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Curriculum Vitae

Kyle W. van Ittersum

Kyle W. van Ittersum, Ph. D.
Associate Professor
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Education

- **2015** Ph.D. Psychology, Industrial/Organizational Psychology, Kansas State University, Manhattan, KS
 - *Dissertation Title:* The distinctiveness of engagement and flow at work
- **2013** M.S. Psychology, Industrial/Organizational Psychology, Kansas State University, Manhattan, KS
 - *Thesis Title:* Flow as a positive state: Antecedents and outcomes of flow states
- **2009** B.A., *cum laude*, Psychology, Minor in Business Administration, Truman State University, Kirksville, MO

Professional Employment History

- **2021-Current** Associate Professor, Department of Psychology , Angelo State University
- **2015-2021** Assistant Professor (Tenure-track), Department of Psychology and Sociology, Angelo State University
- **2011-2015** Graduate Research Assistant, The Staley School of Leadership Studies, Kansas State University
- **2011 (Summer)** Consortium Research Fellow, ARMY Research Institute, Fort Leavenworth, KS
- **2009-2011** Graduate Research Assistant, Department of Psychological Sciences, Kansas State University

Grant Funding

- HSI Planning Project: Integrative undergraduate STEM education at Angelo State University
 - Agency: National Science Foundation (#2122828)
 - Amount: \$199,597
 - Dates: 09/01/2021 – 08/31/2023
 - Role: Co-PI

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- Faculty Research Enhancement Grant
 - Agency: Angelo State University
 - Amount: \$14,222
 - Dates: 09/01/2020-10/01/2021
 - Role: Co-PI
- Faculty Learning Commons Teaching Enhancement Grant
 - Agency: Angelo State University
 - Amount: \$2,000
 - Dates: Spring 2021 semester
 - Role: PI
 - Notes: Internal grant to convert PSY 6358 to open-source statistical software

Publications: *Italics* indicate a student co-author

- *Redfearn, R. A., van Ittersum, K. W., & Stenmark, C. K.* (2020) The impact of sensory processing sensitivity on stress and burnout in nurses. *International Journal of Stress Management*. 27(4), 370-379. <https://doi.org/10.1037/str0000158>
- *Miller, R., Stenmark, C. K., & van Ittersum, K. W.* (2020) Dual displays reduce extraneous cognitive load. *Journal of Computer Assisted Learning*. Advance online publication. <https://doi.org/10.1111/jcal.12442>
- *Mencl, J., Wefald, A. J., & van Ittersum, K. W.* (2016) Transformational leader attributes: interpersonal skills, engagement, and well-being. *Leadership and Organization Development Journal*, 37(5), 635-657. <https://doi.org/10.1108/LODJ-09-2014-0178>
- *Culbertson, S. S., Krome, L. R., McHenry, B. J., Stetzer, M. W., & van Ittersum, K. W.** (2013). Performance appraisals: Mend them, don't end them. In M. Paludi (Ed.), *Psychology for business success*. Westport, CT: Praeger Press.
 - *Authorship based on alphabetical order

Conference Posters and Presentations: *Italics* indicate a student co-author

- *Stenmark, C. K., Hernandez Lopez, E., van Ittersum, K. W., Zimmerman, I., Burge, M., Teixeira, M. A., & Walter, P.* (2022, April). Live in the now: Can a mindfulness intervention improve ethical decision making? SIOP, Presented virtually.
- *Clark, Z., van Ittersum, K. W., & Stenmark, C. K.* (2021) Directive vs. servant leadership: Utilizing motivation types to illustrate a prescriptive approach to leadership. Poster presented at the Annual Angelo State University research symposium, San Angelo, TX, April, 26, 2021.
- *Timm, T., van Ittersum, K. W., & Stenmark, C. K.* (2020) Colorful leadership: Perceptions of intersectional leaders. Poster presented at the Annual Association of Psychological Science (APS) conference, Chicago, IL, May 21-24, 2020.
- *Redfearn, R. A. & van Ittersum, K. W.* (2019) Sensory processing sensitivity contributes to work stress and burnout in nurses. Poster presented at the Annual Association of Psychological Science (APS) Conference, Washington, D.C., May 23-26, 2019.
- *Miranda, J. F., & van Ittersum, K. W.* (2019) Intellectual humility and the workplace. Poster presented at the Annual Southwest Psychological Association (SWPA) Conference, Albuquerque, NM, April 5-7, 2019.

- *Russell, W., van Ittersum, K. W., Brewer, S., Huang, H., & Stenmark, C. (2017)* Leadership skills and stress. Poster presented at the Industrial/Organizational and Organizational Behavior (IOOB) Conference, Houston, TX, February 9-11, 2017
- *van Ittersum, K. W. & Fullagar, C. J. (2016)* The distinctiveness of engagement and flow at work. Poster presented at the 28th Annual Association of Psychological Science (APS) Convention, Chicago, IL, May 26-29, 2016.
- *Wefald, A. J. & van Ittersum, K. W. (2015)* Developing political skill and leadership: A longitudinal study. Poster presented at the Annual Conference for the International Leadership Association (ILA), Barcelona, Spain. October 14-17, 2015.
- *Mencl, J., Wefald, A. J., & van Ittersum, K. W. (2014, October)* The effects of interpersonal skills and work engagement on transformational leadership and the well-being of leaders. Paper presented at the Annual Conference for the Midwest Academy of Management (MAOM), Minneapolis, MN.
 - Nominated for best paper in the leadership track
- *van Ittersum, K. W. & O'Dell, I. (2013, November)*. The SLS process of creating new student learning and development outcomes. Poster presentation at the Kansas State Institute for Student Learning Assessment, Manhattan, KS.
- *Wefald, A. J., Mencl, J., van Ittersum, K. W., & Tolar, M. H. (2013, May)*. Exploring social competence using SDT: The influence of social skills on well-being, engagement, and leadership. Poster presentation at the annual meeting of Work, Stress, and Health conference, Los Angeles, CA.
- *van Ittersum, K. W., & Fullagar, C. J. (2012)*. Is 'flow' a positive state? Paper presented at the 6th European Conference on Positive Psychology (ECP), Moscow, Russia, June 26-29, 2012.
- *van Ittersum, K. W., & Fullagar, C. J. (2012)*. Psychological Capital and the Flow State. Paper presented at the 24th Annual Association of Psychological Science (APS) Convention, Chicago, IL, May 24-27, 2012.
- *Fullagar, C. J. & van Ittersum, K. W. (2012)*. Flow and well-being: An experimental Approach. Paper presented at the 27th Annual Society for Industrial and Organizational Psychology (SIOP) Conference, San Diego, California, April 26-28, 2012
- *Fullagar, C.J., van Ittersum, K.W., Knight, P.A., Waples, C.J., & Stetzer, M. (2010)*. Finding flow: Lessons learned from Rock Band®. Paper presented at the 5th European Conference on Positive Psychology (ECP), Copenhagen, Denmark, June 23 - 26, 2010.

Teaching Activities

- Angelo State University
 - GS 1181, "Freshman Seminar: Psychology of Humor"
 - PSY 2301, "General Psychology" (in-person and online)
 - Co-Director of GTA program (Fall 2017-current)
 - Hire, mentor, and manage 3 GTA students each academic year
 - PSY 3327, "Psychology of Leadership" (online)
 - PSY 6352, "Personnel Selection"+
 - PSY 6356, "Performance Appraisal and Training"+
 - PSY 6358, "Applied Research Methods"+
 - PSY 6363, "Advanced Methodology"+

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+ Courses marked with a + are part of a 2 year M.S. program in I/O Psychology

- Kansas State University
 - PSYCH 564, “Psychology of Organizations”
 - PSYCH 563, “Gender Issues in the Workforce”
 - PSYCH 110, “General Psychology”
 - Department of Psychological Sciences Teaching Apprenticeship Program
 - EDCI 943: Principles of College Teaching, Fall 2011, *Student*
 - PSYCH 110, “General Psychology”, Spring 2012, *Instructor**
 - This course was taught under the mentorship of two psychology faculty who observed my class and provided guidance through my first semester teaching.

* *As instructor, I maintained full control over the course from choosing materials and course structure to creating and implementing assessment techniques.*

Graduate Student Theses

- Abigail McVay 2020-21
 - The white prototype: Racial bias in leadership
 - Role: Committee Member
- Tyra Timm 2019-20
 - Colorful leadership: Perceptions of intersectional leaders
 - Role: Thesis Chair
- Jacob Miranda 2018-19
 - Affective polarization: Does political affiliation affect an applicant’s hireability?
 - Role: Committee Member
- Robert Redfean 2018-19
 - Sensory processing sensitivity and burnout and stress in nurses
 - Role: Thesis Chair
- Robert Miller 2018-19
 - Dual computer displays reduce extraneous cognitive load
 - Role: Committee Member
- Katherine Riley 2018-19
 - Sexual harassment, well-being, and coping in female restaurant servers
 - Role: Thesis Chair
- Whitney Russell 2016-17
 - Leadership skills and stress
 - Role: Thesis Chair
- Cortney Parkhurst 2016-17
 - Presentation design and retention
 - Role: Committee Member

Awards and Recognition

- Angelo State University Gary & Pat Rogers Distinguished Faculty Award Nominee - 2019

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- 1st place International Leadership Association (ILA) 7th Annual Student Case Competition (Graduate Division). ILA Annual Conference, Montreal, QC. Oct. 30-Nov. 2, 2013.
- Nominated for Golden Key Outstanding GRA of the year: 2013-14 academic year

Other Activities

- Invited speaker for local and campus organizations (E.g.: Goodfellow AFB, CIRCLE Conference, etc.)
- Advisor to Angelo State University Society for Human Resource Management (SHRM)
 - Spring 2016 - current
- Member of the ASU Cat Coalition
- Member of Angelo State University Academic Excellence Committee, 2017-2019
- Member of Foster Care Student Success committee
- Assist and chair search committee work
- Assist in review of graduate application to the M.S. Applied Psychology program at ASU
- Serve as reviewer to Leadership and Organization Development Journal
- Served annually as reviewer for submissions to the 2015-17 Annual SIOP Conference
- Member of the Staley School of Leadership Studies Assessment Review Committee (SSLSARC), 2012-2015
- Served as graduate student representative on committee to select new department head for the Kansas State University Department of Psychological Sciences, Fall 2011
- Officer in the Graduate Association of Psychology Students (GAPS)
 - President 2011-12 & 2012-13 Academic Years
 - Mentor Chair 2010-11 Academic Year
- Undergraduate psychology internship with the American Red Cross (Northeast MO Chapter)

Professional Affiliations

- Member of Society for Industrial/Organizational Psychology (SIOP)
- Member of Association of Psychological Science (APS)
- Member of Society for Human Resource Management (SHRM)
- Member of Southwest Psychological Association (SWPA)

Research Interests

- Mindfulness
- Flow and Task Engagement
- Overall Work Engagement
- Leadership
- Individual Difference issues and discrimination in Employee Selection and Performance Appraisal
- Measurement and Scale Construction

Teaching Interests

- Industrial & Organizational Psychology

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- Employee Selection, Performance Appraisal, Leadership, Work Motivation and Job Design, Special Topics (e.g.: Gender Issues, International Issues, etc.)
- Psychological Measurement
- Research Methods and Statistical Techniques
- General Psychology