psychology Graduate Student Council – Personality area representative
- 2015 – 2017 Graduate Student Peer Mentor Program – Mentor