

LAUREN F. LUCHETTI, PH.D.

NORTH CENTRAL COLLEGE | NAPERVILLE, IL | LFLUCHETTI@NOCTRL.EDU

ACADEMIC APPOINTMENTS

Assistant Professor of Psychology
North Central College | Naperville, IL

Aug 2026 - Present

EDUCATION

Ph.D. Industrial/Organizational Psychology
Minors in Social Psychology and Quantitative Methods

Aug 2026

Northern Illinois University | DeKalb, IL

GPA: 4.0/4.0

Doctoral Dissertation: *Predicting the Effectiveness of Organizational Diversity, Equity, and Inclusion Efforts for Individuals with Concealable Disabilities*

Chair: Dr. Alecia Santuzzi

M.A. Industrial/Organizational Psychology

May 2024

Northern Illinois University | DeKalb, IL

GPA: 4.0/4.0

Master's Thesis: *Understanding The Effects of Organizational and Individual Level Motivations on Impression Formation for Persons with Disabilities in the Workplace*

Chair: Dr. Alecia Santuzzi

B.A. Psychology

Jun 2019

Minors in Leadership and Conflict Resolution

North Central College | Naperville, IL

Graduated Magna Cum Laude

TEACHING INTERESTS

- Industrial/Organizational Psychology
- Statistics
- Research Design and Experimentation
- Psychological Assessment
- Personality
- Social Psychology

TEACHING EXPERIENCE

Assistant Professor of Psychology
North Central College | Naperville, IL

Aug 2026 - Present

- PSYC 250: Statistics
- PSYC 270: Industrial/Organizational Psychology

Instructor on Record

Aug 2023 – Aug 2025

Northern Illinois University | DeKalb, IL

- PSYC 372: Social Psychology
 - Instructed ten sections with a total of 463 students over the following semesters: Fall 2023, Spring 2024, Summer 2024 (online), Fall 2024, Spring 2025, and Summer 2025 (online)
 - Demonstrated effective instruction by earning an average of 4.65 across all student evaluations over six terms (on a scale from 1 to 5, with higher scores indicating more positive judgments)
 - Facilitated student learning of the following topics: interpersonal judgment and perception, social attraction, aggression, prejudice, social influence, attitudes and persuasion, conformity, and social modeling

Co-Instructor

Jan 2025 – May 2025

Northern Illinois University | DeKalb, IL

- PSYC 306: Advanced Research Methods
 - Co-taught and supervised recitation teaching assistants for a pilot course designed to meet the flexibility needs of non-traditional students
 - Co-instructed 16 students during the Spring 2025 semester
 - Facilitated student learning of the following topics: the creation of research questions, the advantages and disadvantages of various research designs, archival data usage, and data analysis using Excel

Graduate Teaching Assistant

Jan 2022 – May 2022

Northern Illinois University | DeKalb, IL

Aug 2020 – May 2021

- PSYC 433: Social and Personality Laboratory Sections
 - Supervised four sections over two semesters
 - Taught students how to conduct a research project in social psychology from start to completion
- PSYC 306: Advanced Research Methods Recitation Sections
 - Supervised two sections over one semester
 - Taught students how to conduct research, including finding academic sources, evaluating scientific research, writing a research paper, and creating a conference-style poster

Preceptor

Sep 2018 – Nov 2018

North Central College | Naperville, IL

Jan 2016 – Mar 2016

- Developed a teaching philosophy and leadership skills through the precepting course, which focused on teaching pedagogy, ethics in teaching, and personal strengths-based development
- Supported student success inside and outside the classroom by means of study sessions before exams, attendance and assistance during all classroom meetings, and one-on-one tutoring
- PSY 340: Learning Psychology
 - Delivered a guest lecture on reinforcement and punishment
- PSY 250: Psychology Statistics
 - Delivered a guest lecture on the Scheffe post hoc procedure

MENTORING EXPERIENCES

Research Mentorship

Interpersonal Evaluation and Measurement (IEM) Lab

Aug 2025 – May 2026

Graduate Research Assistant

Aug 2022 – Aug 2023

Northern Illinois University | DeKalb, IL

Aug 2021 – Dec 2021

- Engaged with students in small group or individual settings as their independent study (PSYC 485) mentor, assisting with research projects accepted at a variety of undergraduate conferences
- Supervised and mentored eleven undergraduate students as they conducted and presented independent research projects on topics related to gender and race differences in perceived organizational support, minority STEM student engagement, stigma and quality of life, and disability in the workplace.
- Coordinated and led IEM lab meetings

Psychology Undergraduate Research Conference (PURC) Judge

Dec 2024

Northern Illinois University | DeKalb, IL

- Volunteered and served as a judge for NIU's undergraduate research conference

Formal Student Mentorship

Project Launch Mentor for Undergraduate Students

Jan 2025 – May 2025

Northern Illinois University | DeKalb, IL

- Served as a mentor for an undergraduate psychology student for the Spring 2025 semester
- Engaged in one-on-one meetings and discussed a variety of topics, including study tips, motivation, GPA, graduate school, and job searching

First-Year Graduate Student Mentor

Aug 2023 – May 2024

Northern Illinois University | DeKalb, IL

- Served as a mentor for a psychology graduate student through the duration of her first year
- Engaged in one-on-one meetings and discussed a variety of topics, including course selection, departmental procedures, managing stress and workload, and organizational techniques

Career and Academic Mentorship Talks

Graduate Student Panel Speaker

Aug 2022 & 2024

Northern Illinois University | DeKalb, IL

- Volunteered twice to serve as a panel speaker during first-year graduate student orientation

Careers in Psychology Alumni Guest Speaker

Sep 2019 – May 2026

North Central College | Naperville, IL

- Spoke eleven separate times since 2019 to undergraduate students engaged in career exploration through the Careers in Psychology course (PSY 293)

Graduate School Panel Alumni Guest Speaker

Feb 2024

North Central College | Naperville, IL

- Contributed a psychology graduate school perspective to a panel aimed at undergraduate students through the Center for Career and Professional Development

Professional Psychology Alumni Guest Speaker

Apr 2022

North Central College | Naperville, IL

- Spoke to undergraduate students who were navigating career and graduate school decisions through the Professional Psychology and Neuroscience course (PSY 393)

RESEARCH INTERESTS

- Workers with disabilities
- Antecedents and outcomes of identity management
- Experiences of those with concealable stigmatized identities
- Unintended consequences of organizational inclusion efforts

PUBLICATIONS

Santuzzi, A. M., & **Luchetti, L. F.** (2026). Disability as a variable and fluid experience. *Organizational Dynamics*, 55(3). <https://doi.org/10.1016/j.orgdyn.2026.101264>

Santuzzi, A. M., & **Luchetti, L. F.** (2024). Disability and identity work. In O. Branzei, & A. Zeyen (Eds.), *The Routledge Companion to Disability and Work*. Routledge.

ACCEPTED FOR PUBLICATION

Santuzzi, A. M., **Luchetti, L. F.**, & Keating, R. T. (accepted for 2026 publication). Disability and disclosure: Hidden influences and consequences of privacy. In S. Bruyere, & M. Saleh (Eds.), *The Research Handbook on Disability and Society*. Edward Elgar Publishing.

Luchetti, L. F. & Santuzzi, A. M. (accepted for 2026 publication). Disability variability in the workplace: The experience of disability fluidity and implications for organizational practices. In N. Slater (Ed.), *Research Handbook on Diversity, Equity, and Inclusion in Organizational Psychology*. Edward Elgar Publishing.

Santuzzi, A. M., **Luchetti, L. F.**, & Bohrer, E. S. (accepted for 2027 publication). Antecedents and consequences of identity management for neurodivergent employees. In A. McDowall, N. Doyle, S. Hennekam, C. Lewis, M. Moeller, A. M. Santuzzi, J. Szulc, & M. T. Tomczak (Eds.), *Sage Handbook of Neurodiversity at Work*. Sage.

PAPERS UNDER REVIEW

Santuzzi, A. M., **Luchetti, L. F.**, Keating, R. T., & Finkelstein, L. The value of finding your value: Associations among autistic employee experiences of identity and well-being. [Manuscript submitted for review].

CONFERENCE PRESENTATIONS

Luchetti, L. F., & Santuzzi, A. M. (2025, April 3). *The effect of motivations on impression formation of workers with disabilities* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Bohrer, E., **Luchetti, L. F.**, Santuzzi A. M., Finkelstein, L. M., & Keating, R. T. (2024, April 18). *Day-to-day identity management among workers with ADHD: The role of social support* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Tillery, M. G., **Luchetti, L. F.**, Santuzzi, A., Hu, X., & Pawirosetiko, J. S. (2023, November 8-11). *Group differences in workplace telepressure*. [Poster]. Work, Stress, and Health Conference, Virtual.

Luchetti, L. F., Santuzzi A. M., Martinez, J. J., Keating, R. T, & Finkelstein, L. M. (2023, April 20). *Day-to-day identity management among workers with autism: The role of social support* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Luchetti, L. F., & Santuzzi, A. (2022, April 21). *Understanding gender-based in-group negativity in the workplace* [Poster]. 94th Annual Meeting of the Midwestern Psychological Association, Chicago, IL.

Kelley, K., & **Luchetti, L. F.** (2019, May 23-26). *Evaluating academic dishonesty as a function of gender bias and regulatory focus* [Poster]. 31st Annual APS (Association for Psychological Science) Convention, Washington, D.C.

SUPERVISED UNDERGRADUATE RESEARCH PROJECTS

*Undergraduate student researchers in bold

Lorusso, G., Hourigan, C., Luchetti, L. F., & Santuzzi, A. M. (2026, April 28). *The impact of gender and neurodiversity on workplace support and stigma: An intersectional perspective* [Poster]. The NIU Conference on Undergraduate Research and Engagement, DeKalb, IL.

Littlejohn, Z., Byrne, H., Luchetti, L. F., & Santuzzi, A. M. (2026, April 28). *Identity at work - help or hindrance?: How disability identification shapes cognitive interference in the workplace* [Poster]. The NIU Conference on Undergraduate Research and Engagement, DeKalb, IL.

Littlejohn, Z., Byrne, H., Hourigan, C, Luchetti, L. F., & Santuzzi, A. M. (2026, April 13 - 15). *Identity at work - help or hindrance?: How disability identification shapes cognitive*

interference in the workplace [Poster]. 17th National Conference on Undergraduate Research (NCUR), Richmond, VA.

Littlejohn, Z., Byrne, H., Hourigan, C., Luchetti, L. F., & Santuzzi, A. M. (2025, December 5). *Breaking barriers or building them: How reframing disability stigma impacts workplace productivity* [Poster]. 17th Annual NIU Psychology Undergraduate Research Conference, DeKalb, IL.

Lopez, M., Hourigan, C., Byrne, H., Luchetti, L. F., & Santuzzi, A. M. (2025, December 5). *Rising above disclosure: Understanding how neurodiversity disclosure shapes workplace performance* [Poster]. 17th Annual NIU Psychology Undergraduate Research Conference, DeKalb, IL.

Caballero, M., Luchetti, L. F., & Santuzzi, A. M. (2023, April 18). *Anticipated stigma & anxiety among employees with ADHD in the workplace* [Poster]. The NIU Conference on Undergraduate Research and Engagement, DeKalb, IL.

Stowe, K., Luchetti, L. F., & Santuzzi, A. M. (2022, December 2). *Engagement and satisfaction of minority STEM students* [Poster]. 14th Annual NIU Psychology Undergraduate Research Conference, DeKalb, IL.

Dubek, H., Mackenzie, T., Luchetti, L. F., & Santuzzi, A. M. (2022, December 2). *Anticipated and internalized stigma of mental illness correlates to more mental and physical health complaints and a lower quality of life* [Poster]. 14th Annual NIU Psychology Undergraduate Research Conference, DeKalb, IL.

Kwasnik, K., Cann, R., Luchetti, L. F., Keating, R. T., & Santuzzi, A. M. (2021, December 3). *Do demographic variables predict differences in perceived organizational support?* [Poster]. 13th Annual NIU Psychology Undergraduate Research Conference, DeKalb, IL.

ORAL PRESENTATIONS AND SYMPOSIA

Santuzzi, A. M., & **Luchetti, L. F.** (2026, May 1). Identity management effort and recovery effectiveness for employees with ADHD. In B. J. Hoffman (Chair), *Identity Management of Employees with Invisible Disabilities: Strategies and Costs* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.

Santuzzi, A. M. (Chair), Bruk-Lee, V., Davidson, A., Fountaine, M., Herbert, L., & **Luchetti, L. F.** (2026, April 30). *Effective and Ineffective Sources of Support for Employees with Disabilities*. [Panel]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.

Santuzzi, A. M., & **Luchetti, L. F.** (2025, July 28). Disability as a fluid experience and identity. In J. E. Beatty (Chair), *Strategies, Practices, and Systems for Transforming Disability* [Symposium]. Academy of Management Annual Conference, Copenhagen, DK.

- Santuzzi, A. M., **Luchetti, L. F.**, Finkelstein, L. M., & Keating, R. T. (2024, April 18). Environmental predictors of well-being for workers with ASD. In E. R. Silver (Chair), *Navigating Neurodiversity: Neurodiverse Experiences Across Employment* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Geraty, K., Keys, J., & **Luchetti, L. F.** (2020, February 12). *Leveraging engaged learning facilitators to enhance CEL courses* [Oral presentation]. North Carolina Campus Compact PACE (Pathways to Achieving Civic Engagement) Conference, Elon, NC.
- Luchetti, L. F.** (2019, May 14). *Evaluating academic dishonesty as a function of gender bias and regulatory focus* [Oral Presentation]. North Central College's Rall Symposium for Undergraduate Research, Naperville, IL.

APPLIED EXPERIENCE

Advancing Equity and Belonging in Higher Education Consultant and Focus Group Facilitator

Sep 2025 – May 2026

Faculty Advisors: Dr. Eric Junco, and Dr. Carrie Kortegast

- Facilitated focus groups with faculty and staff within the College of Education
- Analyzed trends within participant responses and provided recommendations for strengthening employee voice, belonging, workload equity, and psychological safety

Volunteer Program Assessment (VPA) VPA Consultant

Dec 2022 – May 2026

Faculty Advisor: Dr. Lisa Finkelstein

- Provided volunteer consulting services to non-profit organizations
- Collected data, analyzed responses, assembled reports, and met with clients to discuss results

Teaching Assistant Program Evaluation Assessment Author and Analyst

Aug 2025 – May 2026

Client: Dr. Alecia Santuzzi

- Created and distributed surveys designed to evaluate both teaching assistant and instructor perspectives on recent changes to the teaching assistant model
- Evaluated and analyzed responses to the surveys
- Produced a comprehensive report outlining the details of the data
- Provided tangible, evidence-based recommendations for the future advancement of the teaching assistant model

Individual Psychological Assessment Report Assessor

Sep 2023 - Dec 2023

Faculty Advisor: Dr. Lisa Finkelstein

- Conducted an interview and administered the Strong Interest Inventory, Raven's Advanced Progressive Matrices, a situational judgment test, and the 16PF (personality factors)

- Interpreted test scores and created a comprehensive report outlining the results of the assessment and integrating across individual test results
- Led a feedback session discussing the important details of the report and answering client questions

Person-Environment Fit Workshop

Apr 2022

Workshop Creator and Facilitator

Faculty Advisor: Dr. Rachel Saef

- Created and delivered a presentation on person-environment fit to Northern Illinois University employees through their employee assistance program
- Conveyed evidence-based personnel psychology recommendations to an applied audience in an effective manner
- Covered relevant topics, including KSAOs, the Five-Factor Model of personality, intelligence, emotional intelligence, and interests
- Facilitated a discussion surrounding workshop attendees' interest profiler results and how to utilize top interests in daily jobs

SIOP Foundation Award Evaluation Project

Aug 2021 – Dec 2021

Evaluation Team Member

Faculty Advisor: Dr. Lisa Finkelstein

External Advisor: Dr. John Scott

- Evaluated the relationship between distinguished and career awards granted by the Society for Industrial and Organizational Psychology (SIOP) and both individual level achievement, the advancement of SIOP, and the field of I-O psychology
- Scheduled and conducted interviews with donors and award recipients
- Coded qualitative responses from interviews and analyzed the data in order to synthesize the results into a final report and presentation
- Created a report summarizing the methodology, results, and recommendations of the assessment and presented the findings to the SIOP Foundation board

Campus Compact

Aug 2019 – Aug 2020

AmeriCorps VISTA

Location: North Central College, Naperville, IL

- Held a joint appointment within student-facing (The Department of Engaged Learning) and faculty-facing (Center for Advancement of Faculty Excellence) departments
- Developed survey and interview protocols to assess low-income students' access to high-impact practices
- Acted as a liaison between North Central College students and faculty involved in community engaged learning (CEL) courses and community partners
- Oversaw, trained, and supported the initial cohort of undergraduate engaged learning facilitators (ELFs)

Audience Research

Jun 2018 – Aug 2018

Research Assistant

Location: Chicago Zoological Society, Brookfield, IL

- Gathered guest data using surveys and interviews to evaluate learning and satisfaction with exhibits
- Assisted with data entry, data analysis, data graphing, and drafting reports

SERVICE

Leadership Positions

Inaugural Vice President of the Social and Industrial-Organizational Psychology Student Association (SIOPSA) Northern Illinois University DeKalb, IL	Feb 2025 – May 2026
Graduate Student Advisory Committee (GSAC) Social-I/O Representative Northern Illinois University DeKalb, IL	Aug 2024 – May 2026

Departmental Service

Diversity and Inclusion Committee Member Northern Illinois University DeKalb, IL	Oct 2020 – May 2026
External Opportunities Committee Member Northern Illinois University DeKalb, IL	Aug 2024 – May 2025
Social-I/O Area Research Colloquium Committee Member Northern Illinois University DeKalb, IL	Aug 2023 – May 2024
Newsletter Committee Member Northern Illinois University DeKalb, IL	Aug 2021 – May 2023

CERTIFICATIONS

Citi Training Northern Illinois University DeKalb, IL	Oct 2020 & Oct 2025
Certificate of Advanced Quantitative Methodology in Education Northern Illinois University DeKalb, IL	May 2024
Responsible and Ethical Conduct of Research Credential Northern Illinois University DeKalb, IL	May 2024
Teaching Assistant Institute Certified Online Teaching Badge Northern Illinois University DeKalb, IL	Aug 2020 & Aug 2021

TRAININGS AND WORKSHOPS

Center for Innovative Teaching and Learning (CITL) Workshops

Various

Northern Illinois University | DeKalb, IL

- Using VoiceThread in Blackboard
- Elevate Your Course: Mastering Enhanced Blackboard Ultra Documents
- Teaching Digital Literacy with Adobe Express
- NAVIGATE + Mission AI: Enhancing Student Support Through Mission AI and Navigate
- Open Minds, Open Dialogue: Navigating Ideological Differences in the Classroom
- Inclusive Pathways to Professional Success: Teaching Career Readiness
- Creating Inclusive Classrooms: Strategies for Equitable Learning Environments
- Equitable Grading: Reducing Biases and Increasing Success
- Supporting Underprepared Students in Your Courses

Library Workshops

Various

Northern Illinois University | DeKalb, IL

- Research Visibility 101: Open Access, ORCID, and Academic Networking
- Zotero Note-Taking and Group Libraries
- Zotero For Citation Management Basics
- AI Tools for Research and Productivity

Psychology Department Trainings and Information Sessions

Various

Northern Illinois University | DeKalb, IL

- Learning the Craft of Scholarship: Peer Review as Pedagogy
- Safety and Emergency Response Information Session
- Managing Communications & Preserving Instructor-Student Relationships
- Longitudinal and Repeated Measures Analyses and Designs Workshop

Conversations on Diversity and Equity (CODE) Workshops

Various

Northern Illinois University | DeKalb, IL

- Workshop 1: Situating the Self
- Workshop 2: Building Community
- Workshop 3: Power Dynamics of Difference
- Workshop 4: Engaging Systems of Oppression

HONORS AND AWARDS

2025-26 Outstanding Graduate Teaching Assistant Award Recipient

Apr 2026

Northern Illinois University | DeKalb, IL

Carla Montgomery Memorial Award for Promotion of Women in STEM Nominee

Apr 2025

Northern Illinois University | DeKalb, IL

Outstanding Major in Psychology Award Recipient

May 2019

North Central College | Naperville, IL

Leadership Ethics and Values Student of the Year North Central College Naperville, IL	May 2019
Psi Chi Psychology Honor Society Member North Central College Naperville, IL	Apr 2019
Blue Key Leadership Honor Society Member North Central College Naperville, IL	May 2017

GRANTS

2025-26 Mamie Phipps Clark Diversity Research Grant Recipient Psi Chi Chattanooga, TN	Mar 2026
Psychology Graduate Student Research Fund Grant Recipient Northern Illinois University DeKalb, IL	Dec 2025
2022-23 Mamie Phipps Clark Diversity Research Grant Recipient Psi Chi Chattanooga, TN	Jul 2023

PROFESSIONAL AFFILIATIONS

The Society for Industrial and Organizational Psychology (SIOP)
Midwestern Psychological Association
Psi Chi

SKILLS

- Proficient in Microsoft Word, Excel, PowerPoint, and Teams
- Extensive experience with Qualtrics
- Proficient in utilizing online data collection programs like Prolific
- Extensive experience with SPSS
- Experience with R and RStudio
- Familiar with Jamovi
- Experience with qualitative research
- Familiar with daily diary research methods
- Proficient in Blackboard

GRADUATE COURSEWORK

Industrial-Organizational Psychology Courses

Organizational Psychology
Psychology of Organizational Development and Training
Personnel Psychology
Psychology Seminar on Diversity, Equity, and Inclusion
Individual Assessment in Organizational Settings

Social Psychology & Other Psychology Courses

Experimental Social Psychology
Social Cognition
Cognitive Psychology I
Behavioral Development
Research Ethics & Professional Issues in Organizations
Psychology Seminar on Aggression
Attitude Change

Statistics & Research Courses

Analysis of Variance and Hypothesis Testing in Psychological Research
Correlation and Regression Analysis in Psychological Research
Psychometric Techniques
Multilevel Modeling
Applied Categorical Data Analysis
Educational Statistics II
Intro to Research Methods in Education
Methods of Multivariate Analysis
Psychology Seminar on Mediation, Moderation, and Conditional Process Analyses