

Emma Bales

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EDUCATION

Doctor of Philosophy in Industrial-Organizational Psychology

Expected May 2030

University of Georgia | Athens, GA

Advisor: Dr. Jeffrey Olenick

Graduate Teaching Assistant

Master of Science in Industrial-Organizational Psychology

Expected May 2027

University of Georgia | Athens, GA

Advisor: Dr. Jeffrey Olenick

Graduate Teaching Assistant

Bachelor of Science in Psychology

May 2025

University of Georgia | Athens, GA

GPA: 3.96/4.00

Summa Cum Laude

Thesis: *Applicant Reactions to Research-Supported Diversity Statements: Considering the Role of Trust in Science*

Thesis Advisor: Dr. Jeffrey Olenick

PUBLICATIONS

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

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. (under second review). Evaluating partner-involved financial incentive treatments for smoking cessation in dual-smoker couples: A randomized controlled trial protocol. *Contemporary Clinical Trials*.

Bales, E., Egger, K. D., & Olenick, J. (in preparation). Applicant reactions to research-supported diversity statements: Considering the role of trust in science. *Journal of Experimental Psychology: Applied*.

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

ORAL PRESENTATIONS

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 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 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. (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 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. (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

- Conducts research on the role of AI accuracy rates in human-AI teams

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

- Conducted research for Undergraduate Thesis on reactions to diversity statements in job advertisements
 - Conducted theoretical and measurement literature review
 - Developed study materials including job descriptions and adapted diversity statements
 - Submitted IRB
 - Pre-registered study through Open Science Framework (OSF)
 - Collected data through CloudResearch and Qualtrics
 - Analyzed data through R Studio programming software

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
 - Pre-registered study through Open Science Framework (OSF)
 - Created codebooks for data interpretation and analyses
 - Collected data through Qualtrics
 - Analyzed data through R Studio programming software

TEACHING EXPERIENCE

The University of Georgia Department of Psychology

August 2025 - Present

University of Georgia | Athens, GA

Graduate Teaching Assistant

The University of Georgia Department of Chemistry

January 2022 – April 2022

University of Georgia | Athens, GA

Lecturer: Dr. Jessica Jensen

Undergraduate Peer Learning Assistant

- Assisted facilitating weekly in-class problem sets for 35+ General Chemistry I (CHEM 1211) students
- Hosted monthly exam review sessions for 50+ students

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 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), *Student Member*

October 2024 – Present