

# Hannah L. Samuelson

Research Psychologist

Contact: samuelsonhannah@gmail.com

Website: [www.hannahsamuelson.com](http://www.hannahsamuelson.com)

## Education

---

**Ph.D. in Social, Decision, and Organizational Sciences** 2019

University of Maryland, College Park

Dissertation: *The Development and Validation of a Hierarchical Multiple-Goal Pursuit Model*

Committee: James A. Grand (Chair), University of Maryland, College Park

Paul J. Hanges, University of Maryland, College Park

Arie W. Kruglanski, University of Maryland, College Park

Gilad Chen, University of Maryland, College Park

Michael R. Dougherty, University of Maryland, College Park

**M.S. in Social, Decision, and Organizational Sciences** 2017

University of Maryland, College Park

**B.S. in Psychology** 2014

**B.A. in Economics**

University of North Carolina at Chapel Hill

## Professional Experience

---

**Research Psychologist** 3/2022-present

Basic Research Team, Foundational Science Research Unit

U.S. Army Research Institute

**Post-Doctoral Research Fellow** 4/2021-3/2022

U.S. Army Research Institute

**Senior Researcher** 11/2020-4/2021

Fors Marsh Group

**Researcher** 7/2019-10/2020

Fors Marsh Group

**Doctoral Research Fellow** 5/2018-6/2019

U.S. Army Research Institute

## Research Focus

---

- **Motivation** (multiple-goal pursuit, goal hierarchies, interdependent goal systems)
- **Gender in Organizations** (women leaders, gender stratification)

- **Complex Systems & Methodology** (agent-based modeling, systems dynamics)

## **Refereed Publications**

---

**Samuelson, H.L.**, Levine, B.R., Barth, S.E., Wessel, J.L., & Grand, J.A. (2019). Exploring women's leadership labyrinth: Effects of hiring and developmental opportunities on gender stratification. *Leadership Quarterly*, 30(6), 101314.

**Samuelson, H.L.**, Fernandez, J.R., & Grand, J.A. (2017). "Life doesn't happen at the between-person level," or a cautionary note on generating scientific inferences through meta-analyses. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 459-464.

## **Manuscripts in Progress**

---

**Samuelson, H.L.** (in preparation). The simultaneous accomplishment of multiple goals: A hierarchical multiple-goal pursuit model. Target: *Journal of Applied Psychology*.

Wessel, J. L, **Samuelson, H.L.**, Hanges, P. J., Epistola, J., & Forgo, E. (in preparation). Examining psychological and behavioral aspects of political cooperation to counteract polarization in the U.S. Congress. Target: *Academy of Management Perspectives*.

Howard, G., **Samuelson, H.L.**, & McCusker, M.E. (in preparation). Inappropriate use of confirmatory factor analysis compounds inferential errors. Target: *Journal of Business Psychology*.

Hanges, P.J., Grand, J.A., Epistola, J., **Samuelson, H.L.** (in preparation). Assessing leader behavior: Information processing explanation for ideal point IRT responses. Target: *Leadership Quarterly*.

**Samuelson, H.L.**, McCusker, M.E., & Ruark, G.A. (in preparation). The motivational impact of others' task and interpersonal instrumentality. Target: *Journal of Applied Psychology*.

## **Refereed Book Chapters**

---

**Samuelson, H.L.**, Lee, J., Wessel, J.L., & Grand, J.A. (in press). Computational modeling in organizational diversity and inclusion. In J.B. Vancouver, M. Wang, & J. Weinhardt (Eds.), *Computational modeling for industrial-organizational psychologists*.

## **Other Publications**

---

**Samuelson, H.L.**, Trump-Steele, R., Severance, L., Siebel, M., Luchman, J., Dotson, H., Scolese, A., Sampath, S., & Klahr, A. (2021). *2018 contextual risk factors associated with sexual assault and sexual harassment in Active Duty* (Report No. 2021-06). Office of People Analytics, Department of Defense.

**Samuelson, H.L.** (September, 2020). Applying Computational Modeling for a More Diverse and Inclusive Workplace. <https://www.forsmarshgroup.com/knowledge/news-blog/posts/2020/september/striving-for-a-more-diverse-equitable-and-inclusive-workplace-try-computational-modeling/>

## **Research Awards**

---

Dean's Research Initiative Doctoral Dissertation Award (UMD, \$2,000)	2018
Merit Travel Award (UMD, \$500)	2017
Goldhaber Travel Award (UMD, \$250)	2016

## **Invited Workshops & Lectures**

---

**Samuelson, H.L.** (May, 2021). *R Lunch and Learn Series: Visualizing relative weights analyses with heat maps*. Invited workshop at Fors Marsh Group, Arlington, VA.

**Samuelson, H.L.** (July, 2020). *R Lunch and Learn Series: Survey data analysis workflow in R*. Invited workshop at Fors Marsh Group, Arlington, VA.

**Samuelson, H.L.** (November, 2019). *R Lunch and Learn Series: Basics of ggplot*. Invited workshop at Fors Marsh Group, Arlington, VA.

**Samuelson, H.L.** (April, 2017). *Computational modeling in psychology*. Invited lecture in UMD undergraduate Experimental Social Psychology course, College Park, MD.

**Samuelson, H.L.** (November, 2016). *Work motivation*. Invited lecture in UMD undergraduate Survey of Industrial and Organizational Psychology course, College Park, MD.

## **Refereed Presentations & Posters**

---

**Samuelson, H.L.,** McCusker, M.E., & Ruark, G.A. (2022). *The motivational dynamics of task and interpersonal instrumentality*. Poster presented virtually at the 2022 Society for Personality and Social Psychology Annual Convention, San Francisco, CA.

**Samuelson, H.L.** (2021). *The development and validation of a hierarchical multiple-goal pursuit model*. Poster presented at the 2021 Society for Personality and Social Psychology Summer Psychology Forum: Modeling and Analyzing the Dynamics of Motivation, Affect, and Social Interaction (Virtual).

Howard, G., **Samuelson, H.L.,** & McCusker, M.E. (2021). *Inappropriate use of confirmatory factor analysis compounds inferential errors*. Poster presented at the 33rd Annual Convention of the Association of Psychological Science (Virtual).

Epistola, J., **Samuelson, H.L.,** Grand, J.A., & Hanges, P.J. (2019). *Measuring leaders behaving badly: Improving forced-choice assessment of negative leadership*. Symposium paper presented at the 79th Annual Meeting of the Academy of

Management, Boston, MA.

**Samuelson, H.L.**, Wessel, J.L., Hanges, P.J., Epistola, J., & Forgo, E. (2019). *Gender differences in congressional leaders' discussion of bipartisanship*. Symposium paper presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC/National Harbor.

Wessel, J.L., **Samuelson, H.L.**, Hanges, P.J., Epistola, J., & Forgo, E. (2019). *The relationship between identity and bipartisanship for elected leaders of Congress*. Symposium paper presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC/National Harbor.

McCusker, M.E. & **Samuelson, H.L.** (2019). *Advancing the science of intrapersonal and interpersonal leader identity dynamics*. Symposium chaired at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC/National Harbor.

**Samuelson, H.L.** (2018), *Derivation of gain in a hierarchical multiple-goal pursuit model: The importance of distal goals*. Symposium paper presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

**Samuelson, H.L.**, Levine, B.R., Barth, S.E., Wessel, J.L., & Grand, J.A. (2018). *Below the glass ceiling and through the glass door: Developmental opportunities and hiring in a model of gender stratification.* Symposium paper presented at the 6th Annual University of Maryland Psychology Department Diversity Research Conference, College Park, MD.

**Samuelson, H.L.**, Barth, S.E., Levine, B.R., Wessel, J.L., & Grand, J.A. (2018). *The effects of developmental opportunities and external hiring in a gender stratification model*. Paper presented at the Breaking Bias: Leadership Excellence and Gender in Organizations Conference, Purdue University, West Lafayette, IN.

**Samuelson, H.L.**, Barth, S.E., Levine, B.R., Wessel, J.L., & Grand, J.A. (2017). *Computational modeling in the study of diversity*. Symposium paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Levine, B.R., Barth, S.E., **Samuelson, H.L.**, Wessel, J.L., & Grand, J.A. (2017). *Underneath the glass ceiling: Modeling gender stratification in organizations*. Symposium paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Samuelson, H.L.** & Buzinski, S.G. (2015). *The influence of the depletion effect on means preference*. Poster presented at the Society for the Study of Motivation Conference, New York, NY.

**Samuelson, H.L. & Buzinski, S.G. (2014).** *Reconsidering the depletion effect through a goal-systems theory perspective.* Poster presented at the University of Virginia L. Starling Reid Undergraduate Psychology Conference & at the North Carolina Psychological Association Student Poster Session, Charlotte, NC.

## **Teaching**

---

*Average teaching effectiveness rating: 3.58/4*

Experimental Social Psychology (Lab Instructor)	2017-2018
Statistical Methods in Psychology (Online, Teaching Assistant)	2017
Survey of Industrial and Organizational Psychology (Teaching Assistant)	2016
Research Methods in Psychology (Lab Instructor)	2014-2015

## **Consulting**

---

### **Fors Marsh Group**

Arlington, VA

Supervisor: Laura Severance, Military Health & Wellbeing Research

*Senior Researcher* 11/2020-4/2021

- Supervised a team of 2 researchers studying the relationship between sexual assault and sexual harassment experiences and military career outcomes; led the analysis of installation-level rates of harmful events, such as workplace hostility, in support of the Department of Defense Office of People Analytics

*Researcher* 7/2019-10/2020

- Identified the most critical predictors of rates of sexual assault and sexual harassment across 400+ military installations; delivered 2 briefings and a technical report to Department of Defense policymakers and stakeholders

## **Service**

---

### **Reviewer for Conferences**

Reviewer, SIOP Annual Conference	2019-2022
Reviewer, SPSP Annual Convention	2022

### **Service Committees, Professional**

Member, SIOP Open Science and Practice Committee 2021-present

### **Service Committees, University of Maryland**

Coordinator, UMD SIOP Alumni Reception	2019
Coordinator, SDOS Colloquium Series	2018
Member, UMD Psychology Green Committee	2016-2017
Coordinator, UMD Psychology Colloquium Series	2015-2016
Coordinator, SDOS Prospective Student Visitation	2016
Coordinator, SDOS Alumni Newsletter	2015

## **Professional Affiliations**

---

Academy of Management

Society for Industrial and Organizational Psychology

Society for Personality and Social Psychology