

Asher Denny

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EDUCATION

Doctor of Philosophy, Organizational Psychology

Michigan State University

Fall 2023- Present

Master of Arts, Organizational Psychology

Michigan State University

Fall 2023- Present

Defining cultural competence

Advisor: Dr. Nathan Carter

Bachelor of Science

Purdue University, West Lafayette, IN

Fall 2019- Spring 2022

Indiana University Purdue University Columbus, Columbus, IN

Fall 2018-Spring 2019

Major/Minor: Psychological Sciences / Philosophy, magna cum laude

HONORS, GRANTS AND FELLOWSHIPS

Michigan State University Enrichment Fellowship

Fall 2023- Present

MSU CSS Early Start Research Grant (2023: \$5000 2024/2025: \$3000)

Summer 2023, 24, 25

Interdisciplinary Poster Presentation Award (Purdue Undergraduate Research Conference)

May 2022

Dean's List & Semester Honors

2018-2021

Purdue Black Caucus Annual Academic and Service Award

Spring 2020, Spring 2021

IUPUC Office of Student Research Grant (\$150)

Apr 2019

LSAMP Summer Research Program

Summer 2020

PROFESSIONAL PRESENTATIONS

7. **Denny, A. J.**, Roberson, Q. M., Russell, K., (2025). Diversity courage: Exploring identity-driven responses to workplace conflict [Poster]. Academy of Management Annual Conference, Copenhagen, Denmark.
6. **Denny, A. J.**, & Nye, C. D. (2025). Changing employee work values: Real or response artifact? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.
5. Boucher, E. R., Pyram, R. H., **Denny, A.**, & Van Fossen, J. A. (2025). Guilt from organizational unethical practices as a stressor [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, Co, United States.
4. **Denny, A.**, Robertson, M., Zhang, F. (2022). An integrated conceptual definition of cultural awareness [Poster]. LSAMP Summer Research Conference, West Lafayette, IN, United States.
3. **Denny, A.**, Showalter, E., Yang, Z., Kung, F. (2022). Lay theories of multitasking impact [Poster]. Purdue Psychology Undergraduate Research Conference, West Lafayette, IN, United States.
2. **Denny, A.**, Robertson, M., Zhang, F. (2022). An integrated conceptual definition of cultural awareness [Poster]. Purdue Spring Undergraduate Research Conference, West Lafayette, IN, United States.
1. **Denny, A.** (2019). How well can toddlers self-regulate? Comparing temperamental, attentional, and behavioral predictors of self-regulation [Poster]. IUPUC OSR Student Research Exposition, Columbus, IN, United States.

MANUSCRIPTS IN PREPARATION

5. Roberson, Q. M., **Denny, A.J.**, Russell, K., (in preparation). The calculus of diversity courage in the workplace: Identity, risk, and the motivation to act.
4. **Denny, A.J.**, Park, H., Weinberger, C., Markowitz, D., (in preparation). The role of upper-management communication in establishing shared leadership perceptions.
3. **Denny, A.J.**, Park, H., Chang, C.-H., (in preparation). Union solidarity: A novel attitudinal predictor of intention to join or remain within a workplace union.
2. **Denny, A. J.**, & Nye, C. D. (in preparation). Changing employee work values: Real or response artifact?.
1. **Denny, A.** (in preparation). Defining cultural competence.

PROFESSIONAL AFFILIATIONS

Academy of Management
Society for Industrial and Organizational Psychology

2025- Present

2024- Present

RESEARCH EXPERIENCE

Michigan State University, East Lansing, MI

Graduate Research Assistant

Aug 2023- Present

PI: Dr. Quinetta Roberson

- Conducted a literature review on workplace courage and related constructs
 - Designed and implemented a survey measuring courage in diverse work contexts
 - Performed qualitative analyses on 100 participant responses to survey items
 - Wrote and submitted poster proposal for annual Academy of Management conference
 - Presented research findings at the annual Academy of Management conference
- Conducted a literature review on the categorization elaboration model of workplace diversity

PI: Dr. Chris Nye

- Conducted tests of configural, metric, and scalar nonequivalence on 600 participant responses to a measures of work values and value fit items before and after covid using MPlus
 - Analyzed the impact of items measuring responses to the COVID-19 pandemic on these nonequivalence results using MPlus
 - Wrote and submitted poster proposal for annual Society for Industrial and Organization Psychology conference
 - Presented research findings at annual Society for Industrial and Organization Psychology conference
- Participated in meta-analysis of 200 articles presenting criterion-related validity estimates of structured interviews
 - Calculated meta-analytic effect sizes of structured interview constructs in R

PI: Dr. Chu-Hsiang Chang

- Proposed independent research project on union solidarity attitudes among employees
 - Designed and implemented a measure of union solidarity
 - Conducted literature review on union attitudes measures
 - Conducted 200 participant content validation study on union solidarity measure in MSU SONA Pool
 - Analyzed definitional correspondence and distinctiveness results for union solidarity measure in R and SPSS
 - Conducted 500 participant construct validation study on union solidarity measure in Prolific
 - Analyzed exploratory factor analysis, confirmatory factor analysis, and convergent/ discriminant validity correlational analyses results from construct validation study in R
 - Conducted 500 participant criterion-related validation study
 - Conducted moderated multiple hierarchical linear modeling in SPSS

PI: Dr. Nathan Carter

- Proposed thesis project to develop a work and cultural context generalized model and accompanying measure of cultural competence
 - Designed and implemented measure of cultural competence
 - Conducted literature review of 60 cultural competence measures across multiple fields such as psychological counselling, nursing, education, and business/ management
 - Proposed content, construct, and nomological network validation studies
 - Conducted 25 participant content validation study

PI: Dr. David Markowitz

- Proposed a group research project on employee perceptions of leadership style utilizing natural language processing methodology
 - Designed a Qualtrics survey to measure linguistic markers of leadership style
 - Implemented a 500 participant study to measure linguistic markers of leadership style using the MSU SONA Pool

PI: Dr. Jenna Van Fossen

- Participated in a literature review on employee responses to unethical business practices from their employers

Conflict and Mindset Lab at Purdue University, West Lafayette, IN

Undergraduate Research Assistant

Aug 2021- Dec 2022

PI: Dr. Franki Kung

- Participated in literature review on essentialism
- Participated in literature review on goal conflict strategies in multitasking
 - Coded more than 300 participant responses and calculated interrater reliability during a study of lay perceptions of multitasking in Excel
 - Presented research findings at the Purdue Undergraduate Research Conference
- Coded over 1800 articles in a literature review of multiculturalism in engineering
- Read and presented contemporary research in I.O. Psychology

Relationships and Work Lab at Purdue University, West Lafayette, IN

Undergraduate Research Assistant

Nov 2020- Dec 2022

PI: Dr. Melissa Robertson

- Initiated an individual research project on cultural awareness and related constructs
 - Performed a systematic review of more than 100 articles on cultural awareness and related constructs in multiple disciplines
 - Presented initial research findings at the Undergraduate Research Conference
 - Constructed a scale measuring cultural awareness
- Participated in coding over 2000 articles on research related to mentorship and race
 - Assisted in the creation of Qualtrics survey on mentorship
 - Conducted over a dozen follow-up phone interviews of 20-60 minutes and coded the transcripts for qualitative analyses on mentoring experiences

Social Neuroscience Lab at Indiana University Purdue University Columbus, Columbus, IN

Undergraduate Research Assistant

Sep 2018 - Apr 2019

PI: Dr. Elizabeth DaSilva

- Initiated and earned grant funding for research project into delay of gratification in children
 - Coded more than 20 videos of participant behaviors on five dimensions in delayed gratification tasks
 - Cleaned up raw EEG recording data
 - Performed correlational and regression analysis on research findings in SPSS and Excel
 - Presented research findings at the OSR research exposition

APPLIED RESEARCH AND CONSULTING EXPERIENCE

GE Aerospace, Cincinnati, Ohio

Sep 2024- Nov 2024

Research Project Consultant

- Conducted a literature review on high potential employees and high potential employee management programs
 - Prepared research presentation on how to identify/ assess high potential employees alongside insights into how to develop effective high potential employee management programs
 - Presented research findings to members of the global executive talent management team

OTHER SKILLS

- *Analysis Software*: R/ RStudio, MPlus, SPSS, Excel
- *Miscellaneous*: Qualtrics, Microsoft Office Suite, Google Suite, Adobe Illustrator/ Photoshop