

## Education

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**Ph.D. Rice University** (expected May 2026)

Concentration: Industrial-Organizational Psychology

*Dissertation work (in progress):*

*Communicating HR analytics with precision: Comparing Bayesian and frequentist statistics*

**M.A. Rice University** (May 2024)

Concentration: Industrial-Organizational Psychology

*Thesis: Is hiring fair and accurate? Perceptions of statistical and practical significance of adverse impact indices*

**B.A. University of California, Irvine** (June 2021)

Psychology Major; Management Minor (Cumulative GPA: 4.00/4.00)

*Honors Thesis: A model-based examination of scale effects in student evaluations of teaching*

**Honors**

Summa Cum Laude

Phi Beta Kappa

Campuswide Honors Collegium

Disciplinary Honors: Psychology

Dean's Honors List – 11 quarters

## Grants

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**SIOP Small Grant Program recipient** from the Society for Industrial and Organizational Psychology (SIOP) Foundation (2025). *Perceptions of statistical evidence when evaluating evidence of disparate impact and disparate treatment*, \$4,650.

**Rice's Social Sciences Research Institute Pre-Dissertation Research (SSRI PDR)** recipient (2025). *Communicating HR analytics with precision: Comparing Bayesian and frequentist statistics*, \$1,850.

**National Science Foundation Graduate Research Fellowship Program (NSF GRFP)** recipient (September 2023 – September 2026). *Understanding and reducing employment discrimination: Combining expert opinions and employee perceptions using Bayesian statistics*, \$111,000.

**Zedeck-Jacobs Adverse Impact Research Grant recipient** from the Society for Industrial and Organizational Psychology (SIOP) Foundation (2023). *When do data speak louder than words? A Bayesian approach to adverse impact*. \$3,000.

**Summer Undergraduate Research Program funding recipient** from University of California Irvine (2020). \$2,000 for a project on student evaluations of teaching.

**Summer Undergraduate Research Program funding recipient** from University of California Irvine (2019). \$1,500 for a project on full information optimal stopping problems.

**Undergraduate Research Opportunities Program funding recipient** from University of California Irvine (2019). \$252 for a project on student evaluations of teaching. \$202 for a project on coping strategies. \$202 for a project on academic burnout.

**Undergraduate Research Opportunities Program funding recipient** from University of California Irvine (2019). \$300 for a project on full information optimal stopping problems.

## Awards

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**Graduate Teaching Award for Independent Instruction** from Rice University's Rice Center for Teaching Excellence (2025).

**Graduate Student Award for Excellence in Teaching** from Rice University Department of Psychological Sciences (2024). \$250.

**Recipient of the School of Social Sciences Order of Merit Award** from University of California Irvine (2021). \$150.

**Nellie Ansley Reeves Campuswide Honors Collegium Thesis Award** from University of California Irvine (2021). \$250.

**Chancellor's Award of Distinction** from University of California Irvine (2021).

**Distinguished Anteater Award Scholarship** from University of California Irvine (2020). \$1,500.

**Chancellor's Award for Excellence in Undergraduate Research** from University of California Irvine (2020).

## Publications

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### Peer-Reviewed Articles

Ruffin, M. A., **Courey, K. A.**, & Beier, M. E. (2025). Gender roles in Keynes' predictions: Progress or stagnation? *Industrial and Organizational Psychology: Perspectives of Science and Practice*, 18(1), 43-46. <https://doi.org/10.1017/iop.2024.81>

**Courey, K. A.**, & Oswald, F. L. (2025). Evaluating the impact ratio and its associated uncertainty: A Bayesian approach. *Psychology, Public Policy, and Law*. <https://doi.org/10.1037/law0000451>

**Courey, K. A.**, Wu, F. Y., Oswald, F. L., & Pedroza, C. (2024). Dealing with small samples disability research: Do not fret, Bayesian analysis is here. *Rehabilitation Psychology*, 69(4), 335-

346. <https://doi.org/10.1037/rep0000579>  
*APA Editor's Choice (10/24/2024)*

**Courey, K. A.,** Oswald, F. L., & Culpepper, S. A. (2024). Clearer analysis, interpretation, and communication in organizational research: A Bayesian guide. *Practical Assessment, Research, and Evaluation*, 29(1), Article 1. <https://doi.org/10.7275/pare.1975>

Stewart, D., **Courey, K. A.,** Chen, Y., & Banerjee, N. (2023). Future-proofing I-O psychology: The need for updated graduate curriculum. *Industrial and Organizational Psychology*, 16(1), 125-128. <https://doi.org/10.1017/iop.2022.110>

Oswald, F. L., **Courey, K. A.,** & Liu, Z. (2023). Knowledge, skills, and workforce development: Commentary on Ackerman (2023). *American Psychologist*, 78(3), 298–300. <https://doi.org/10.1037/amp0001127>

**Courey, K. A.,** Oswald, F. L. (2022). Communicating adverse impact analyses clearly: A Bayesian approach. *Journal of Business and Psychology*. 39, 137–157. <https://doi.org/10.1007/s10869-022-09862-8>

**Courey, K. A. & Ruffin, M. A.** (2022). The new age of ethics: University-led education and student-led discussion. *Industrial and Organizational Psychology: Perspectives of Science and Practice*, 15(2), 250–254. <https://doi.org/10.1017/iop.2022.11>

**Courey, K. A., & Lee, M. D.** (2021). A model-based examination of scale effects in student evaluations of teaching. *AERA Open*, 7. <https://doi.org/10.1177/23328584211040083>

Lee, M.D., & **Courey, K. A.** (2020). Modeling optimal stopping in changing environments: A case study in mate selection. *Computational Brain & Behavior*, 4(1), 1–17. <https://doi.org/10.1007/s42113-020-00085-9>

## Technical Reports

Liu, L., **Courey, K. A.,** Kinsey, D., Ober, T. M., & Johnson, D. G. (2025). Navigating the digital horizon: A proposed framework and strategies for assessing digital literacy. [Manuscript accepted at *ETS Research Report Series*].

Ober, T. M., Johnson, D. G., Liu, L., Kinsey, D., & **Courey, K. A.** (2025). Communication as a future ready skill: A proposed Framework and strategies for assessment [Manuscript accepted at *ETS Research Report Series*].

## Peer-Reviewed Book Chapters/Other

Oxendahl, T. A., **Courey, K. A.,** Ruffin, M. A., Fattoracci, E., & King, E. B., (in press). Effects of diversity on the future of HRM. In B. Murray, J. H. Dulebohn, D. Stone, & K. Lukaszewski (Eds.), *The future of human resource management*. Information Age Publishing.

Ruffin, M., **Courey, K.,** Stewart, D., Hebl, M., Seged, L., Townsend, M. A., & Williams, J. (in press). Seven strategies to reduce gender disparities through the generative interactions

framework. In B. Murray, J. H. Dulebohn, D. Stone, & K. Lukaszewski (Eds.), *The future of human resource management*. Information Age Publishing.

Wu, F. Y., **Courey, K. A.**, Oswald, F. L., McPhail, S. M., & Tippins, N. T. (2023). Navigating the open seas of AI-based hiring technologies: An open fishbowl discussion. *The Industrial-Organizational Psychologist*, 61(3).

**Courey, K. A.**, Ruffin, M. A., Hebl, M., Stewart, D., Townsend, M. A., Seged, L., Williams, J., Patterson, C., Mei, Y., & King, E. B. (2022). *Gender in organizations*. The Oxford Research Encyclopedia of Psychology (ORE). Oxford University Press.  
<https://doi.org/10.1093/acrefore/9780190236557.013.862>

Oswald, F. L., Wu, F. Y., & **Courey, K. A.** (2022). Training (and retraining) in data, methods, and theory in the organizational sciences. In K. R. Murphy (Ed.), *Data, methods, and theory in the organizational sciences* (pp. 294–316). Routledge.

## Preprints

**Courey, K. A.**, Oswald, F. L., Culpepper, S. A. (2022). *Clearer analysis, Interpretation, and communication in organizational research: A Bayesian guide*. PsyArXiv.  
<https://doi.org/10.31219/osf.io/z9xd6>

## Manuscripts Under Review

Chen, Y. R., Wu, F. Y., **Courey, K. A.**, Mulfinger, E., Liu, Z., Behrand, T. S., Handler, C. A., & Oswald, F. L. (under review). AI technologies in talent management systems: It glitters, but is it gold? [Manuscript under review].

**Courey, K. A.**, & Oswald, F. L. (2025). A qualitative analysis of personnel selection and legal experts' perspectives on adverse impact measures [R&R].

Oswald, F. L., **Courey, K. A.**, Wu, F. Y., McPhail, M. & Tippins, N. T. (2025). AI-based assessments for personnel selection: A survey of I-O psychologists [R&R].

## Presentations

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Ober, T. M., **Courey, K. A.**, Liu, L., Kinsey, D., & Johnson, D. (2025). A contextually grounded approach to defining and conceptualizing communication skill. Paper accepted for presentation at the Annual Meeting of the International Society of the Learning Sciences, Helsinki, Finland.

**Courey, K. A.**, & Summers, D. (2025). Choose your statistical adventure: Exploring traditional and Bayesian analyses [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

**Courey, K. A.** (Co-Chair), Ikner, B. N. (Co-Chair), Cunningham, C. J. L. (Discussant), & Dickson, M. W. (Discussant) (2025). Identifying and remedying I-O education-related gaps:

Denver town hall [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

**Courey, K. A.,** & Oswald, F. L. (2025). A Qualitative Analysis of Experts' Perspectives on Adverse Impact Indices [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Chen, Y. R., Wu, F. Y., **Courey, K. A.,** Mulfinger, E., Liu, Z., Behrand, T. S., Handler, C. A., & Oswald, F. L. (2025). It glitters, but is it gold?: AI technologies in talent management systems [Featured Talk in the AI in Selection Research Community Forum]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Ober, T. M., **Courey, K. A.,** Kinsey, D., & Lei, L. (2025). Insights from teachers on conceptualization and assessment of high school students' skills for post-secondary success. Paper to be presented at American Educational Research Association Annual Meeting, Denver, CO, United States.

Chakraborty, S., **Courey, K. A.,** Ober, T. M., & Lei, L. (2024). A proposed framework for assessing AI literacy in K-12. Paper presented at the Annual Meeting of the International Association for Educational Assessment, Philadelphia, PA, United States.

**Courey, K. A.,** & Oswald, F. L. (2024). Evaluating the impact ratio and its associated uncertainty: A Bayesian approach. In Horatio D. Traylor (Chair), *In with the old, in with the new: Novel insights on foundational DEI concepts*. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Courey, K. A.,** Wu, F. Y., Oswald, F. L., & Pedroza, C. (2024). *Dealing with small samples in disability research: Do not fret, Bayes is here*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Courey, K. A.,** Guo, F., Ikner, B. N., Tang, C., Thompson, I., Traylor, J., & Hayes, T. L. (2024). *It's time to update your prior: Bayesian benefits for organizational analysis*. Ignite session presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Silver, E. R., **Courey, K.,** Stewart, D., Hebl, M., & Oswald, F. L. (2024). What does she know?! Gendered effects of challenging and supportive instructor behavior on evaluations of instructor competence. In J. L. Wessel & A. Kuvaeva (Co-Chairs), *In our own backyard: Diversity science in academic work contexts*. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Chen, Y. R., Wu, F. Y., Mulfinger, E., Liu, Z., **Courey, K. A.,** Behrend, T. S., Handler, C. A., & Oswald, F. L. (2024). AI technologies in talent management systems: It glitters, but is it gold? In G. Liou & L. Tay (Co-Chairs), *Future of performance prediction and evaluation: Artificial intelligence and big data*. Symposium presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Courey, K. A.,** Chen, Y. R., Zhang, S., & Oswald, F. L. (2023). *Conducting careful EFA: Two tools for detecting careless responses*. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

**Courey, K. A. (Co-Chair),** Wu, F. Y. (Co-Chair), Tippins, N. T (Co-Chair), & McPhail, S. M. (2023). *Navigating the open seas of AI-based hiring technologies: An open fishbowl discussion*. Alternative session presented at the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

**Courey, K. A.,** Oswald, F. L., & Culpepper, S. A. (2022). *Better analyses and communication in organizational research: It's time for Bayes*. Master Tutorial presented at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Murphy, K. R., Fink, A., Guzzo, R., Kozlowski, S. W. J., Cucina, J., Field, J., Russell, C. J., Chao, G. T., Hickman, L., & **Courey, K. A.** (2022). *Organizational frontiers series presents data, methods and theory in the organizational sciences*. Alternative session presented at the Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Courey, K. A. & Lee, M. D.** (2021). *A model-based examination of scale effects in student evaluations of teaching*. Virtual presentation at the Virtual MathPsych/ICCM.

**Courey, K. A. & Lee, M. D.** (2021). *A model-based examination of scale effects in student evaluations of teaching*. Virtual presentation at the Undergraduate Research Symposium, UC Irvine.

**Courey, K. A. & Lee, M. D.** (2020). *Exploring end-point use and identifying predictors of overall ratings in student evaluations of teaching*. Virtual presentation at the 2020 Virtual Psychonomics.

Lee, M. D. & **Courey, K. A.** (2020). *Modeling optimal stopping in changing environments: A case study in mate selection* [Co-author]. 57th Edwards Bayesian Research Conference, Fullerton, CA.

**Courey, K. A. & Lee, M. D.** (2020). *What's on the scale? An examination of different evaluation scales and their effects on biases in ratings of professors*. Virtual presentation at the 2020 Undergraduate Research Spotlight.

Lee, M.D. & **Courey, K. A.** (2019). *Mate selection as a full information optimal stopping problem*. Poster presentation at the Undergraduate Research Symposium, UC Irvine.

## **Research Experience**

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**Graduate Researcher (2021-2026)**  
*Department of Psychological Sciences – Rice University*

**Advisor:** Dr. Fred Oswald

**Lab:** Organization & Workforce Laboratory (OWL)

**Research interests:** *Bayesian methods, adverse impact, disparate treatment, statistical communication, decision-making, individual differences, careless responding, psychometrics, fairness, and data visualization*

**Undergraduate Researcher (2018-2021)**

**Department of Cognitive Sciences – UC Irvine**

**Advisor:** Dr. Michael Lee

**Lab:** Computational Modeling Laboratory

**Project:** *A model-based examination of scale effects in student evaluations of teaching*

**Project:** *Modeling optimal stopping in changing environments: A case study in mate selection*

**Undergraduate Researcher (2018-2019)**

**Department of Psychological Sciences – UC Irvine**

**Lead Researcher:** Dr. Ilona Yim

**Project:** *The effects of postpartum depression on gestational diabetes in refugees*

**Undergraduate Researcher (2017-2019)**

**Department of Cognitive Sciences – UC Irvine**

**Lead Researcher:** Dr. Donald Hoffman

**Project:** *Applied vision science for marketing and product design*

## **Teaching Experience**

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### **Instructor of Record**

**Introduction to I-O Psychology (2025)**

**Department of Psychological Sciences - Rice**

**Course:** Fall, PSYC 231, Introduction to Industrial-Organizational Psychology

- Responsible for all aspects of the class of 30 students
- Overall Teaching Effectiveness Rating: TBD

**Undergraduate Statistics Lab (2024)**

**Department of Psychological Sciences - Rice**

**Course:** Spring, PSYC 102, Quantitative Analysis for Social Sciences, Psychology Lab

- Responsible for all aspects of the class of 27 students
- Overall Teaching Effectiveness Rating: 4.82/5 (1 = Poor to 5 = Outstanding)

**Undergraduate Statistics Lab (2023)**

**Department of Psychological Sciences - Rice**

**Course:** Fall, PSYC 102, Quantitative Analysis for Social Sciences, Psychology Lab

- Responsible for all aspects of the class of 45 students
- Overall Teaching Effectiveness Rating: 4.88/5 (1 = Poor to 5 = Outstanding)

### **Workshops**

**Workshop Leader (2025)**

***Belk College of Business - UNCC***

**Organization:** University of North Carolina at Charlotte

**Topic:** Part 2: Bayesian modeling and model comparison

**Workshop Leader (2025)**

***Belk College of Business - UNCC***

**Organization:** University of North Carolina at Charlotte

**Topic:** Part 1: Bayesian thinking and Bayes' theorem

**Workshop Leader (2025)**

***Department of Social Sciences - Rice***

**Organization:** Center for Computational Insights on Inequality and Society

**Topic:** Part 2: Bayesian modeling and model comparison

**Workshop Leader (2025)**

***Department of Social Sciences - Rice***

**Organization:** Center for Computational Insights on Inequality and Society

**Topic:** Part 1: Bayesian thinking and Bayes' theorem

**Guest Lecture/Speaker**

**Guest Speaker – Department Presentation (2025)**

***Department of Psychological Sciences - Rice***

**Course:** Spring, PSYC 533, Industrial-Organizational Psychology Research Seminar

**Topic:** Do you think like a Bayesian?

**Guest Lecture – Undergraduate Statistics (2024)**

***Department of Social Sciences - Rice***

**Course:** Fall, SOC 302, Quantitative Analysis for Social Sciences

**Topic:** Correlation

**Guest Lecture – Undergraduate Statistics Lab (2024)**

***Department of Psychological Sciences - Rice***

**Course:** Fall, PSYC 102, Quantitative Analysis for Social Sciences, Psychology Lab

**Topic:** Chi-square

**Guest Speaker – Department Presentation (2024)**

***Department of Psychological Sciences - Rice***

**Course:** Spring, PSYC 533, Industrial-Organizational Psychology Research Seminar

**Topic:** Communicating frequentist 95% CI and Bayesian 95% CrI

**Guest Lecture – Introduction to I-O Psychology (2023)**

***Department of Psychological Sciences - Rice***

**Course:** Spring, PSYC 231, Introduction to Industrial-Organizational Psychology

**Topic:** Fairness in the workplace

**Guest Lecture – Graduate Statistics (2023)**

***Department of Psychological Sciences - Rice***



**Course:** Spring, PSYC 503, Advanced Psychological Statistics II  
**Topic:** Bayesian and frequentist  $t$ -test, ANOVA, and regression

**Guest Speaker – Department Presentation (2023)**

**Department of Psychological Sciences - Rice**

**Course:** Spring, PSYC 533, Industrial-Organizational Psychology Research Seminar

**Topic:** Bayes factors for model comparison

**Teaching Assistant**

**Teaching Assistant – Graduate Level Statistics (2023)**

**Department of Psychological Sciences - Rice**

**Course:** Spring, PSYC 503, Advanced Psychological Statistics II

- Supported students in using and learning R
- Held one office hour per week
- Graded and provided feedback on assignments to all students

**Teaching Assistant – Graduate Level Statistics (2022)**

**Department of Psychological Sciences - Rice**

**Course:** Fall, PSYC 502, Advanced Psychological Statistics I

- Supported students learning R and Jamovi by providing tutorials, code, and support
- Held two office hours per week and assisted in grading/providing feedback
- Nominated for a Graduate Teaching Award for Course Support

**Applied Work Experience**

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**Educational Testing Service – Princeton, NJ**

**Date:** September 2023 – September 2025

**Project:** *Skills for the future initiative, assessment development*

- Collaborated with a team of researchers to develop skill frameworks for digital literacy, communication, and collaboration
- In the process of publishing these frameworks at *ETS Research Report Series*

**AAMC – Washington, DC**

**Date:** August – October 2022

**Project:** *SJT measure development*

**Development Corps – Los Angeles, CA**

**Date:** June 2022

**Project:** *Qualitative coding of performance evaluations*

**Fast Forward Analytics – Houston, TX**

**Date:** March – August 2022

**Project:** *Improving personnel selection through measure validation*

**HumRRO – Washington, DC**

**Date:** March – May 2022

**Project:** *SJT measure development*

**OpenStax – Houston, TX**

**Date:** January – March 2022

**Project:** *Diversity and inclusion survey evaluation*

## **Other Work Experience**

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**Graduate Fellowship Coach (2023-Present)**

*Rice University*

**Graduate Student Ambassador (2023-2024)**

*Rice University*

**Human Resource Intern (2019-2020)**

*JNR Incorporated*

**Team Member (2015-2017)**

*Pinkberry*

## **Professional Service**

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**Reviewer**

**Ad Hoc Journal Reviewer (Fall 2024)**

*One article in Leadership Quarterly*

**Conference Submission Reviewer (Fall 2024)**

*Society for Industrial and Organizational Psychology*

**Conference Submission Reviewer (Fall 2023)**

*Society for Industrial and Organizational Psychology*

**Ad Hoc Journal Reviewer (Fall 2021)**

*One article in Judgment and Decision Making*

**Research Judge**

**Judge for Gulf Coast Undergraduate Research Symposium (Fall 2024)**

*Rice University, Department of Psychological Sciences*

**Judge for Undergraduate Fall Project Pitch Challenge (Fall 2024)**

*UC Irvine, Undergraduate Research Opportunities Program (UROP)*

**Judge for Social Sciences Undergraduate Research + Creative Symposium (Spring 2024)**

*Rice University, Department of Psychological Sciences*

**Judge for Undergraduate Research Symposium Oral Presentation (Spring 2024)**

*UC Irvine, Undergraduate Research Opportunities Program (UROP)*

## **Panelist**

**Panelist for NSF GRFP Panel for Rice Students (Spring 2025)**

*Rice University, School of Social Sciences*

**Panelist for NSF GRFP Panel for NSF REU Students (Spring 2024)**

*Rice University, Department of Psychological Sciences*

**Cognitive Science Panelist: Our Graduates in the Real World (Fall 2023)**

*UC Irvine, Department of Cognitive Science*

**Panelist for Rice University Coffee Chat with UC Irvine CHC (Fall 2023)**

*Rice University and UC Irvine*

## **Other**

**Coordinator for Industrial-Organizational Psychology Brown Bag Series (2024-2025)**

*Rice University, Department of Psychological Sciences*

**Informal Mentor for Undergraduate Psychology Students (2024)**

*Rice University, Department of Psychological Sciences*

**Graduate Research Mentor (2023-2024)**

*Rice University, OWL Lab mentor to an undergraduate student*

**Volunteer for Psychological Sciences Prospective Student Visit Weekend (Spring 2023)**

*Rice University, Department of Psychological Sciences*

**Volunteer for Psychological Sciences Department Colloquiums (2021-2022)**

*Rice University, Department of Psychological Sciences*

## **Volunteer Experience**

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**Students Transforming Rice into a Violence-Free Environment (STRIVE)**

**Graduate Liaison (2024-Present)**

*Rice University, The Safe Office*

**Volunteer Program Assessment (VPA) Consultant (2021-Present)**

*Rice University, Department of Psychological Sciences*

## **Professional Leadership Experience**

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**Treasurer (2024-2025)**

*Rice University, Psychology Graduate Student Association*

**Co-President (2020-2021)**

*UC Irvine, Students for Industrial Organizational Psychology Club*

**Research Coordinator (2019-2020)**

*UC Irvine, Students for Industrial Organization Psychology Club*

**Podcasts**

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Hai, T., & Jonathan, A. (2020). Exploring Undergraduate Research with Karyssa Courey (No. 5). [http://weareuci.libsyn.com/ep-5-exploring-undergraduate-research-with-karyssa-courey?tdest\\_i=2325194](http://weareuci.libsyn.com/ep-5-exploring-undergraduate-research-with-karyssa-courey?tdest_i=2325194)

**Professional Affiliations**

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Society for Industrial-Organizational Psychology (SIOP) (2021-Present)

Society for Mathematical Psychology (2020-Present)

Psi Chi International Honor Society of Psychology (2019-Present)

Society for Human Resource Management (SHRM) (2019-2020)

American Psychological Association (APA) (2017-2020, 2025-Present)

**Skills**

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**Analysis:** R, JASP, MAXQDA, SPSS, JAMOVİ, JMP, MATLAB,

**Spreadsheets:** MS Excel, Google Sheets

**Data collection:** Qualtrics, Mechanical Turk, Prolific, Google Forms

**Graphics:** Adobe Illustrator, MS PowerPoint, Google Slides, Tableau

**Other:** Zotero