

Toni Kostecki

Department of Psychological & Brain Sciences
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Education

Texas A&M University, College Station, TX.

Doctor of Philosophy, Clinical Psychology

Anticipated 2024

GPA: 4.0

Committee Co-Chairs: Isaac Sabat, Ph.D.; Sara Raven, Ph.D.

Master of Science, Clinical Psychology, Diversity Fellow

August 2020

GPA: 4.0

Thesis: *LGBT Disclosure Among Same-Gender Romantic Partners: Implications for Couple- and Job-Related Outcomes*

Committee Chair: Isaac Sabat, Ph.D.

Wayne State University, Irvin D. Reid Honors College, Detroit, MI.

Bachelor of Arts, Psychology, Music Minor with University and Departmental Honors

May 2017

Overall GPA: 3.97

Psychology GPA: 4.0

Phi Beta Kappa

Honor's Thesis: *The Moderating Effects of Attachment Anxiety and Avoidance on Perceived Partner Helpfulness*

Supervisor: Annmarie Cano, Ph.D.

Clinical Therapy & Assessment Experience

Practicum Therapist, Brazos County Detention Center, Bryan, TX.

June 2020 – June 2021

Supervisors: Laura Osborne, Ph.D.; Melissa Magyar, Ph.D.

- *Treatment experience:* Weekly individual teletherapy sessions with incarcerated men and women primarily utilizing psychoeducation, motivational interviewing (MI), cognitive-behavioral treatments (CBT) and emotion-focused therapy (EFT)
- Conducted suicide and homicide risk assessments and administered crisis interventions as necessary

- Worked in an integrative care setting with correctional and medical staff to ensure inmate and staff safety
- Individuals presented with a wide range of psychopathology including mood disorders, personality disorders, comorbid substance abuse disorders, psychosis, and other serious mental illness
- Received intensive supervision focusing on case management and conceptualization as well as treatment planning
- Maintained an active caseload of 12-15 weekly clients

Practicum Evaluator, Texas A&M Psychology Clinic, College Station, TX.

May 2019 – May 2022

Supervisors: Leslie Morey, Ph.D.; Robert Heffer, Ph.D.; Laura Osborne, Ph.D.; Sherece Fields, Ph.D.

- *Assessment experience:* LD-ADHD evaluations; psychodiagnostic evaluations; L-3 Evaluations for three local police departments
- Evaluated individuals presenting with ADHD, learning disorder and/or other psychopathology symptoms by administering a battery of intellectual, achievement, behavioral, and emotional tests and interpreting results to provide an accurate diagnosis
- Evaluated pre-employment fitness for duty of police officer applicants from local law enforcement agencies by utilizing a battery of intellectual, behavioral and emotional tests and interpreting results to provide an appropriate recommendation
- Communicated results and recommendations to individual clients and community decision makers including law enforcement agencies and university- based offices for disability services

Practicum Evaluator, Mental Health and Mental Retardation Authority of Brazos Valley (MHMRABV), Bryan, TX.

May 2019 – May 2022

Supervisor: Robert Heffer, Ph.D.

- *Assessment experience:* Intellectual and developmental disabilities (IDD) evaluations
- Evaluated individuals with IDD and commonly occurring comorbid psychopathology to assist MHMRABV in procuring state- and federal-level funding and resources for individuals
- Administered intellectual and adaptive behavioral tests and interpreted results to provide an accurate diagnosis
- Communicated results and recommendations to MHMRABV and other professional caregivers as necessary

Practicum Therapist, Texas A&M Psychology Clinic, College Station, TX.

August 2018 – August 2021

Supervisors: Laura Osborne, Ph.D.; Douglas Snyder, Ph.D.; Melissa Magyar, Ph.D.; Mary Meagher, Ph.D.

- *Treatment experience:* Cognitive-behavioral therapy (CBT); Dialectical Behavioral Therapy (DBT); Acceptance and Commitment Therapy (ACT); Emotion-Focused Therapy (EFT)
- Conducted intake evaluations, initial assessments, and provided empirically supported psychotherapy to campus and non-campus community members in a department-housed outpatient setting
- Conceptualized and treated cases of bipolar-spectrum disorders, mood disorders, borderline personality disorder, eating disorders, familial dysfunction, LGBTQ+-related stress, suicidal ideation, and traumatic distress
- Presented and discussed case conceptualization and treatment planning with other student therapists and supervisors as well as consulted with community mental health and medical professionals
- Maintained an active caseload of 5-6 weekly clients

Additional Clinical Experience

Psychotherapy Peer Supervisor, Texas A&M Psychology Clinic, College Station, TX.

March 2021 – Present

- *Experience:* Provided individual peer supervision to student therapists focusing on case conceptualization and treatment planning skills
- Implemented humanistic-existential and multicultural models of supervision
- Supervised caseload of two junior therapists

Assessment Peer Supervisor, Texas A&M Psychology Clinic, College Station, TX.

May 2021 – Present

- *Experience:* Provided individual peer supervision to students on ADHD/learning disability, psychodiagnostic, intellectual disability and police pre-employment evaluations
- Trained junior students on assessment protocols
- Implemented multicultural assessment supervision model
- Supervised three students on three cases from start to finish

RELLIS Coordinator, Texas A&M University System RELLIS Campus, Bryan, TX.

August 2019 – May 2020; August 2021 - Present

- *Experience:* Consulted with administrators, academic advisers, and multi-disciplinary health professionals regarding mental health service provision by the TAMU Psychology Clinic to RELLIS students
- Created informational materials on clinical services and optimizing health and wellness during the COVID-19 pandemic

- Attended New Student Orientations to disseminate resources to incoming students

Research Experience

Graduate Research Assistant, Presidential Clinical Research Partnership Grant, Brazos County Jail

September 2021 – Present

Supervisor: Mary Meagher, Ph.D.; Sherecce Fields, Ph.D.

Preventing Opioid Relapse: Integrating Behavioral and Medication Treatment for Opioid Use Disorder in Jails September 2021 – Present

Study Aim: To test the efficacy of a telehealth-administered behavioral intervention in reducing relapse and recidivism rates among incarcerated individuals with opioid use disorder.

- Adapting intervention materials and developing study protocols
- Developing interprofessional training materials for jail medical and correctional staff
- Will conduct a High-Risk Situation Interview with focus on evocating emotional experiences among incarcerated individuals with OUD
- Will administer a brief, telehealth manualized intervention (8 sessions) to incarcerated individuals with OUD

Graduate Research Assistant, Psychology Research in Inclusion and Diversity (PRIDE) Laboratory, Texas A&M University

August 2017 – Present

Supervisor: Isaac Sabat, Ph.D.

Experiences of Positive and Negative Spillover Between Work and Home Among Same-Gender Couples September 2017 – Present

Study Aim: To examine spillover of workplace minority stress and how same-gender romantic partners might cope with this stress together.

- Designed survey and collected, managed, and analyzed data
- Tested moderated mediation and mixed-effects models using the PROCESS package for SPSS and Stata
- Directed undergraduate research assistants in literature reviews, data collection/analysis procedures, and survey troubleshooting
- Preparing manuscript for publication

Trauma Identity and the Workplace October 2017-Present

Study Aim: To develop a theoretical model explaining the implications of trauma identity at work and multi-level factors that affect identity destabilization, coping, and relationships.

- Developed theoretical model

- Preparing manuscript for publication

LGB Teachers July 2018 – Present

Study Aim: To understand the unique disclosure experiences of queer teachers at school and elucidate individual- and environment-level factors that ensure teachers' safety and efficacy as well as student learning.

- Coordinated research team meetings
- Designed survey and collected, managed, and analyzed data
- Tested moderated mediation and mixed-effects models using the PROCESS package for SPSS and mixture analysis on Mplus
- Collaborated on multiple external and internal funding proposals
- Developing qualitative interview guide for qualitative data collection

Borderline Personality Symptomology in the Workplace November 2019-Present

Study Aim: To investigate the intra- and interpersonal as well as work-related outcomes of borderline personality symptomatology among employed individuals.

- Supervised undergraduate student's capstone project
- Mentoring student in study design, survey design and data collection/analysis procedures

Graduate Research Assistant, Gender & Organizations Laboratory, Texas A&M University

August 2017 – May 2020

Supervisor: Kathi Miner, Ph.D.

Mobbing in the Workplace October 2018 – May 2020

Study Aim: To examine the experiences of women who have been mobbed in the workplace using a multimethod approach.

- Designed survey for quantitative data collection
- Assisted in development of interview questions for qualitative data collection
- Supervised undergraduate student's independent research project

Consequences of Acute and Chronic Microaggressions September 2017 – April 2019

Study Aim: To examine the psychophysiological effects of experimentally induced microaggressions in individuals who experience subtler and "chronic" (i.e., over time) microinsults and more extreme microaggressions all at once.

- Developed experimental protocol
- Wrote external funding proposal

Research Assistant, Relationships and Health Laboratory, Wayne State University
September 2014-July 2017

Supervisor: Annmarie Cano, Ph.D.

Stress in Dyadic Experience Study June 2016-July 2017

Study Aim: To identify individual differences and partner behaviors that help people with pain maintain activity levels and manage pain.

- Assisted in developing and administering experimental protocol and survey
- Led data collection, management and assisted with data analysis
- Developed and tested qualitative data coding manual

Study to Understand Pain Experiences in Relationships (SUPER) June 2016 – July 2017

Study Aim: Test the effects of a brief validation training provided to intimate partners of people with chronic pain to promote pain coping.

- Trained undergraduate and graduate students to effectively recognize pain-related emotional disclosures in chronic pain individuals and validating/invalidating responses from their partner

Linguistic Inquiry of Formula One Racecar Drivers October 2014-October 2017

Study Aim: Investigate affective, gratitude, and achievement language used by racecar drivers after competition.

- Collected transcripts of Formula One racers' interviews at press conferences and prepared for qualitative data analysis
- Analyzed qualitative data using the Linguistic Inquiry and Word Count (LIWC) software

Preliminary test of an integrative intervention to alleviate chronic pain and improve quality of life September 2014-May 2016

Study Aim: Test a couple-based mindfulness intervention for couples with pain.

- Administered DAS-7, Brief Pain Inventory, and MMSE to assess couple eligibility
- Collaborated on development of and tested behavioral coding manual assessing validating and invalidating responses among partners with chronic pain and achieved excellent inter-rater agreement using this coding manual

Research Assistant, College Alcohol Lab, Wayne State University

April 2016-July 2017

Supervisor: Emily Grekin, Ph.D.

Optimizing E-Interventions for Alcohol Use: Do Common Factors Apply

Study Aim: Examine computer-delivered brief intervention elements to determine which combination of elements is significantly associated with reductions in drinking.

- Conducted Timeline Follow-Back interview with heavy drinkers to assess drinking behaviors over a 30-day span
- Administered computerized alcohol use intervention

Publications

*Smith, V.E., *Dray, K.K., **Kostecki, T.P.**, Sabat, I.E., Thomson, C.R. (2020).

Moving Beyond the Gender Binary: Examining Workplace Perceptions of Nonbinary

and Transgender Employees. *Gender, Work, & Organization*.

Pester, B.D., Cano, A.C., **Kostecki, T.P.**, Wurm, L.H. (2019). How Do I Help My Partner in Pain? Partners' Helping Behaviors are Linked to Lower Pain and Greater Perceived Validation During an Experimental Pain Task. *Annals of Behavioral Medicine*.

Ellis, J. D., Grekin, E. R., Beatty, J. R., Mcgoron, L., Laliberte, B. V., Pop, D. E., **Kostecki, T.P.**, Ondersma, S. J. (2017). Effects of narrator empathy in a computer delivered brief intervention for alcohol use. *Contemporary Clinical Trials*, 61, 29-32.

In Preparation

Kostecki, T.P., Sabat, I.E. (In Preparation). LGBT Disclosure Among Same-Gender Romantic Partners: Implications for Couple- and Job-Related Outcomes

Sabat, I.E., **Kostecki, T.P.**, Walker, J., Bergman, M. Miner, K.N. (In Preparation). Diversity of Life Events: How Identity Destabilization Via Traumatic Events Affects Employees in Organizations

Presentations

Posters

Kostecki, T.P., Sabat, I.E. (April, 2021). LGBT Disclosure Among Same-Gender Romantic Partners: Implications for Couple- and Job-Related Outcomes. Poster presented at the annual Society for Industrial and Organizational Psychology (SIOP) conference, Virtual.

Kostecki, T.P., Sabat, I.E. (March, 2019). The Effects of Same-Gender Partners' Disclosure on Work-Family Facilitation. Poster presented at the annual Society for Industrial and Organizational Psychology (SIOP) conference, Washington, D.C.

Akhtar, F., **Kostecki, T.P.**, Miner, K.N., (March 2019). Target Gender, Personality, and Organizational Factors Influencing Incidence of Workplace Mobbing. Poster presented at Student Research Week conference, College Station, TX.

Kostecki, T.P., Sabat, I. (October, 2018). The Effects of Same-Gender Partners' Disclosure on Work-Family Facilitation. Poster presented at the annual First Year Project Poster Day, Texas A&M University, College Station, TX.

Pester, B.D., Cano, A., **Kostecki, T.P.**, Wurm, L.H. (September, 2018). Do Empathic Responses from Loved Ones Reduce Acute Pain? Poster presented at the 17th World Congress of the International Association for the Study of Pain (IASP), Boston, MA.

Bruinsma, R., Cano, A., Corley, A. **Kostecki, T.P.** (November, 2017). Do Responsive and Happy Partners Create a Safe Space for their Partners with Chronic Pain to Disclose? Poster presented at the annual Biomedical Research Conference for Minority Students (ABRCMS), Phoenix, AZ.

Kostecki, T.P., Sanchez, M., Cano, A., Wurm, L.H. (April, 2016). Linguistic Inquiry of Formula One Racecar Drivers. Poster presented at the annual College of Liberal Arts and Sciences Undergraduate Research Fair, Wayne State University, Detroit, MI.

Kostecki, T.P., Sanchez, M., Cano, A., Wurm, L.H. (April, 2016). Linguistic Inquiry of Formula One Racecar Drivers. Poster presented at the annual National Conference on Undergraduate Research (NCUR), University of North Carolina – Asheville, Asheville, NC.

Kostecki, T.P., Sanchez, M., Cano, A., Wurm, L.H. (March, 2016). Linguistic Inquiry of Formula One Racecar Drivers. Poster presented at the annual Rodney Clark Memorial Poster Day for Undergraduate Research, Wayne State University, Detroit, MI. (Selected as a Social/Personality Psychology winner for the Rodney Clark Poster Day Award).

Kostecki, T.P., Sanchez, M., Cano, A., Wurm, L.H. (November, 2015). Linguistic Inquiry of Formula One Racecar Drivers. Poster presented at the annual Undergraduate Research Opportunities Program (UROP) conference, Wayne State University, Detroit, MI.

Invited Presentations

- “Managing Your Mental Health and Wellness,” Texas A&M Psychology Clinic, RELIS New Student Orientation, Texas A&M University, College Station, TX., Spring 2019; Spring 2021
- “At-Risk Youth: Conceptualizing the Bigger Picture of Family,” Texas A&M University Clinical Psychology Didactic Series, College Station, TX., March 2019
- “Welcome to Wayne State: My Reflections as an Honors Student at Wayne State University,” Irvin D. Reid Honors College, Wayne State University, Detroit, MI., August 2016
- “Who Are We, Where Are We Going, What Are We Doing,” Irvin D. Reid Honors College Scholars Day, Wayne State University, Detroit, MI., Winter 2016
- “Peer to Peer,” Warren Consolidated Schools Social Workers Conference, Warren, MI., April 2013

Grants/Awards

Awards Received

- Best LGBT Research Award, Society for Industrial and Organizational Psychology (SIOP) Annual Conference, Virtual, 2021
- Rodney Clark Memorial Poster Day for Undergraduate Research Award, Wayne State University, Detroit, MI., 2016

Awarded Internal Funding

- Professional Development Support Award, Texas A&M University, Department of Psychological & Brain Sciences, College Station, TX., 2018
- Diversity Fellowship, Texas A&M University, Office of Graduate and Professional Studies (OGAPS), College Station, TX., 2017
- Psychology Distinguished Achievement Scholarship, Wayne State University, Department of Psychology, Detroit, MI., 2016
- Undergraduate Research and Other Creative Projects (UROP) Grant, Wayne State University, Detroit, MI., 2014
- Irvin D. Reid Honors College Gold Scholarship, Wayne State University, Detroit, MI., 2013

Grants Submitted

- Wayne Placek Grant, “An Inquiry into the Workplace ‘Coming Out’ Experiences of LGB+ K-12 Teachers,” American Psychological Foundation (APF), 2022, **Toni Kostecki, PI**, Isaac Sabat, Co-PI
- College of Liberal Arts Graduate Strategic Fellowship, “An Inquiry into the Workplace ‘Coming Out’ Experiences of LGB+ K-12 Teachers,” Texas A&M University, 2022, **Toni Kostecki, PI**, Isaac Sabat, Co-PI
- Small Research Grants on Education, “LGBTQ+ Teacher Disclosure: Impact of Visibility in K12 Education,” Spencer Foundation, 2020, Sara Raven, PI, Isaac Sabat, Patrick Slattery, Co-PI, Kyle Jennings, Peter Scaramuzzo, **Toni Kostecki**, Research Team
- Student Grant Competition, “Keeping a straight face: Reported and objective emotional displays among LGB individuals,” Association for Psychological Science (APS), 2019, **Toni Kostecki, Co-PI**, Caroline Gonynor, Co-PI, Jacob Walla, Co-PI
- Graduate Research Fellowship Program (GRFP), “Consequences of chronic and acute gendered microaggressions for women,” National Science Foundation (NSF), 2018, Kathi Miner, PI, **Toni Kostecki, Co-PI**
- Small Grant Program, “Consequences of acute and chronic interpersonal incivility in the workplace,” Society for Industrial and Organizational Psychology (SIOP), 2018, Kathi Miner, PI, **Toni Kostecki, Co-PI**

- Liberal Arts Social Science Consortium Proof of Concept Proposal Competition, “Consequences of acute and chronic interpersonal incivility in the workplace,” Texas A&M University, 2018, Kathi Miner, PI, **Toni Kostecki, Co-PI**

Teaching Experience

Instructor – Introduction to Psychology (PSYC 107), Texas A&M University, College Station, TX.

Fall 2020; Spring 2021; Summer 2021

- Exposed students to major topics and subjects in psychological sciences using a multicultural/diversity lens
- Developed and presented lectures, exams and other course materials

Instructor – Elementary Statistics in Psychology – Lab (PSYC 301), Texas A&M University, College Station, TX.

Summer 2018; Fall 2018; Spring 2019

- Taught students to apply foundational statistical skills to test research questions and organize/analyze data using SPSS
- Developed and presented lectures using manual developed by department faculty

Grader - Elementary Statistics in Psychology – Lab (PSYC 301), Texas A&M University, College Station, TX.

Summer 2020

- Graded course assignments, exams, and major writing assignments
- Provided comprehensive feedback to students learning to write about research findings in the psychological sciences

Grader - Psychology of Women (PSYC 300), Texas A&M University, College Station, TX.

Fall 2017; Spring 2018

- Graded course assignments, exams, and major writing assignments
- Proctored examinations
- Developed supplemental lecture materials to expose students to real-world examples of gender identity and expression

Instructor – SAT Boot Camp, Wayne State University Irvin D. Reid Honors College, Detroit, MI.

Summer 2017

- Taught inner city high school students math and writing skills as well as SAT test-taking strategies to increase performance on the SAT
- Provided succinct feedback to students to improve SAT test-taking strategies

Professional Development

Attendee, Working with Trauma with Emotionally Focused Individual Therapy (EFIT), Virtual Training, Envision.

December 2021

Attendee, Assessment of Dissociative Disorders and Conceptualization, Webinar, Envision.

December 2021

Attendee, Mindfulness-Oriented Recovery Enhancement (MORE) for Addiction, Stress and Pain 2-Day Virtual Externship Training.

October 2021

Attendee, Understanding Psychosis, Webinar, National Register of Health Service Psychologists.

October 2021

Attendee, Teaching of Introductory Psychology, Virtual Weekly Seminar, Texas A&M University Psychological & Brain Sciences.

August-December 2020

Attendee, Evidence-Based Psychotherapy with LGBTQ+ Populations, Webinar, National Register of Health Service Psychologists.

May 2020

Telepsychology Best Practice 101 Series, 8-Hour Virtual Training, American Psychological Association (APA) Continuing Education in Psychology.

March 2020

Attendee, Emotionally Focused Couples Therapy (EFT) 4-Day In-person Externship Training, Hold Me Tight Texas, Austin, TX.

May 2018

Attendee, Mediation with Repeated-Measures and Multilevel Data in-person workshop, Association for Psychological Science (APS), San Francisco, CA.

April 2018

Panelist, Wayne State University Student Success Summit, "Cultivating Partnerships for Learning and Growth," Wayne State University, Detroit, MI.

February 2016

Leadership and Service in Psychology

Graduate Student Representative, Clinical Psychology Area Curriculum Development Committee, Texas A&M University

October 2020 – October 2021

- Collected and disseminated student opinion data about department's efforts to meet APA discipline-specific knowledge (DSK) and other profession competencies
- Developed and disseminated recommendations for enhancing clinical psychology curriculum to better meet APA DSK and other competency requirements
- Advised clinical area to mandate a multicultural course to fulfill individual and cultural diversity competency

Graduate Student Delegate, Graduate and Professional Student Government (GPSG), Texas A&M University

August 2018 – Spring 2020

- Attended meetings and reported issues relevant to the department

Clinical Area Representative, Psychology Department Organization of Graduate Students (PDOGS), Texas A&M University

August 2018 – Spring 2020

- Attended meetings and reported issues relevant to the clinical area
- Served as liaison between PDOGS and clinical area

Peer Mentor & President, Psychology Academic Support Services (PASS), Wayne State University

January 2015 – May 2017

- Provided tutoring to students enrolled in psychology courses including Statistics, Learning and Memory, Introductory Psychology, and Abnormal Psychology
- Taught study skills, note-taking and textbook-reading strategies
- Provided resources for acquiring research experience and applying to graduate school
- Coordinated campus-wide events
- Managed CRLA mentor certification for PASS mentors and created/disseminated office hours schedule

Treasurer, African American Psychology Student Organization (AAPSO), Wayne State University

September 2015 – May 2017

- Managed funds and assisted with planning and coordinating campus-wide events
- Organized a campus-wide event on LGBTQ cultural competency in psychology and the intersectionality of black and queer identities
- Co-coordinated a campus-wide event with Safe TALK to destigmatize and understand suicidal behavior. All attendees underwent suicide alertness training

Student Representative, Wayne State University Psychology Department Program Review
March 2016

- Met with internal and external evaluators to provide student insight about the psychology department

Leadership on Campus

Undergraduate Representative, The Higher Learning Commission (HLC) Steering Committee, Wayne State University
October 2015 – May 2017

- Participated in steering committee meetings and assisted in developing materials to submit for accreditation review
- Promoted HLC reviewers' visit in March 2017 by educating faculty and student body about accreditation and the HLC

Orientation Leader, Wayne State University
May 2014 – January 2017

- Facilitated group interaction and team building between incoming Wayne State students
- Provided campus tours, introduced students to their academic advisors and other services on campus, assisted students with class registration
- Developed training and team-building guide for new orientation leader training
- Implemented an effective student experience program focused on team building

Community Service

Mentor, GLBT Resource Center Mentorship Program, Texas A&M University, College Station, TX.

October 2018-August 2019

- Met with mentee regularly in-person and virtually to check-in on their progress and discuss/reflect on issues in their life

Tutor/Mentor, Detroit Fellows Tutoring, Gardner Elementary School, Detroit, MI.
September-December, 2014

- Met with five 3rd grade students three times/week to tutor them in reading and promote academic success
- Implemented "Project Read" curriculum emphasizing phonetics, word structure, reading strategies, and reading comprehension

Tutor/Mentor, Teach4Detroit, Dr. Charles Drew Academy, Detroit, MI.
January-March 2014

- Observed and aided teachers with classroom instruction in various 1st-6th grade classrooms

- Worked toward implementing a more effective mentoring/tutoring program that focused on the individual student
- Incorporated experiences into service-learning project to improve Detroit education system

Peer mentor, “Peer-to-Peer”, Cousino High School, Warren, MI.

January-June 2013

- Worked with school social worker to design mentoring program to unify special education and general education students
- Coordinated “activity days” and implemented team-building activities in which special education and general education students performed team-building activities together
- Presented mentoring program to social workers in Warren Consolidated Schools and provided support in implementing program in other schools. The program continues currently, now district wide