

Emma Bales

Emma.bales@uga.edu | [LinkedIn](#) | [Google Scholar](#)

RESEARCH & ANALYTICAL SKILLS

- Quantitative and Qualitative Experimental Research
- Statistical Analysis (R programming language, RStudio)
- Agent-Based Modeling (NetLogo)
- Randomized Controlled Trial (RCT) Clinical Research
- Meta-Analysis

EDUCATION

Doctor of Philosophy in Industrial-Organizational Psychology *Expected May 2030*

University of Georgia, Athens, GA
Graduate Teaching Assistant
Dissertation Chair: Dr. Jeffrey Olenick

Master of Science in Industrial-Organizational Psychology *Expected May 2027*

University of Georgia, Athens, GA
GPA: 4.00/4.00
Graduate Teaching Assistant
Thesis Chair: Dr. Jeffrey Olenick

Bachelor of Science in Psychology *May 2025*

University of Georgia, Athens, GA
GPA: 3.96/4.00
Summa Cum Laude
CURO Undergraduate Research Scholar
Thesis: *Applicant reactions to research-supported diversity statements: Considering the role of trust in science*
Thesis Advisor: Dr. Jeffrey Olenick

PUBLICATIONS

vanDellen, M. R., **Bales, E.**, Hampton, B. M., Jain, E., Adedipe, A., Shen, Y., Jayawardhana, J., Beach, S. R. H., Chinchilla, A. H., & MacKillop, J. M. (2025). Evaluating partner-involved financial incentive treatments for smoking cessation in dual-smoker couples: A randomized controlled trial protocol. *Contemporary Clinical Trials*, 158, Article e108076. <https://doi.org/10.1016/j.cct.2025.108076>

Davis, J. A., Egger, K. D., Kann, R. R., **Bales, E.**, Barthes, H. J., Monaghan, P. J., & Olenick, J. (2025). From framing to training: Using training needs analysis to tailor diversity, equity, and inclusion training. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 18(2), 263–267. <https://doi.org/10.1017/iop.2025.4>

PUBLICATIONS IN-PROGRESS

Bales, E., Egger, K. D., & Olenick, J. (in preparation). The message or the audience? Individual differences and science trust predicts applicant reactions to research-supported diversity statements beyond statement content. *Journal of Experimental Psychology: Applied*.

Egger, K. D., **Bales, E.**, & Olenick, J. (in preparation). Diversity statements in job ads: Minority and majority applicant reactions. *Journal of Personality and Social Psychology*.

ORAL PRESENTATIONS

- Olenick, J., **Bales, E.**, Kim, S., Liao, M., Robinson, D., & Ahn, S. J. (2026, April). AI agents as catalysts for team development in high-stakes contexts. Symposium at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, New Orleans, LA.
- Bales, E.**, Hampton, B. M., Beach, S. R. H., Chinchilla, A., & vanDellen, M. R. (2025, April). Partner-involved financial incentive treatments for smoking cessation in dual-smoker couples: Establishing a randomized controlled trial protocol for recruiting, screening, enrolling, and retaining participants. Oral presentation delivered at the University of Georgia's Center for Undergraduate Research Opportunities (CURO) Symposium, Athens, GA.
- Bales, E.**, Egger, K. D., & Olenick, J. (2024, July). Applicant reactions to diversity signals in job postings. Oral presentation delivered at the University of Georgia's Center for Undergraduate Research Opportunities (CURO) Summer Research Fellowship Final Forum, Athens, GA.

POSTER PRESENTATIONS

- Bales, E.**, Egger, K. D., & Olenick, J. (2026, May). Applicant reactions to diversity signals: The role of trust in science. Poster presented at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, New Orleans, LA.
- Egger, K. D., Olenick, J., & **Bales, E.** (2026, May). Diversity statements and applicant attraction: Testing a P-O fit mediation. Poster presented at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, New Orleans, LA.
- Carmichael-Tanaka, N., **Bales, E.**, Shin, E., Olenick, J., & Outland, N. (2026, April). Understanding the role of team hierarchy structures in organizational outcomes. Poster presented at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, New Orleans, LA.
***Identified as a top-rated poster for the Organizational Processes/Development/Culture Content Area Theme Track**
- Davis, J. A., **Bales, E.**, Outland, N. & Olenick, J. (2026, April). Overcoming barriers in human-AI teams: An agent-based model of cognitive trust development. Poster presented at the Building Connections in Psychology Conference, Athens, GA.
- Barthes, H. B., Guffey, L. J., Mohedano-Jurado, M., **Bales, E.**, & Hoffman, B. J. (2026, March). Who gets screened out? A meta-analysis of personality and emotional intelligence in autism spectrum disorder. Poster presented at the Personnel and Human Resource Research Group (PHRRG) Annual Conference, Athens, GA.
- Bales, E.**, Egger, K. D., & Olenick, J. (2026, March). Science trust predicts applicant reactions to diversity signals: Evidence for an expanded individual differences approach. Poster presented at the Personnel and Human Resource Research Group (PHRRG) Annual Conference, Athens, GA.
- Bales, E.**, Egger, K. D., & Olenick, J. (2025, April). Impact of diversity statements on racial minority vs. majority applicant reactions. Poster presented at the Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Denver, CO.
- Bales, E.**, Hampton, B. M., Beach, S. R. H., MacKillop, J., & vanDellen, M. R. (2025, March). Changes in motivation to quit smoking during a clinical trial: Patterns in targets and their romantic partners. Poster presented at the University of Georgia's Annual Psi Chi Convention of the Behavioral Sciences, Athens, GA.

***Poster Award Runner-Up**

Jain, E., Adedipe, A., **Bales, E.**, Hampton, B. M., & vanDellen, M. R. (2025, March). Evaluating partner-involved financial incentive treatments for smoking cessation in dual-smoker couples: A randomized controlled trial protocol. Poster presented at the University of Georgia's Annual Psi Chi Convention of the Behavioral Sciences, Athens, GA.

***Poster Award Runner-Up**

Bales, E., Egger, K. D., & Olenick, J. (2024, November). Examining gender differences in applicant reactions to diversity statements. Poster presented at the Society for Southeastern Social Psychologists (SSSP) Annual Conference, Memphis, TN.

Jain, E., Adedipe, A., **Bales, E.**, Hampton, B. M., & vanDellen, M. R. (2024, November). Evaluating partner-involved financial incentive treatments for smoking cessation in dual-smoker couples: A randomized controlled trial protocol. Poster presented at the Society for Southeastern Social Psychologists (SSSP) Annual Conference, Memphis, TN.

Bales, E., Bozbey, D., Brown, K., Wright, J., & vanDellen, M. (2024, April). Interpersonal licensing in exercise goals and behaviors. Poster presented at the University of Georgia's Center for Undergraduate Research Opportunities (CURO) Annual Symposium, Athens, GA.

Brown, K., Bozbey, D., **Bales, E.**, Wright, J., & vanDellen, M. (2023, November). Interpersonal licensing in eating and exercise behaviors. Poster presented at the Society for Southeastern Social Psychologists (SSSP) Annual Conference, Charlotte, NC.

***Poster Award Runner-Up**

Norris, K., Kallay, J., **Bales, E.** (2023, April). Broadening horizons: A collaborative approach to expanding STEAM awareness in youth in Athens. Poster presented at the University of Georgia's Public Service and Outreach (PSO) Annual Meeting, Athens, GA.

INVITED TALKS

Bales, E. (2026, April). "Everything LinkedIn" workshop: Building profiles & confidence in professional social media for psychology graduate students. The University of Georgia's Industrial-Organizational Psychology Program Professional Development Series (PDS), Athens, GA.

Finding on-campus labs. Seminar Panelist at the University of Georgia's Psychology Undergraduate Mentoring Program (PUMP) Fall Seminar, Athens, GA.

Bales, E. (2025, May). Commencement Speaker at the University of Georgia's Psychology Undergraduate Convocation Ceremony, Athens, GA.

Bales, E. (2024, November). Finding on-campus labs. Seminar Panelist at the University of Georgia's Psychology Undergraduate Mentoring Program (PUMP) Fall Seminar, Athens, GA.

RESEARCH EXPERIENCE

Creating Our Future for Equitable Employment (COFFEE) Lab

August 2025 – Present

University of Georgia, Athens, GA

Principal Investigator: Dr. Jeffrey Olenick

Graduate Student Lab Member/Social Media Chair

- Conducts experimental research on Human-AI team dynamics through Roblox gaming platform
- Creates and shares content through lab Instagram account to promote translational science

- Assists with recruiting, selecting, training, and mentoring undergraduate research assistants

Health Promotion Research Center

September 2024 – August 2025

University of Oklahoma TSET Health Promotion Research Center, Stephenson Cancer Center, Tulsa, OK

Principal Investigator: Dr. Michelle R. vanDellen

Staff Research Assistant

- Supported the transition of an NIH grant-funded research study (R01CA275494) on financial incentive treatments for smoking cessation in dual-smoking couples from the University of Georgia
- Adapted UGA researcher protocol manual to meet compliance with OU participant data collection and management policies (e.g., HIPPA) through new digital platforms (e.g., REDCap) while maintaining procedural consistency in study-related tasks including recruitment, eligibility screening, shipping, and data collection

Creating Our Future for Equitable Employment (COFFEE) Lab

January 2024 – August 2025

University of Georgia, Athens, GA

Principal Investigator: Dr. Jeffrey Olenick

Undergraduate Research Assistant/Undergraduate Thesis Student

- Led two experimental research studies for Undergraduate Thesis to examine the role of individual differences including trust in science on reactions to research-supported diversity statements in job advertisements

Motivation and Behavior (MAB) Social Psychology Lab

August 2023 – August 2025

University of Georgia, Athens, GA

Principal Investigator: Dr. Michelle R. vanDellen

Undergraduate Research Assistant/Staff Research Assistant

- Assisted in NIH grant-funded research study (R01CA275494) on financial incentive treatments for smoking cessation in dual-smoking couples
 - Recruited and screened participants across the U.S. for study eligibility
 - Lead shipment of biochemical tests and nicotine replacement therapy throughout 12-month study
 - Conducted sessions via Zoom to deliver randomized treatment and conduct biochemical tests
 - Created and distributed researcher protocol manual with step-by-step instructions for various tasks and guidelines for responding to anticipated events associated with recruitment, eligibility screening, shipping, and data collection to ensure consistency across research staff
- Coded qualitative data for research studying perceptions of others' high or low effort towards a goal
- Conducted research on the role of interpersonal licensing in reducing guilt from self-control failures

TEACHING EXPERIENCE

The University of Georgia Department of Psychology

August 2025 - Present

University of Georgia, Athens, GA

Graduate Teaching Assistant

- Research Methods in Psychology (Fall 2025)
- Research Analysis in Psychology (Spring 2026)
 - Leads weekly lab sessions to teach 35 undergraduate students how to conduct statistical analyses using R programming language and RStudio

The University of Georgia Department of Chemistry

January 2022 – April 2022

University of Georgia, Athens, GA

Undergraduate Peer Learning Assistant

- General Chemistry I (Spring 2022)

ADDITIONAL WORK EXPERIENCE

Summer Academy at the University of Georgia

July 2022 – February 2024

University of Georgia Center for Continuing Education Conference Center & Hotel, Athens, GA

Operations Management Program Supervisor

- Assisted Program Directors in interviewing, training, and managing a team of 19 staff members
- Coordinated and facilitated on-campus events for 1,000+ students ages 8-17 across six weeks
- Created staff emergency operations procedure resources with UGA's Office of Emergency Preparedness
- Executed first-aid and emergency operations procedures in emergency and conflict situations

Summer Academy at the University of Georgia

May 2022 – July 2022

University of Georgia Center for Continuing Education Conference Center & Hotel, Athens, GA

Program Assistant

- Facilitated check-in, lunch, and check-out each day for 90-130 students, ages 11-17
- Coordinated scheduled activities, transportation, and check-in and check-out for 200+ campers per week
- Executed first-aid and emergency operations procedures in emergency and conflict situations

HONORS & AWARDS

Hamilton Lokey Graduate Scholarship, University of Georgia (\$2,000)	May 2026
Hamilton Lokey Graduate Scholarship, University of Georgia (\$2,000)	May 2025
Summa Cum Laude (Cumulative GPA 3.90+), University of Georgia	May 2025
William T. James Award (Most Outstanding Psychology Senior), University of Georgia (\$250)	April 2025
Poster Award Runner-Up, Annual Psi Chi Convention of the Behavioral Sciences	March 2025
Poster Award Runner-Up, Annual Psi Chi Convention of the Behavioral Sciences	March 2025
Conference Travel Grant, University of Georgia (\$1,500)	January 2025
Undergraduate Research Award, University of Georgia (\$1,000)	August 2024
Summer Research Fellowship Award, University of Georgia (\$3,000)	May 2024
Student Employee of the Year Top 100 Finalist, University of Georgia	April 2023, April 2024
Poster Award Runner-Up, Society of Southeastern Social Psychologists (\$20)	November 2023
Conference Travel Grant, University of Georgia (\$150)	November 2023
Presidential Scholar, University of Georgia (GPA 4.0)	December 2022, May 2023
Student Employee of the Year 3 rd Place Award Recipient, University of Georgia	April 2023
Dawgs Suit Up Professional Attire Scholarship, University of Georgia (\$200)	August 2021
Let All The Big Dawgs Eat Food Scholarship, University of Georgia (\$4,000)	August 2020, January 2021
Dean's List, University of Georgia (GPA 3.75+)	December 2020
Zell Miller Scholarship, University of Georgia (Free tuition)	August 2020 – May 2025

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (SIOP) October 2024 – Present
Member

UGA Industrial-Organizational Psychology Student Association (IOPSA) August 2025 – Present
Member
Professional Development Chair (August 2025 – May 2026)
Social Media Chair (May 2026 – Present)

Society for Southeastern Social Psychologists (SSSP) October 2023 – December 2025
Member

SERVICE EXPERIENCE

UGA Psi Chi Convention of the Behavioral Sciences April 2026
Poster Session Judge

UGA Center for Undergraduate Research Opportunities (CURO) Symposium April 2026
Conference Volunteer

Society for Industrial and Organizational Psychology (SIOP) November 2025
Conference Poster Submission Reviewer