**Lynne C. Vincent**

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**Academic Appointments**

Associate Professor of Management, Department of Management, Syracuse University, Whitman School of Management (2022-)

Assistant Professor of Management, Department of Management, Syracuse University, Whitman School of Management (2015-2022)

Post-Doctoral Research Fellow, Department of Organizational Studies, Vanderbilt University, Owen Graduate School of Management (2013-2015)

**Education**

Ph.D. (2013), School of Industrial and Labor Relations**,** Cornell University. Concentration in Organizational Behavior. Dissertation: *Creative and entitled: How the creative identity entitles dishonest behaviors.* (Jack A. Goncalo, Chair).

M.S. (2011), School of Industrial and Labor Relations**,** Cornell University. Concentration in Organizational Behavior.

B.S. (2006), School of Industrial and Labor Relations**,** Cornell University. Concentration in Industrial and Labor Relations.

**Positions**

Director of Interdisciplinary Collaboration, PARADIM. (2016-2023)

**Refereed Journal Publications**

Carnevale, J., Huang, L., Vincent, L. C., Yu, L., & He, W. (2023). Outshined and Envious: A Self-Evaluation Maintenance Perspective of Employee Reputation for Creativity and Supervisor Narcissism. *Journal of Management.*

Fišar, M., Greiner, B., Huber, C., Katok, E., Ozkes, A., and the Management Science Reproducibility Collaboration (forthcoming). Reproducibility in Management Science. Management Science.

 \*Member of the Management Science Reproducibility Collaboration

Carnevale, J., Huang, L., Vincent, L. C., Farmer, S., & Wang, L. (2021) Better to Give Help than to Receive or Seek Help? Examining the Social Dynamics of Maintaining a Reputation for Creativity. *Organizational Behavior and Human Decision Processes, 167,* 144-156.

Emich, K. J. & Vincent, L. C. (2020). Shifting focus: The influence of affective diversity on team creativity. *Organizational Behavior and Human Decision Processes, 156,* 24-37.

Wiltermuth, S. S., Vincent, L. C., & Gino, F. (2017). Creativity in unethical behavior attenuates condemnation and breeds social contagion when transgressions seem to create little harm. *Organizational Behavior and Human Decision Processes*, *139*, 106-126.

Vincent, L.C. & Kouchaki, M. (2016) Creative, Rare, Entitled, and Dishonest: How Commonality of Creativity in One's Group Decreases an Individual's Entitlement and Dishonesty. Academy of Management Journal, *59*, 1451-1473.

Goncalo, J.A., Vincent, L.C., & Krause, V. (2015). The consequences of creative work: How a creative outlet lifts the physical burden of secrecy. *Journal of Experimental Social Psychology, 59,* 32-39*.*

Zitek E. & Vincent, L.C. (2015). Deserve and diverge: Feeling entitled makes people more creative. *Journal of Experimental Social Psychology, 56,* 242-248*.*

Kim, S.H.\*, Vincent, L.C.\*, & Goncalo, J.A. (2013). Outside advantage: Social rejection can fuel creativity. *Journal of Experimental Psychology- General, 142(3),* 605-611. (\* denotes equal authorship)

Vincent, L.C., Emich, K.J., Goncalo, J.A. (2013). Stretching the moral gray zone: Positive affect, moral disengagement and dishonesty. *Psychological Science, 24(4):* 595-599.

**Invited Journal Articles**

Vincent, L. C. (2017). The promises and pitfalls of creativity. *Armed Forces Comptroller,* *62, 4*, 28-31.

Vincent, L. C. & Kouchaki, M. (2015). Why creative people are more likely to be dishonest. *Harvard Business Review* (November 2015).

**Chapters**

Vincent, L. C., Carnevale, J. B., & Benegal, A. (2023). Do Creative Reputations Beget Creative Expectations? How Organizational Reputation for Creativity can Shape (and Violate) Employee Role Expectations. In J. Goncalo and J. Katz (Eds.) *The Research Handbook on Workplace Creativity*. Elgar.

Vincent, L. C. (2022). The mixed moral implications of the creative identity: How the creative identity can lead to moral and immoral behavior. In H. Kapoor and J. C. Kaufman (Eds.) *Creativity and Morality.* Academic Press.

Goncalo, J. A., Katz, J. H., Vincent, L. C., Krause, V., & Yang, S. (2021). Creativity connects: How the creative process fosters social connection and combats loneliness at work. In J. Zhou and E. D. Rouse (Eds.) *Handbook of Research on Creativity and Innovation.* Edward Elgar Publishing.

Vincent, L.C. & Polman, E. (2016). A creative license: The relationship between creativity and moral licensing. In J. W. van Prooijen, P. van Lange (Eds.) *Cheating, Corruption, and Concealment: The Roots of Dishonest Behavior.* Cambridge University Press.

Vincent, L.C. & Goncalo, J.A. (2014). License to steal: How the creative identity entitles dishonesty. In S. Moran, D. Cropley, J. Kaufman, (Eds.) *The Ethics of Creativity.* Palgrave Macmillan.

Goncalo, J.A., Vincent, L.C. & Audia, P.G. (2010). Early creativity as a constraint on future achievement. In D. Cropley, J. Kaufman, A. Cropley and M. Runco (Eds.) *The Dark Side of Creativity*. Cambridge University Press.

**Conference Proceedings**

Vincent, L.C., Kim, S.H., & Goncalo, J.A. (2012). The outsider’s advantage: Social rejection can fuel creative thought. *Proceedings of the Seventy-First Annual Meeting of the Academy of Management.* Best Paper Award (Managerial and Organizational Cognition Division).

**Papers under Revision**

Vincent, L. C. & Kouchaki, M. Creativity and moral objection. *First round R&R at Journal of Management.*

Vincent, L.C.,\* Krause, V.,\* Goncalo, J.A., & Ferguson, M. Creativity and liberation. *Revise and resubmit at Journal of Personality and Social Psychology.*

*Shared first author*

**Papers under Review**

**Work in Progress**

Vincent, L.C., Williams, T., Riley, B., & Moss, T. Virtue-washing. Data collection. Target Journal: *Administrative Science Quarterly.*

Vincent, L.C., Zitek, E., & Barry, B. Entitlement and negotiation. Manuscript preparation. Target Journal: *Academy of Management Journal.*

Vogus, T., Barry, B., & Vincent, L.C. Mindfulness and ethics. Manuscript preparation. Target Journal: *Business Ethics Quarterly.*

Krause, V., Vincent, L., & Zitek, E. Entitlement and creative idea selection. Data collection.

Vincent, L. C. & Salim, Z. Accidental and intentional creativity. Data collection.

Vincent, L.C. & Carnevale, J. Iterative team creativity in the development of Disneyland’s Haunted Mansion. Manuscript preparation. Target Journal: *Academy of Management Review*.

Vincent, L.C. & Blincoe, K. Enclothed creativity. Data collection.

Vincent, L.C. Sequential moral judgments. Data collection.

Vincent, L. C. & Carnevale, J. Creativity and greed. Data collection.

Vincent, L.C. & Goncalo, J. A. Moral convictions and creativity. Data collection.

**Teaching Experience**

*Syracuse University Instructor Ratings*

Advanced Topics in Organizational Behavior II (MGT 855, Spring 2023) 5.00/5.00

Ph.D. seminar.

Managing and Leading People (MGT 248, Spring 2023) 4.54/5.00

Undergraduate core course.

Managing and Leading People (MGT 248, Spring 2022) 4.60/5.00

Undergraduate core course.

Managing and Leading People (MGT 248, Spring 2021) 4.46/5.00

Undergraduate core course.

Managing and Leading People (MGT 248, Spring 2020) 4.60/5.00

Undergraduate core course.

Managing and Leading People (MGT 248, Spring 2019) 4.67/5.00

Undergraduate core course.

Managing and Leading People (MGT 248, Spring 2018) 4.41/5.00

Undergraduate core course.

Managing and Leading People (MGT 248, Spring 2017) 4.41/5.00

Undergraduate core course.

Strategic Human Resource Management (MGT 355, Fall 2015) 4.36/5.00

Undergraduate core course.

*Vanderbilt University*

Negotiation (MGT 448, Spring 2014) 4.57/5.00

MBA elective course.

Highest teaching evaluations for instructors in adjunct category.

Negotiation for Physicians Seminar (Spring 2014)

Seminar for Division of Adolescent Medicine & Behavioral

Science at Vanderbilt University.

*Cornell University*

Introduction to Organizational Behavior (ILROB 1220, Summer 2012) 4.81/5.00 Undergraduate core organizational behavior course.

Introduction to Organizational Behavior (ILROB 1220, Fall 2008) 4.88/5.00 Undergraduate core organizational behavior course.
Head Teaching Assistant for Prof. Jack A. Goncalo

Introduction to Organizational Behavior (ILROB 1220, Spring 2008) 4.86/5.00 Undergraduate core organizational behavior course.
Teaching Assistant for Prof. Brian Rubineau

Introduction to Organizational Behavior (ILROB 1220, Fall 2007) 4.77/5.00 Undergraduate core organizational behavior course.
Teaching Assistant for Prof. Jack A. Goncalo

The Creative Identity and Dishonesty (Spring 2012)

 Guest Lecture for Creativity in Organizations Seminar

The Creative Identity and Dishonesty (Spring 2011)

 Guest Lecture for Creativity in Organizations Seminar

Norms in Organizations (Spring 2008)

Guest Lecture for Introduction to Organizational Behavior

**Conference Presentations**

Vincent, L. (2023). “Dressed for Self-Disclosure: How Clothing Choices Can Cause Creativity through Identity Activation” as part of the AoM Symposium “Creativity Across Levels: Taking Stock of Current Trends and Exploring Emerging Literature Streams.

Vincent, L. (2023). “Creative expressions and impressions.” Internal Whitman EEE and Management Research Seminar.

Krause, V., Vincent, L. C., & Goncalo, J. A. (2020). “Fat, drunk, and lazy:  How engaging in creative tasks can cause unhealthy choices.” Paper presented at *2020 SPSP Annual Convention*, New Orleans, February 27-29.

 Selected as one of 72 single paper sessions out of 2,289 submissions.

Krause, V., Vincent, L. C., & Goncalo, J. A. (2019). “Fat, drunk, and lazy:  How engaging in creative tasks can cause unhealthy choices.” Paper presented at *Creativity Collaboratorium* at University College London

 Krause, V., Vincent, L. C., & Goncalo, J. A. “Fat, drunk, and lazy:  How engaging in creative tasks can cause unhealthy choices.” Paper presented at *35th EGOS Colloquium 2019*. Sub-theme 20: Shedding Light on the Dark Sides of Creativity and Innovation

Carnevale, J. B., Huang, L., Vincent, L. C, He, W., & Yu, L. “Outshined and envious narcissistic leaders: A self-evaluation maintenance perspective” in the symposium "The Effect of Narcissistic Leaders and Teams on Employees’ Inclusivity." Paper presented at the *79th Annual Meeting of the Academy of Management*

Krause, V., Vincent, L. C., & Goncalo, J. A. (2019). “Fat, drunk, and lazy:  How engaging in creative tasks can cause unhealthy choices.” Paper presented in the symposium “Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity” at the *79th Annual Meeting of the Academy of Management* \*organized with Joel Carnevale.

Carnevale, J. B., Huang, L., Vincent, L. C, & Farmer, S. “Creativity under Threat: Examining the Reputation Maintenance and Knowledge Hiding Consequences of Employee Creativity” in the symposium “Beyond Dishonesty: Expanding our Understanding of the Unexpected Negative Consequences of Creativity” at the *79th Annual Meeting of the Academy of Management* \*organized with Joel Carnevale.

#### Wiltermuth, S., Gino, F., & Vincent, L. C. (2019). “The Addictive Allure of Creativity and Dishonesty.” Paper presented at 2019 Society for Personality and Social Psychology Annual Meeting, Portland, Oregon.

Carnevale, J. B., Huang, L., & Vincent, L. C. (2018). “Insatiable, Individualistic, and Investing in Oneself: Examining Employee Greed from COR Theory.” Paper presented at *Academy of Management* *Meeting*, Chicago, Illinois.

Vincent, L. C. & Goncalo, J. A. (2017). “Conflicting convictions: How conflicting moral convictions affects creativity.” Paper presented at *Creativity Collaboratorium,* Storrs,Connecticut.

Vincent, L. C., Zitek. E., & Barry, B. (2017). “When asking for what you want helps and harms you: Effects of psychological entitlement in negotiation.” Paper presented at *Academy of Management* *Meeting*, Atlanta, Georgia.

Emich, K. J. & Vincent, L. C. (2017). “Shifting focus: The influence of affective patterns on group creativity.” Paper presented at *Academy of Management* *Meeting*, Atlanta, Georgia.

Goncalo, J., Vincent, L. C., & Krause, V. (2017). “Creativity lifts the weight of secrecy and other psychological burdens.” Paper presented at *Academy of Management* *Meeting*, Atlanta, Georgia.

Vincent, L. C. & Kouchaki, M. (2016). “Speaking outside the box: the relationship between the creative self-concept and voice.” Paper presented at *Academy of Management* *Meeting*, Anaheim, California.

Emich, K. J. & Vincent, L. C. (2016). “The influence of affective patterns on group creative processing and performance.” Paper presented at INGroup, Helsinki, Finland.

Wiltermuth, S., Vincent, L. C., & Gino, F. (2015). “Creative dishonesty.” Paper presented at *Academy of Management* *Meeting*, Vancouver, British Columbia.

Wiltermuth, S., Vincent, L. C., & Gino, F. (2015). “Creative dishonesty.” Paper presented at *Society of Personality and Social Psychology Annual Convention*, Long Beach, California.

Rees, L. & Vincent, L. C. (2014). “Emotion Authenticity in Work Groups: Group Size, Climate of Authenticity, and Psychological Safety.” Paper presented at *International Association for Conflict Management Annual Meeting*, Clearwater, Florida.

Vincent, L.C. & Kouchaki, M. (2014). “When creativity implies rarity.” Paper presented at *Academy of Management* *Meeting*, Philadelphia, Pennsylvania.

Barry, B., Vincent, L.C., & Vogus, T. (2014). “Organizing for highly reliable corruption? Mindful organizing and ethics in organizations.” Presentation at POOF mini-conference, Tucson, Arizona.

Zitek, E. M., & Vincent, L.C. (2013). “Feeling entitled makes people more creative.” Paper presented at *Academy of Management* *Meetings*, Lake Buena Vista, Florida.

Vincent, L.C. (2013) “Creative and entitled: How the creative identity entitles dishonesty” Paper presented at the University of Notre Dame’s *Excellence in Ethics Research Conference,* South Bend, Indiana.

Rubineau, B., & Vincent, L.C. (2013) “Mundane management: Implications of a cultural perspective on workplace violence” Paper presented at *Annual Meeting of the Eastern Sociological Society,* Boston, Massachusetts.

Vincent, L.C. (2012) “Creative and entitled: How the creative identity entitles dishonesty” Paper presented at *Academy of Management* *Meetings*, Boston, Massachusetts.

Vincent, L.C., Kim, S.H., & Goncalo, J.A. (2012) “The outsider’s advantage: Social rejection can fuel creativity” Paper presented at *Academy of Management* *Meetings*, Boston, Massachusetts. Published in Best Paper Proceedings and received Best Paper Award (Managerial and Organizational Cognition Division).

Vincent, L.C., Kim, S.H., & Goncalo, J.A. (2012) “The outsider’s advantage: Social rejection can fuel creativity” Paper presented at PDW (“A research incubator for exploring tensions and paradoxes in creativity and innovation management”) at *Academy of Management* *Meetings*, Boston, Massachusetts.

Rubineau, B., & Vincent, L.C. (2012) “Mundane management: A cultural perspective on workplace violence” Paper presented at *Academy of Management* *Meetings*, Boston, Massachusetts.

**Professional Experience**

*Barnes and Noble* 2004-2007

Children’s Department Supervisor

*Klein’s All-Sports* 2002-2004

Shoes and Soft Goods Department Supervisor

**Honors**

SOURCE Undergraduate Research Grant (Syracuse University, 2023)

Guttag Research Award (Whitman School of Management, 2020)

Dean’s Citation for Research (Whitman School of Management, 2018)

Finalist, Excellence in Ethics: Dissertation Proposal Competition, sponsored by University of Notre Dame (2013)

Best Paper Award, Managerial and Organizational Cognition Division (Academy of Management, 2012)

Outstanding Reviewer Award, Managerial and Organizational Cognition Division (Academy of Management, 2012)

Cornell Ideas Scholar (2012)

Recipient of Benjamin Miller Research Grant, sponsored by Cornell University ($1,000) (2011)

Recipient of Benjamin Miller Research Grant, sponsored by Cornell University ($750) (2009)

**Selected Media Mentions**

DriveThru HR

[*Why Gen Z Organizes with Professor Lynne Vincent*](https://www.blogtalkradio.com/drivethruhr/2023/01/22/why-gen-z-organizes-with-professor-lynne-vincent)

January 2023

# Yahoo Finance [Amazon warehouse workers in NY state vote against union](https://finance.yahoo.com/news/amazon-amazon-labor-union-vote-count-begins-111436818.html?guccounter=1)

October 18, 2022

Business Insider[*Amazon's victory against a union drive in Alabama proved workers want better workplaces, but America's labor laws are too broken to help them get that, experts say*](https://www.businessinsider.com/amazon-union-vote-bessemer-alabama-labor-law-experts-takeaways-2021-4)

April 10, 2021

Bloomberg
[Historic Labor Union Win Against Amazon In New York](https://www.bloomberg.com/news/videos/2022-04-01/historic-labor-union-win-against-amazon-in-new-york-video)
April 1, 2021

Washington Post

[*The winners and losers of Amazon’s warehouse union vote*](https://www.washingtonpost.com/technology/2021/04/09/winners-losers-amazon-alabama-union-vote/)

April 9, 2021

Associated Press

[*Black Lives Matter backs Amazon union push in Alabama*](https://apnews.com/article/amazoncom-inc-race-and-ethnicity-new-york-alabama-8d69a2d40b71ac3b29f6dd498f1580f4)

March 12, 2021

Atlantic

[*The Perks of Being a Weirdo*](https://www.theatlantic.com/magazine/archive/2020/04/the-perks-of-being-a-weirdo/606778/)

April 2020

Daily Mail

[*See yourself as a creative type? Then you're probably a LIAR: People who think their talent is rare 'develop sense of entitlement'*](http://www.dailymail.co.uk/sciencetech/article-3301634/See-one-creative-types-make-dishonest-People-think-talent-rare-develop-sense-entitlement.html)November 3, 2015

Kellogg Insight

[*Does creativity breed entitlement?*](http://insight.kellogg.northwestern.edu/article/does-creativity-breed-entitlement)

November 2, 2015

Pacific Standard

[*Why creative people are the worst*](http://www.psmag.com/health-and-behavior/why-creative-people-are-the-worst)

October 31, 2015

Economic Times

[*Creativity can make you a better liar*](http://economictimes.indiatimes.com/magazines/panache/creativity-can-make-you-a-better-liar/articleshow/49138983.cms)

September 28, 2015

Business News Daily

[*Entitlement and deceit: The cost of creativity*](http://www.businessnewsdaily.com/8406-cost-of-creativity.html)

September 23, 2015

Aeon Magazine

[*A touch of evil*](http://aeon.co/magazine/psychology/when-bad-behaviour-does-a-good-turn/)

April 30, 2015

Fast Company

[*3 ways to manage entitled employees*](http://www.fastcompany.com/3040068/3-ways-to-manage-entitled-employees)
December 22, 2014

The Conversation

[*The dark side of creativity*](https://theconversation.com/the-dark-side-of-creativity-35080)

December 12, 2014

Science Daily

[*Entitlement boosts creativity*](http://www.sciencedaily.com/releases/2014/11/141118141608.htm)

November 18, 2014

Examiner

[*Entitlement gives creativity a boost*](http://www.examiner.com/article/entitlement-gives-creativity-a-boost)

November 18, 2014

Boston Globe

[*National health insurance supported by kids who share and more surprising insights from the social sciences*](http://www.bostonglobe.com/ideas/2014/11/16/national-health-insurance-supported-kids-who-share/4cs3nt2PqnzmTH6egV3y4O/story.html?comments=all&sort=HIGHEST_RATING)

November 16, 2014

Cornell Chronicle

[*Feeling entitled leads to more creativity, study shows*](http://www.news.cornell.edu/stories/2014/11/feeling-entitled-leads-more-creativity-study-shows)

November 13, 2014

Fast Company

[*Entitlement might make you more creative (but you probably knew that already)*](http://www.fastcodesign.com/3038075/evidence/entitlement-might-make-you-more-creative-but-you-probably-knew-that-already)

November 7, 2014

Pacific Standard

[*Feeling entitled boosts creativity*](http://www.psmag.com/navigation/books-and-culture/feelings-entitlement-boost-valued-research-creativity-94035/)

November 6, 2014

The Atlantic

[*Does testosterone make people greedy?*](http://www.theatlantic.com/business/archive/2014/10/does-testosterone-make-people-greedy/381024/#disqus_thread)

October 2, 2014

Huffington Post

*[“Why you should skip lunch before a job interview”](http://www.huffingtonpost.com/2014/07/30/hunger-entitlement-study_n_5631594.html)*

July 30, 2014

Scientific American Mind

[*“From contretemps to creativity”*](http://scottbarrykaufman.com/wp-content/uploads/2014/02/samind_2014_03-2.pdf)

March/April 2014

Entrepreneur.com
[*“How to turn negativity into creativity”*](http://www.entrepreneur.com/article/230718)

January 10, 2014

Slate
*[“Inside the box: People don't actually like creativity.”](http://www.slate.com/articles/health_and_science/science/2013/12/creativity_is_rejected_teachers_and_bosses_don_t_value_out_of_the_box_thinking.html)*

December 6, 2013

Fast Company

[*“Are you a bit of a loser? Don’t worry, you’re probably really creative”*](http://www.fastcocreate.com/1681597/are-you-a-bit-of-a-loser-dont-worry-youre-probably-really-creative)

September 14, 2012

The Huffington Post

[*“Social rejection can fuel creativity”*](http://www.huffingtonpost.com/scott-barry-kaufman/social-rejection-can-fuel-creativity_b_1848833.html)

September 4, 2012

Chicago Tribune
[*“The benefits of rejection”*](http://articles.chicagotribune.com/2012-08-28/features/ct-tribu-weigel-social-rejection-20120828_1_social-rejection-creativity-benefits)

August 28, 2012

Psychology Today

[*“Does social rejection fuel creativity for people?”*](http://www.psychologytoday.com/blog/beautiful-minds/201208/social-rejection-can-fuel-creativity)

August 24, 2012

The British Psychological Society

[*“Social rejection and imaginative thinking”*](http://www.bps.org.uk/news/social-rejection-and-imaginative-thinking)

August 23, 2012

India Today

[*“Socially rejected people likely to be more creative, says a study”*](http://indiatoday.intoday.in/story/socially-rejected-people-likely-to-be-more-creative/1/214319.html)

August 23, 2012

Psych Central

[*“Using social rejection to drive creativity”*](http://psychcentral.com/news/2012/08/22/using-social-rejection-to-drive-creativity/43492.html)

August 22, 2012

Daily Mail

[*“Revenge of the nerds: Social rejection can ‘lead to imaginative thinking and strong independence’”*](http://www.dailymail.co.uk/sciencetech/article-2192103/Why-social-rejection-bad-thing--It-lead-imaginative-thinking-strong-independence.html)

August 22, 2012

Science Daily

[*“Don’t get mad, get creative: social rejection can fuel imaginative thinking, study shows”*](http://www.sciencedaily.com/releases/2012/08/120821114634.htm)

August 21, 2012

**Professional Service**

Editorial Board Member, 2020-current

* Organizational Behavior and Human Decision Processes

Ad-hoc reviewer

* Academy of Management Journal
* Organizational Behavior and Human Decision Processes
* Organization Science
* Personnel Psychology
* Journal of Organizational Behavior
* Journal of Management
* Journal of Business Ethics
* Journal of Experimental Social Psychology
* Psychological Science
* International Journal of Human Resources
* Social Behavior and Personality
* Journal of Applied Social Psychology
* Cognition
* Self and Identity
* Small Groups Research
* Personality and Individual Differences
* Academy of Management Conference, 2008 – 2023

**Doctoral Committees Served on**

Committee member

* Kurian George, Syracuse University, EEE
* Abigal Caselli, Syracuse University, Psychology
* James Bort, Syracuse University, EEE
* Wei Lu, Syracuse University, EEE
* Kiven Pierre, Syracuse University, EEE
* Sean Vormwald, SUNY ESF, Environmental Studies
* Gaven Ehrlich, Syracuse University, Psychology
* Joe Castro, Syracuse University, Psychology
* Mariam Parekh, Syracuse University, Psychology