



COUNCIL ON UNDERGRADUATE RESEARCH

2023-2024 Elections Psychology Division: Councilor Slate

Position Purpose: The CUR Council is a multidisciplinary body providing advisory input to the Board, so they have a broader perspective when making resource investment decisions. The Council serves in a communication capacity, surfacing key items arising from the Divisions, bridging the insight of the Division to the work of CUR as a whole, and serving as one means of information and resource dissemination from the central organization to the Divisions and members. The CUR Council is a newly developed body of volunteer leaders for this election cycle.

Needed Qualifications:

- Strong communication skills
- Previously served as a Division Councilor is a plus, but not required
- Membership with CUR
- Can not be serving concurrently as a Division Representative

There are 2 individuals running.

You may vote for both candidates presented to be elected as councilors for this division.

Candidate information is presented on the following pages. Click on each candidate name below to be taken to their Information In the document.

- [Sarah Johnson](#)
- [Tsu-Ming Chiang](#)

Sarah Johnson, Moravian University

Psychology Division Nominee

NOMINEE STATEMENTS

Describe your leadership experience both within CUR and extramural.

I have served in varied leadership roles in CUR and at my own institution. In CUR, I've been vice-chair of the Psychology Division twice, including currently, and have served as coordinator of our division's mid-career mentoring award task force. I was the psychology division representative on the NCUR Oversight Committee (NOC), becoming vice-chair and then serving as NOC chair for four years. I oversaw the development of a NOC committee handbook and conflict-of-interest policy, collaborated with the internationalization task force to add questions specific to international student attendees to the NCUR survey, and began movement toward re-envisioning the bid process. I created opportunities for other CUR councilors to join in NCUR-related discussions (e.g., at the Annual Business Meeting) and coordinated informational panels at NCUR for potential hosts. I was asked to serve on the executive officer search committee in 2018-2019 and received a CUR Volunteer of the Year award in 2019. Interested in continuing to serve CUR, I was elected to the CUR Executive Board, serving from 2021 to present, including as a member of the inaugural finance sub-committee. Leadership positions at my home institution include serving as director of Moravian's summer undergraduate research fellowship program for 7 years, I oversee summer fellowships, semester research fellowships, student travel grants, and NCUR travel. I coordinate summer programming, including student presentations and social events, and oversee the program budget. I have served on the Honors Committee including a 5-year period on the executive committee, and I have been a member and chair (both solo and co-chair) of our Institutional Review Board. I was asked to step in as co-chair of our Academic Standards Committee (handling academic code of conduct violations) during an administrator's leave. Finally, I was conference (co-)organizer for a regional Psychology UR conference and a summer multi-disciplinary UR symposium.

How will your skills help the Council successfully uphold its charge?

I have experience at the Board level at CUR and I look forward to using that experience to support the transition to our new governance model by participating as a Councilor. My background in running a budgeted summer research program and being a member of the finance sub-committee of the CUR Executive Board provide me with skills and context to bring to the conversation in helping the Board make resource and investment decisions. My role in leading committees (e.g., my institutional summer fellowship committee, academic standards committee, and Institutional Review Board, as well as the CUR NOC) have all involved practicing the art of listening deeply—to members of a committee and to other constituents interacting with that committee—and communicating to help foster understanding, promote strong decisions, and clearly explain expectations and outcomes. The leadership roles I have played typically involve acting as an intermediary between individuals (esp. students and faculty) and larger policies or organizational expectations (e.g., an academic code of conduct; a governmentally regulated policy for conducting research with human participants; an expectation of academic rigor in immersive summer research projects). These skills have been furthered by additional responsibilities that I have taken on, such as serving as a reviewer for NSF Biology Research Experiences for Undergraduates (REU) grant proposals and serving as a financial officer for a religious organization. What these responsibilities have in common is the importance of digesting and communicating information clearly for the purpose of strong decision making and serving as a channel between constituents of an organization, which is precisely the role that the newly devised Councilor position will entail. I believe my background with the CUR Board and on the NOC and my strong involvement in my division's initiatives will help me to serve well in this capacity.

NOMINEE ABBREVIATED CV

An abbreviated CV highlighting the candidate's accomplishments with respect to undergraduate research is available on the next page.

Sarah K. Johnson
Curriculum Vitae (abbrev.)
January 2024

Department of Psychology
Moravian University
1200 Main St.
Bethlehem, PA 18018

Tel: 610-625-7013
skjohnson@moravian.edu or
johnsons@moravian

EDUCATION

- Ph.D., Temple University, January, 2002
- B.A. with Honors in Psychology, Bucknell University, June, 1996

RECENT PROFESSIONAL POSITIONS

2013 – present Associate Professor, Psychology Department/Neuroscience Program, Moravian University*

2014 – 2017 Chair, Dept of Psychology, Moravian College

2006 – 2013 Assistant Professor, Psychology Department/Neuroscience Program, Moravian College

UNDERGRADUATE RESEARCH MENTORSHIP

Independent research advising from 2007-2024

Independent study students (aka research assistants): 34 students

Summer SOAR research fellows: 15 students

Honors project students: 10 students

Course-based research mentorship from 2008-2024

Psychology research methods course: ~230 individual student experiment projects

Cognitive psychology course: ~72 group experiment projects

Student research presentations

My students have presented their research at Moravian's Scholarship and Creative Arts day, the LVAIC regional undergraduate research conferences in Psychology and Neuroscience, NCUR, and three disciplinary conferences: Association for Psychological Science, Psychonomics, and the Eastern Psychological Association. I also sponsored a student participant in CUR's inaugural Scholars Transforming Through Research (STR) research advocacy program (2022-2023).

LEADERSHIP/SERVICE TO UNDERGRADUATE RESEARCH (UR) INITIATIVES

Council for Undergraduate Research (CUR) positions/participation

Psychology Division Councilor (2013-present; Vice-chair, 2015-2020, 2023)

Executive Board member (2021-present; Finance subcommittee member: 2023)

National Conference on Undergraduate Research (NCUR) Oversight Committee, Member (2014-2017), Chair (2017-present)

Executive Officer search committee, member (2018-2019)

Student Programs Task Force, member (2018-2020)

CUR Dialogical Group, Best Practices for Student Learning in Undergraduate Research Events (2018-2020)

Positions serving Moravian College

Student Opportunities for Academic Research (SOAR), Director (January, 2016-present)

Undergraduate Research Club, Faculty advisor (2018-present)

Academic Standards Committee (2012-2014, 2018-2021; Co-chair, 2020-21)

*As of 2021, Moravian College is now known as Moravian University

Institutional Review Board, Member (2006-2009, 2010-2016), Chair (2014-2016), Executive Board (2019-present)

Honors Committee, Member (2006-2009, 2011-2016, 2023-2024), Honors Executive committee (2011-2016)

Undergraduate Research Overload Task Force (2017)

Positions beyond Moravian College

National Science Foundation, Division for Biological Infrastructure, Research Experiences for Undergraduates grant proposal reviewer (2019-2020)

Landmark Conference Summer Research Symposium, co-organizer (July 2016 & July 2022)

LVAIC Undergraduate Psychology Conference, organizer (April 2010 & April 2016)

PUBLICATIONS & PRESENTATIONS (student co-authors*; CUR-related^)

^Johnson, S. K. *Fostering Collaboration: Working in Teams for Course-Based and Independent Undergraduate Research*. Invited speaker at the Annual National Institute on the Teaching of Psychology, Bonita Springs, FL, January 3-6, 2024.

^Gunnell, C. Y., Sell, A., Barton, L., Johnson, S. K., Galli, D. *Learning from Presenting: Self-Perceived Learning Gains from Presenting Scholarly Research*. Presentation (virtual) for the CUR Biennial Conference, June 27-30, 2020.

*Hunter, R., *Yautz, C., *DeFranco, S., & Johnson, S. K. *Perceptions of Sexual Assault*. Proposed poster for the Undergraduate Poster Session of the Eastern Psychological Association Annual Meeting, New York, NY, February 28-March 2, 2018.

^Altman, J., Buddie, A., Johnson, S., & Schmolesky, M. *Navigating Institutional Review Boards for Collaborative Research*. Panel presentation for the CUR Biennial Conference, Arlington, VA, July 1-3, 2018.

Johnson, S. K., *Adolt, E., *DeFranco, S., *Pateman, S., & *Trout, A. *Sex and Athleticism: Exploring Gender Stereotypes through Priming*. Poster presented at the Eastern Psychological Association Annual Meeting, Philadelphia, PA, March 1-3, 2018.

^Buddie, A. M., & Johnson, S.K. *Assessing Undergraduate Researchers' Conference Experiences: What Do Students Learn?* Panel presentation at the CUR Biennial Conference, Tampa, FL, June 26-28, 2016.

^Johnson, S.K., Chiang, T-M., Sexton-Radek, K., Bates, S., & Couch, L. L. *Institution Review Board 101 - What You Need to Know from Insiders*. Panel presentation at the CUR Biennial Conference, Tampa, FL, June 26-28, 2016.

Johnson, S. K., & Gotthard, G. H. (December, 2013). Using Science to Teach Science: Applying the Scientific Method in Teaching Physiological Psychology. In Dunn, D. S. (Ed.), *The Oxford Handbook of Undergraduate Psychology Education*. London: Oxford University Press. DOI: 10.1093/oxfordhb/9780199933815.013.029

Johnson, S. K., & *Chiarella, T. L. *The Recollective Quality of Memories Following Strategic Category Exemplar Generation*. Poster presented at the Psychonomic Society Conference, Seattle, WA, November 2-5, 2011.

Johnson, S. K., & *Hanna, R. *Validating Subjective Cluster Coding in Verbal Fluency using Response Times*. Poster presented at the International Neuropsychological Society Conference, Boston, MA, February 2-5, 2011.

Johnson, S. K., *Schilling, C. R., & *Agnor, A. *Retrieval Practice Affects Semantically Similar but Not Lexically Similar Items*. Paper presented at the Eastern Psychological Association Conference, New York, NY, March 4-7, 2010.

*Schilling, C. J., & Johnson, S. K. *Semantic But Not Lexical Inter-Item Similarity Results in Retrieval-Induced Forgetting*. Poster presented at the American Psychological Society Conference, Chicago, IL, May 2008.

Tsu-Ming Chiang, Georgia College & State University

Psychology Division Nominee

NOMINEE STATEMENTS

Describe your leadership experience both within CUR and extramural.

As outlined in my academic vitae, I have served in multiple positions and roles in advocating for undergraduate research within CUR and throughout my career. In my experiences in serving as a co-chair of the CUR Assessment Task Force and recently as a member of the Interdisciplinary Undergraduate Research Task Force, I was able to coordinate the efforts and work with members from multiple divisions. Similarly, working with my division in publishing two newsletters annually has helped me to set a timeline and organize the efforts in different areas of knowledge dissemination. Additionally, multiple roles I served in my institution are related to advancing undergraduate research efforts and advocating for inclusive excellence which is one of the pillars of CUR. The following is a summary of these efforts.

Within CUR

- Co-chair CUR Assessment Task Force: working across different disciplines
- A member of the Connecticut Annual Conference Advisory Group
- Psychology Division Newsletter editor: coordinate and communicate with division members to publish news to advance the division.

Institutional Leadership Roles

- Mentor/Advisor of Undergraduate Student Research Circle: guiding student researchers from multiple disciplines.
- IRB Chair: develop an efficient submission process to enable undergraduate research efforts.
- Interim Assistant Vice President of International Education: a leadership role to work with international stakeholders, and to broaden undergraduate research, especially through teaching study abroad classes.
- Chair of the President's Commission of Diversity: focus on inclusive excellence and develop 5-year action plans.
- Director of an undergraduate research lab in social-emotional studies: it combines undergraduate research with community services in serving children and families in the community. Additionally, I received two national leadership training from Higher Education Resource Services (HERS) and Academic Leadership Academy from Penn State University. The skills will be beneficial to serve as a CUR councilor in making decisions to improve the functions of CUR.

How will your skills help the Council successfully uphold its charge?

With a wide range of leadership roles and positions, it equips me with multiple skills to contribute to CUR's vision and future planning.

These skills are summarized as follows.

- **Collaboration** Working with multiple CUR Task Forces and currently serving in the CUR ConnectUR Annual Conference Advisory Group, helps me in understanding diverse perspectives from different divisions. Additionally, I have rich collaborative experiences in serving multiple institutional roles as an IRB chair, interim Assistant Vice President of International Education, and more.
- **Communication** The training as a Psychologist inherently prepares me to be a good communicator. Serving in multiple leadership roles also help me learn about various communicational skills in written and spoken formats. I also serve as an editor of the Psychology Newsletter and previously on the CUR Journal Advisory Committee. Good communication skills are the key to these roles. Therefore, these skills will enable me to bridge the communication between the CUR division and the goals of CUR overall.
- **Decision Making** Serving in multiple administrative positions in my institution, I also have skills in listening to various stakeholders, conveying visions, understanding budget constrain, organizing events, and developing guidelines for decision-making.
- **Mentoring Undergraduate Researchers** As a mentor of undergraduate researchers for more than 20 years, I have gained the experiences and skills in keeping the laboratory current and relevant. I believe a culmination of these skills will enable me to contribute and serve as a CUR councilor well in collaborating with councilors from multiple expertise. My experiences in connecting undergraduate research with community services will provide insights into the future of CUR. Additionally, serving as a Chair of President's Commission on Diversity, I will be able to champion inclusive excellence as part of the CUR's missions.

NOMINEE ABBREVIATED CV

An abbreviated CV highlighting the candidate's accomplishments with respect to undergraduate research is available on the next page.

Tsu-Ming Chiang, Ph.D.
Professor of Psychology, Georgia College & State University (GCSU)

EDUCATION

1992 Ph.D. University of Wyoming; Developmental/Experimental Psychology

LEADERSHIP POSITIONS (Details outlined later in the vitae)

2017 – 2018	Interim Assistant Vice President and Director of International Education
2014 – 2017	Chair; Institutional Review Board
2015	Acting Department Chair of Psychological Science
2013 – 2015	Chair; President's Commission on Diversity

LEADERSHIP DEVELOPMENT

July 2016 **Higher Education Resource Services (HERS)** Bryn Mawr Institute
Skills learned: understanding the changes and challenges facing the future of higher education; diversity and inclusion; budget management and fundraising, and other essential leadership skills.

June 2015 – May 2016 **Academic Leadership Academy by Pennsylvania State University**
Skills learned: Leadership communication strategies for leading change; management skills; mentoring and developing faculty; setting the environment and organization contexts; strategic planning

2011– 2012 **Higher Education Leadership Program** (Georgia College).
Skills learned: Managing budgets and personnel, diversity, inclusion and legal issues

SERVICES and LEADERSHIP POSITIONS

CUR Related Services

- Served as an editor of Psychology Division Newsletter; and a member of
- CUR Interdisciplinary Undergraduate Research Task Force (2022-2023),
- Program Review Committee (2020 -), Advisory committee of CUR journal (2019-2020),
- CUR Assessment Task Force (2016-2018) described more in details below.

CUR Interdisciplinary Undergraduate Research (IDUR) Committee (2022-2023)

Assisted the committee in developing an IRB approved study to collect information in contrast with 2012 study on IDUR. The committee presented two presentations at the ConnectUR conferences – served as the first author in the virtual, and a co-author in the in person format).

Co-Chair Assessment Task Force for the Council on Undergraduate Research (CUR) (2016 – 2018)

Provide leadership on assessment initiatives; completed an Assessment White Paper to champion for undergraduate research initiatives; develop an assessments resources platform for CUR members in *Higher Logic* for CUR members; explore and design assessment tools for various types of institutions.

Co-Advior for GCSU Student Undergraduate Research Circle (2018 – now)

- Guiding multi-disciplinary undergraduate researchers in research efforts

Director of Undergraduate Research Lab in Social Emotional Studies

Successfully secure more than 20 grants and Technology Fees (more than \$ 35,000) to purchase equipment for Social Emotion Lab, and to fund graduate assistants or undergraduate assistants. Mentoring more than 650 undergraduate researchers with 7-10 local, regional and national conference presentations annually, a total of more than 100 presentations and publications combined (details are listed later). Coordinate the lab and community and develop service-learning opportunities for students. Develop intervention programs for at-risk children

Vice Chair of University System of Georgia Asia Council (2021- till now)

Provide support for the council in hosting two virtual faculty development workshops

Interim Assistant Vice President and Director of International Education Center (2017-2018)

Provide campus-wide leadership in managing, coordinating and developing international education programs. Work collaboratively with other faculty, legal office and administrators to develop and implement policies and guidelines governing international education to meet compliance regulations to keep students safe.

Chair of Institutional Review Board (2014 – 2017)

Designed and developed an in-house IRB submission system with data analytics functions – in use till this date. Restructured the IRB board to increase efficiency and reduce members' review loads. Developed an IRB member handbook to guide approximate 20 IRB faculty members from four colleges and an external representative from community, legal officer and Institutional Research officer. Developed the 1st Policy and Procedure documents by working with different stakeholders. Developed contents, guidelines and IRB submission templates for GCSU IRB webpage as the web content manager.

Chair of President's Commission on Diversity (2013 to 2015)

Assisted in developing a university Diversity Action Plan. Worked with faculty and staff members across campus and facilitated dialogues on campus diversity issues. Reported periodically to the university president about the diversity issues and work. Assisted in the development of the first 5-year Diversity Action Plan (2014-2019). Developed four steering committees in line with the four areas in the GC Diversity Action plan: Student, Curriculum, Faculty/Staff and Campus Climate. Advise incoming chairs as a Chair Council continuously.

Acting Department Chair while Department Chair was on research leave (2015)

Managed a department of 12 full-time faculty, an adjunct faculty, one staff and more than 325 majors and minors. Managed departmental budget. Assisted the department in securing additional year-end funds for equipment and software purchases for faculty. Worked with the Dean and Chair's Council to address issues in the universities. Worked with curriculum and scheduling committees to plan courses for future terms. Organized and hosted events including the Psychology Day and special speakers.

Established an Exchange Program Between Georgia College and University of Taipei (2012)

Established an exchange program between GC and University of Taipei to promote international education in December of 2012. Led a study abroad program in summer 2018 to study abroad in Taiwan to understand and appreciate cultural differences.

Co-Director of Study Abroad Program with Undergraduate Research

Teach eight study abroad programs in 7 countries (England, Russia, Italy, Ireland, France and Taiwan, Spain). Students in these classes have undergraduate research projects to understand cultural influences on human behaviors.