

Walter J. Sowden, Ph.D.Email: wjsowden@umich.edu

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*Last updated: 5 May 2025***Education**

- Doctor of Philosophy in Psychology** 2011-2016
 The University of Michigan, Ann Arbor, MI
 Advisors: Drs. Ethan Kross & Christopher Peterson
 Dissertation: *Self-distance mitigates the effect of close relationships on moral reasoning*
- Master of Science in Social Psychology** 2011-2014
 The University of Michigan, Ann Arbor, MI
 Advisor: Ethan Kross
 Thesis: *The loyalty dilemma: Exploring the Influence of relational distance on moral reasoning*
- Master of Arts in Organizational Psychology** 2005-2006
 Teacher's College, Columbia University, New York, NY
- Bachelor of Arts in Sociology** 1991-1996
 South Dakota State University, Brookings, SD

Current Positions

- LEO Intermittent Lecturer**, M&O Area, Ross School of Business, 8/2024-present
 University of Michigan, Ann Arbor, MI

Current Affiliations

- Assistant Professor**, Department of Psychiatry, School of Medicine, 8/2021-present
 Uniformed Services University of the Health Sciences (USUHS), Bethesda, MD
- Affiliated Researcher**, Veteran Transition Research Lab 2024-present
 Fuqua School of Business, Duke University, Durham, NC

Professional Experience

(Post-PhD) United States (U.S.) Army Research Psychologist Director of Research, Department of Behavioral Health Tripler Army Medical Center (TAMC), Honolulu, HI	2019-2024
Chair, Institutional Review Board, Madigan Army Medical Center (MAMC) Joint Base Lewis-McChord (JBLM), Seattle, WA	2022-2024
Principal Investigator Portfolio Manager Center for Military Psychiatry and Neuroscience (CMPN) Walter Reed Army Institute of Research (WRAIR), Silver Spring, MD	2015-2019
(Pre-PhD) United States (U.S.) Army Logistician Various command and staff positions, including Instructor at the United States Military Academy (USMA) at West Point, Platoon Leader in Korea and Company Commander in Iraq during Operation Iraqi Freedom	5/1996 – 2011

Honors and Awards

Health Professions Education Service Award , Tripler Army Medical Center An annual award that recognizes outstanding service to the Graduate Medical Education (GME) program by a non-physician	2020
Pat Gurin Distinguished Lecture Award , University of Michigan An annual award from the Department of Psychology that recognizes exceptional graduate student research	2014
Long-Term Health Education and Training (LTHET) for Research Psychology , United States (US) Army Medical Department (AMEDD) Full funding of graduate (Doctoral) program through the USAMEDD	2011
Eisenhower Leadership Development Program (ELDP) , USMA at West Point Full funding of graduate (Masters) program through the USMA	2005
U.S. Army (USA) Reserve Officer Training Corps (ROTC) Scholarship Full funding of undergraduate program through USA ROTC program	1993

Military Awards: The Major General Aubrey “Red” Newman medallion for excellence in mentoring, coaching, and counseling; The Legion of Merit, Bronze Star, Meritorious Service, Army Accommodation, and Army Achievement medals; The Combat Action, Senior Parachutist, Air Assault, Parachute Rigger, and the Republic of Korea Army Parachutist Badges; and the Order of Military Medical Merit (O2M3) Medal for distinguished service to the USAMEDD.

Educational Activities

Teaching Interests

- Management and leadership
- Organizational psychology and behavior
- Social and personality psychology
- Positive psychology | Positive organizational scholarship
- Moral psychology and behavioral ethics
- Military psychology
- Health Psychology
- Behavioral | clinical research methods

Teaching Credentials

- University of Michigan Graduate Teacher Certificate, 2015

Teaching Awards

- Exemplary teacher award by the Department of Psychology, University of Michigan 2012
- Health Professions Education Service Award, TAMC 2020

Current teaching activities

Ross School of Business, University of Michigan *Management and Organizations Area*

Behavioral Theory in Management (MO 300); Undergraduate Business Students	Fall 2024
Leading People and Organizations (MO 503); Graduate Business Students	Fall 2024
Leadership Development: Foundations for Leading Yourself and Others (MO 321); Undergraduate Business Students	Winter 2025
Leadership Development: Mastering the Self and Leading with Impact (WMBA 604); Graduate Business Students	Winter 2025

Past teaching experience

University of Hawaii *Department of Psychology*

Psychology of Emotion (PSY 324); traditional; in-person	2023, 2024
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Health Psychology (PSY 476); online; asynchronous 2023, 2024

Tripler Army Medical Center

Psychiatry GME & Clinical Psychology GHE (Graduate Health Education) programs

Clinical Research Methods, Biostatistics, & Evidence-Based Practice 2019 – 2024

Process improvement 2019 – 2024

University of Michigan

Department of Psychology

Moral Psychology (Psych 401), Invited Seminar 2015

Introduction to Social Psychology (Psych 280), Graduate Student Instructor (GSI) 2013, 2014

Positive Psychology (Psych 476), GSI 2012

United States Military Academy at West Point

Officership (MX 400), Faculty Instructor 2008, 2009

Teachers College, Columbia University

Practicum in Coaching (ORLJ 5310), Teacher's Assistant (TA) 2007, 2008

Research Activities

Research Interests

- Moral psychology & social decision-making
- Self-control & emotion regulation
- Applied social/organizational psychology
- Occupational health psychology
- Personality/social identity
- Group/team cognition, affect, and behavior
- Sleep and behavior
- Research methods / improving psychological science
- Military service members, family, and veteran health, readiness, and wellbeing

Research Grants

2024-2025	Co-PI (w/ G. Bonanno), <i>Enhancing resilience through the development of regulatory flexibility during the military-to-civilian transition</i> . Funded by the Duke University Veterans Transition Research Lab (VTRL)
Total amount: \$15,000	

2016-2019 Total amount: \$3.5 mil	PI, the foundational research establishing the <i>WRAIR Operational Research Team (ORT)</i> . Funded by the Military Operational Medicine Research Program (MOMRP)
2015-2017 Total amount: \$190,000	Co-PI (w/ E. Kross and W. Harold), <i>The virtue of self-distancing</i> . Funded by the Templeton Foundation as part of the <i>Self, Motivation and Virtue</i> project

Publications

Under review

Sowden, W.J., Jones, R.L., & Thorbeck, S.P. (under review). Perceptions of organizational affect and psychological health in U.S. Army soldiers during and after deployment. *The manuscript is currently under its second review (R&R) at Stress & Health (previously rejected by the Journal of Applied Psychology and the Journal of Occupational Health Psychology).*

Bliese, P.D., Adler, A.B., & **Sowden, W.J.** (under review). Leader self-regulation of negative emotion in applied settings and team performance in a high-intensity context: The cost of composure. *The manuscript is currently under review at the Journal of Applied Social Psychology (previously rejected by the Journal of Applied Psychology, Personnel Psychology, and Human Performance).*

Sowden, W.J. & Thorbeck, S.P. (under review). The Survey says...but what does it mean? Do Soldiers see development when it happens? Revisiting the “Develop Others” competency problem in the U.S. Army. *The manuscript is currently under review at the Journal of Military Learning.*

Keeler, J. B., Andrieux, P., Whitmore, J., **Sowden, W. J.**, & Adeniji, S. (under review). AI-enhanced experimental stimuli in organizational behavior research: A scoping review. *The manuscript is currently under review at the Organization Management Journal.*

2025

Sowden, W.J., Lewis, N., & Jones, R.L. (2025). Habitual self-distancing is positively related to higher evaluations during U.S. Army (USA) Reserve Officer Training Corps (ROTC) Advanced Leadership Training. *Military Psychology*. DOI: 10.1080/08995605.2025.2480481.
<https://www.tandfonline.com/doi/full/10.1080/08995605.2025.2480481?scroll=top&needAccess=true#abstract>

2024

Baldwin, C., Berg, M.K., Yuan, J., **Sowden, W.J.**, Kitayama, S., & Kross, E. (2024). How culture shapes moral reasoning about close others. *Journal of Experimental Psychology: General*, 153(9), 2345-2358. <https://doi.org/10.1037/xge0001626>

Sowden, W.J., & Jones, R. (2024). Amplified PTSD symptoms from self-attributed moral transgressions are linked to internalized moral identity during military deployment. *Military Medicine*, 189 (Supplement 3).
https://academic.oup.com/milmed/article/189/Supplement_3/156/7638146

2023

Trachik, B., Fawver, B., Trapp, S., Goldberg, S.B., Ganulin, M.L., Dretsch, M.N., McKeon, A.B., & **Sowden, W.J.** (2023). Measurement validity of the six-factor model of psychological well-being in a military sample: Implications for measuring well-being in service members. *Psychological Assessment*, 35(9), 729-739. <https://doi.org/10.1037/pas0001239>

Matthews, N.L., Bayer, J.B., Sude, D., & **Sowden, W.J.** (2023). How moral adaptability relates to communication and friendship with dissimilar others. *Communication Monographs*, 90(4)
<https://www.tandfonline.com/doi/full/10.1080/03637751.2023.2231519>

2022

Sowden, W.J., Mobbs, M., & Defiori, K. (2022). Skills and strategies for optimizing meaning-making after adversity in high-risk, service-oriented occupational environments. In P.J. Sweeney, M.D. Matthews, P.B. Lester, S.T. Hannah, & B.J. Reed (Eds.) *Leadership in Dangerous Situations: A Handbook for the Armed Forces, Emergency Services, and First Responders*, 2nd Edition (pp. 150-184). Annapolis, MD: Naval Institute Press.

Hoogeveen, S., Sarafoglou, S., van Elk, M., ... **Sowden, W.J.**, ... Wagenmakers, E.J., et al. (2022). A Many-analysts approach to the relationship between religiosity and well-being. *Religion, Brain, & Behavior*. <https://www.tandfonline-com.usu01.idm.oclc.org/doi/full/10.1080/2153599X.2022.2070255>

Rutledge, C., Gould, C., Lee, P., **Sowden, W.J.**, Lustik, M., & Egan, K. (2022). Behavioral health resources and screening in military cystic fibrosis centers: A survey. *Military Medicine*.
<https://doi.org/10.1093/milmed/usac161>

Mantua, J., **Sowden, W.J.**, Chaudhury, S., Naylor, J.A., Ritland, B.M., Mickelson, C.A., Simonelli, G., Bessey, A.F., Burke, T.M., & McKeon, A.B. (2022). Can a brief survey identify U.S. Army Soldiers who are behaviorally and genetically resilient to sleep loss? *Personality and Individual Differences*, 195, 111614, ISSN 0191-8869. <https://www-sciencedirect-com.usu01.idm.oclc.org/science/article/pii/S0191886922001180?dqcid=coauthor>

Itzhakov, G., Keeler, J.B., **Sowden, W.J.**, Slipetz, W., & Faught, K.S. (2022). Avoiding harm, benefits of interpersonal listening, and social equilibrium adjustment: An applied psychology approach to side effects of organizational interventions. Commentary on Watts, L.L., Gray, B.E., & Medeiros, K.E. (2022). Side effects associated with organizational interventions: A perspective. *Industrial and Organizational Psychology*, 15, 117-121.

<https://doi.org/10.1017/iop.2021.130>

Gainsburg, I.*, **Sowden, W.J.***, Drake, B., Harrold, W., & Kross, E. (2022). Dictating from a distance: Distanced self-talk increases rational self-interest. *Scientific Reports*, 12, 511

<https://www.nature.com/articles/s41598-021-04010-3>

* Equal First Authorship

2021

Ritland, B.M., Burke, T., Naylor, J.A., Bessey, A.F., Foulis, S.A., Hughes, J.M., **Sowden, W.J.**, Mantua, J. (2021). Association between self-reported sleep quality and musculoskeletal injury in elite male army rangers. *Military Medicine*. [https://academic.oup.com/milmed/advance-](https://academic.oup.com/milmed/advance-article/doi/10.1093/milmed/usab488/6459409)

[article/doi/10.1093/milmed/usab488/6459409](https://academic.oup.com/milmed/advance-article/doi/10.1093/milmed/usab488/6459409)

Trachik, B., Moscardini, E.H., Ganulin, M.L., McDonald, J.L., McKeon, A.B., Dretsch, M.N., Tucker, R.P. & **Sowden, W.J.** (2021). Perceptions of purpose, cohesion, and military leadership: A path analysis of potential primary prevention targets to mitigate suicidal ideation. *Military Psychology*.

<https://www.tandfonline.com/eprint/4YSDX7IVSC3RCQJPPZFX/full?target=10.1080%2F08995605.2021.1962184&>

Berry, Z., Lewis, N., & **Sowden, W.J.** (2021). Are you too loyal to your organization? *Harvard Business Review Ascend*. Published online: 22 September 2021. <https://hbr.org/2021/09/are-you-too-loyal-to-your-organization?ab=ascendhero-article-2>

McKeon A.B., Mantua J., **Sowden, W.J.** (2021). Sleep tactics for multidomain operations in US Army military personnel: optimizing sleep opportunities to support readiness and lethality. *BMJ Military Health*. Published Online First: 20 August 2021.

<https://militaryhealth.bmj.com/content/early/2021/08/19/bmjmilitary-2020-001731>

Ritland, B.M., Naylor, J.A., Bessey, A.F., McKeon, A., **Sowden, W.J.**, & Mantua, J. (2021). Having a musculoskeletal injury is associated with lower self-reported sleep quality in elite male Army Soldiers. *Medicine & Science in Sports & Exercise*, 53(85), 357. https://journals.lww.com/acsm-msse/Fulltext/2021/08001/Having_A_Musculoskeletal_Injury_Is_Associated_With.1096.aspx

Mantua, J., Ritland, B.M., Naylor, J.A., Simonelli, G., Mickelson, C.A., Choynowski, J.J., Bessey, A.B., **Sowden, W.J.**, Burke, T.M., & McKeon, A.B. (2021). Physical sleeping environment is related to insomnia risk and measures of readiness in U.S. Army special operations soldiers. *BMJ Military Health*. Published Online First: 22 July 2021:

<https://militaryhealth.bmj.com/content/early/2021/07/22/bmjilitary-2021-001801>

Berry, Z., Lewis, N., & **Sowden, W.J.** (2021). The double-edged sword of loyalty. *Current Directions in Psychological Science*, 30(4), 321-326.

<https://doi.org/10.1177/09637214211010759>

Adler, A.B., Bliese, P.D., Barsade, S.G., & **Sowden, W.J.** (2021). Hitting the mark: The influence of emotional culture on resilient performance. *Journal of Applied Psychology*, 107(2), 319-327. PMID: 33856825. <https://doi.org/10.1037/apl0000897>

Mantua, J., Pirner, M., Doyle, S., Bessey, A.F., Naylor, J.A., Ritland, B.M., **Sowden, W.J.**, Burke, T.M., & McKeon, A.B. (2021). Sleep and occupational wellbeing in active-duty special operation soldiers: replication and expansion. *Sleep Health*. PMID: 33685830. Online ahead of print: <https://www.sciencedirect.com/science/article/abs/pii/S2352721821000115?via%3Dihub>

Ritland, B.M., Naylor, J.A., Bessey, A.F., McKeon, A.B., Proctor, S.P., Capaldi, V.F., Mantua, J., & **Sowden, W.J.** (2021). Transitioning from daytime to nighttime operations in military training has a temporary negative impact on dynamic balance and jump performance in U.S. Army Rangers. *Journal of Science and Medicine in Sport*. PMID: 33750655. [https://www.jsams.org/article/S1440-2440\(21\)00049-9/fulltext](https://www.jsams.org/article/S1440-2440(21)00049-9/fulltext)

Krauss, S.W., Züst, J., Frankfurt, S., Kumparatana, P., Riviere, L.A., Hocut, J., **Sowden, W.J.**, & Adler, A. (2021). Distinguishing the effects of life threat, killing enemy combatants, and unjust war events in US Service Members. *Journal of Traumatic Stress*, 34(2), 357-366. PMID: 33301629. <https://onlinelibrary.wiley.com/doi/10.1002/its.22635>

Mantua, J., Bessey, A.F., Mickelson, C., Choynowski, J.J., Noble, J., Burke, T.M., Capaldi, V.F., McKeon, A.B., & **Sowden, W.J.** (2021). Sleep and high-risk behavior in military service members: a mega-analysis of four diverse U.S. Army units. *SLEEP*, 44(4), 1-8. PMID: 33125489 <https://academic.oup.com/sleep/article/44/4/zsaa221/5944093>

2020

Mantua, J., Naylor, J., Ritland, B., Mickelson, C., Bessey, A., Choynowski, J., McKeon, A., **Sowden, W.J.**, Burke, T. (2020). Sleep loss during military training reduces testosterone in U.S. Army Rangers: a two-study series. *International Journal of Sports and Exercise Medicine*, 6(4), 1-5. <https://clinmedjournals.org/articles/ijsem/international-journal-of-sports-and-exercise-medicine-ijsem-6-169.pdf?jid=ijsem>

Mantua, J., **Sowden, W.J.**, St. Pierre, M.E., Merrill, J., Burke, T.M., Capaldi, V.F., & McKeon, A.B. (2020). Maximizing military field research participant engagement: The “when” and “where” make a difference. *BMJ Military Health*. PMID: 33214220 <https://militaryhealth.bmj.com/content/early/2020/11/18/bmjilitary-2020-001673>

Mantua, J., Bessey, A., Ritland, B., Naylor, J., Chabuz, R., Capaldi, V., & McKeon, A., & **Sowden, W.J.** (2020). Sleep loss is negatively related to stationary balance in U.S. Army Soldiers in an operational relevant context. *Journal of Sleep Medicine*. PMID: 32827885 DOI: <https://doi.org/10.1016/j.sleep.2020.04.011>

Mantua, J., Bessey, A., & **Sowden, W.J.** (2020). Poor subjective sleep quality is associated with job burnout in elite U.S. Army Soldiers. *Clocks and Sleep*. <https://www.mdpi.com/2624-5175/2/2/15/pdf>

Devine, J., Choynowski, J., Burke, T., Carlsson, K., McKeon, A., Capaldi, V.F., & **Sowden, W.J.** (2020). Practice parameters for the use of actigraphy in the military operational context: the Walter Reed Army Institute of Research Kit-Actigraphy (WORK-A). *Military Medical Research*, 7 (1), 1-13. <https://mmrjournal.biomedcentral.com/articles/10.1186/s40779-020-00255-7>

Landy, J.F., W., **Sowden, W.J.**, and Uhlmann, E.L., et al. (2020). Crowdsourcing hypothesis tests: Making transparent how design choices shape research results. *Psychological Bulletin*, 146(5), 451-479. <https://doi.org/10.1037/bul0000220>

Weidman, A.C. *, **Sowden, W.J.** *, Berg, M., & Kross, E. (2020). Punish or protect? How close relationships shape responses to moral violations. *Personality and Social Psychology Bulletin*, 46(5), 693-708. <https://doi.org/10.1177/0146167219873485>

* Equal First Authorship

Sowden, W.J. (2020, July 1). When push comes to shove, loyalty trumps justice. Society for Personality and Social Psychology invited submission for the “Character and Context” blog <https://www.spsp.org/news-center/blog/sowden-loyalty-trumps-justice#gsc.tab=0>

2019

Herold, W., **Sowden, W.J.**, & Kross, E. (2019). Virtue and self-distancing. In N. Snow & D. Narvaez (Eds.). *Self, Motivation, and Virtue: Innovative Interdisciplinary Research*. Routledge (Taylor & Francis), NY. <https://www.taylorfrancis.com/books/e/9780429260858/chapters/10.4324/9780429260858-5>

Mantua, J. Bessey, A., **Sowden, W.J.**, Chabuz, R., Brager, A.J., Capaldi, V.F., & Simonelli, G. (2019). A review of environmental barriers to obtaining adequate sleep in the military operational context. *Military Medicine*, 184(7-8), e259-e266. <https://doi.org/10.1093/milmed/usz029>

2018

Alkhalil, L., St. Pierre, M.E., **Sowden, W.J.**, & Adler, A.B. (2018). Stationed in Alaska: Subjective

Winter Stress and Mental Health. *Military Behavioral Health*, 7(2), 218-227.
<https://doi.org/10.1080/21635781.2018.1526145>

Klein, R.A., **Sowden, W.J.**, & Nosek, B.A., et al. (2018). Many labs 2: Investigating variation in replicability across sample and setting. *Advances in Methods and Practices in Psychological Science*, 1(4), 443-490. <https://doi.org/10.1177/2515245918810225>

Adler, A., & **Sowden, W.J.** (2018). Resilience in the military: the double edge sword of culture. In L. Roberts & C. Warner (Eds.). *Military and Veteran Mental Health: A Comprehensive Guide*. New York, NY: Springer. https://doi.org/10.1007/978-1-4939-7438-2_4

2017

Stevens, S.T., Jussim, S., **Sowden, W.J.**, Campbell, W.K., et al. (2017). Political exclusion and discrimination in social psychology: lived experiences, and solutions. In J.T. Crawford & L. Jussim (Eds.). *The Politics of Social Psychology*. Taylor and Francis: New York.
<https://www.taylorfrancis.com/books/e/9781315112619/chapters/10.4324/9781315112619-13>

2016

Schweinsberg, M., ... **Sowden, W.J.**, ... , Uhlmann, E.L., et al. (2016). The pipeline project: Pre-Publication Independent Replications of a Single Laboratory's Research Pipeline. *Journal of Experimental Social Psychology*, 66, 55-67. <https://doi.org/10.1016/j.jesp.2015.10.001>

Tierney, W., **Sowden, W.J.**, & Uhlmann, E.L., et al. (2016). Data descriptor: Data from a pre-publication independent replication initiative examining ten moral judgment effects. *Scientific Data* 3, 160082. <https://doi.org/10.1038/sdata.2016.82>

2015

Lester, P.B., Harms, P.D., Herian, M., & **Sowden, W.J.** (2015). A force of change: the U.S. Army's Global Assessment Tool. *Journal of Positive Psychology*, 10 (1), 7-16.
<http://dx.doi.org/10.1080/17439760.2014.927904>

2014 or earlier

Hannah, S.T., & **Sowden, W.J.** (2012). Leadership in the profession of arms. In M. Rumsey (Ed.), *Oxford Handbook of Leadership*, (pp. 291-310). Oxford University Press: New York.
<https://www.oxfordhandbooks.com/view/10.1093/oxfordhb/9780195398793.001.0001/oxfordhb-9780195398793-e-16>

Sowden, W.J., & Stewart, D.L. (2012). *The dilemma of competing loyalties in the Profession of*

Arms. In M.H. Wiggins & L. Dabeck (Eds.) *Symposium Report- Fort Leavenworth Ethics Symposium 2011*. The CGSC Foundation Press: Kansas. <https://www.cgscfoundation.org/wp-content/uploads/2014/03/FtLvnEthicsSymposiumReport-2011.pdf>

Leavitt, K. & **Sowden, W.J.** (2010). Automatic ethics: what we take for granted matters. *Military Review*. Special Edition- September 2010, 86-89.
https://www.armyupress.army.mil/Portals/7/military-review/Archives/English/MilitaryReview_20100930ER_art014.pdf

Sowden, W. (2010). Discretionary judgment and the PME. In M.H. Wiggins & L. Dabeck (Eds.) *Symposium Report- Fort Leavenworth Ethics Symposium: Exploring the Professional Military Ethic*, pp. 177- 190. The CGSC Foundation Press: Kansas. <https://www.cgscfoundation.org/wp-content/uploads/2014/03/FtLvnEthicsSymposiumReport-2010.pdf>

Doty, J., & **Sowden, W.J.** (2009). Character vs. competency, it must be both! *Military Review*. Vol. 89 (6), 69-76.
https://www.researchgate.net/publication/235022489_Competency_vs_Character_It_Must_Be_Both

Presentations

2025

Sowden, W.J. Leading Yourself First: Why Managing Emotions is a Core Leadership Skill in High-Stakes Professions. Invited Lecture at the University of Michigan Medical School Orthopedics Surgery Residency Leadership Session on 10 April 2025 in Ann Arbor, MI.

Bessey, A. (Co-Chair), Klinefelter, Z. (Co-Chair), Key-Roberts, M., Gallus, J., Ehrhart, M.G., **Sowden, W.J.** From Battlefield to Boardroom: Leadership and Climate Lessons for Reducing Harmful Behaviors [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Sowden, W.J. Leadership Development: Becoming the Leader Your Platoon Deserves. Invited Lecture at the University of Michigan ROTC Battalion on 27 March 2025 in Ann Arbor, MI.

2024

Sowden, W.J. (chair), Reynolds, E., Schroeder, J., & Richardson, N. *Addressing Moral Injury in the U.S. Military: Interdisciplinary Approaches to Research, Clinical Practice, and the Military-to-Civilian Transition*. Symposium presented at the American Psychiatric Association's Annual Meeting from 4-8 May 2024 in New York, NY.

Sowden, W.J. *Measuring Moral Injury in the Military*. Oral presentation presented as part of the

Addressing Moral Injury in the U.S. Military: Interdisciplinary Approaches to Research, Clinical Practice, and the Military-to-Civilian Transition symposium presented at the American Psychiatric Association's Annual Meeting from 4-8 May 2024 in New York, NY.

Sowden, W.J. *Psychometric Validation of the Expressions of Moral Injury Scale–Military Version (EMIS-M) in a Military Clinical Population: A Retrospective Study.* Poster presented at the American Psychiatric Association's Annual Meeting from 4-8 May 2024 in New York, NY.

Sowden, W.J., & Reynolds, E. *Understanding Moral Injury: An Interdisciplinary Dialogue for DEIA.* Invited talk presented for the TAMC Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee's Let's Talk Series at TAMC, Honolulu, HI on 29 March 2024.

Sowden, W.J. *From Adversity to Advantage: Leveraging Emotional Culture for Organizational Resilience.* Invited talk presented at the Management and Organizations Area, Ross School of Business, University of Michigan in Ann Arbor, MI, on 14 March 2024.

Sowden, W.J. *Understanding and Enhancing Resilience During the Military-to-Civilian Transition.* Invited talk presented virtually at the 2024 Veterans Transition Research Lab (VTRL) Research Workshop on 12 March 2024.

Sowden, W.J. *Assessing moral injury in the military clinical context.* Invited talk presented at the Tripler Army Medical Center (TAMC) Psychiatry Grand Rounds on 1 March 2024.

Sowden, W.J. *The Big One of Mental Health in the Military: Trait neuroticism is related to increased levels of psychological distress (anxiety, depression, and PTSD).* Poster presented at the Annual Meeting for the Society of Personality and Social Psychology on 8 February 2024 in San Diego, CA.

Bakina, D.A., Quigley, B., Orehek, E., & **Sowden, W.J.** *Beyond Academia – Applied Psychology: Networking Session.* Professional Development Workshop presented at the Annual Meeting for the Society of Personality and Social Psychology on 9 February 2024 in San Diego, CA.

Bakina, D.A., Quigley, B., Orehek, E., & **Sowden, W.J.** *Beyond Academia – Applied Psychology: Resume and Interview Preparation.* Professional Development Workshop presented at the Annual Meeting for the Society of Personality and Social Psychology on 10 February 2024 in San Diego, CA.

2023

Sowden, W.J. *Understanding identity in the workplace: A pathway to enhanced well-being and increased productivity.* Invited workshop for the TAMC Diversity, Equity, Inclusion, and Accessibility (DEIA) Committee's Let's Talk Series at TAMC, Honolulu, HI on 20 November 2023.

Sowden, W.J. *Intrarelational morality, loyalty, and the regulation of unethical behavior.* Invited colloquium presentation at the Department of Psychology, University of Hawai'i at Mānoa, Honolulu, HI on 10 October 2023.

Sowden, W.J. *Enhancing resilience through the development of regulatory flexibility during the military-to-civilian transition.* Invited talk presented at the 2023 Veterans Transition Research Lab (VTRL) Research Summit at Duke University, Durham, NC on 5 October 2023.

Sowden, W.J. *Perceptions of organizational anger are related to increased psychological well-being during and after a military deployment.* Poster presented at the 2023 Military Health System Research Symposium (MHSRS), Kissimmee, FL on 15 August 2023.

Sowden, W.J. *Moral identity strengthens the positive relationship between self-attributed moral injury and increased symptoms related to posttraumatic stress disorder during a military deployment.* Poster presented at the 2023 Military Health System Research Symposium (MHSRS), Kissimmee, FL on 15 August 2023.

Sowden, W.J. (chair), Wilkes, S., Picciano, N., & Scott, J. *Integrating patients' work identity into practice – The military as an exemplar in how it cares for military service members, veterans, and families.* Symposium held at the American Psychiatric Association's Annual Meeting on 21 May 2023 in San Francisco, CA.

Sowden, W.J. *The importance of work: The social psychological link between work and mental health.* Oral presentation presented at the American Psychiatric Association's Annual Meeting on 21 May 2023 in San Francisco, CA.

Sowden, W.J. *Moral injury – it's not just for the military anymore: A comparative scoping review and predictive analysis of the research into moral injury.* Poster presented at the American Psychiatric Association's Annual Meeting on 23 May 2023 in San Francisco, CA.

Sowden, W.J. *The social regulation of loyalty: Social norms shape moral reasoning about close others.* Paper presented as part of *the effect of social context on interpersonal and intrapersonal outcomes* symposium at the Annual Conference for the Society for Personality and Social Psychology on 24 February 2023 in Atlanta, GA.

Sowden, W.J. (chair), Tepper, S. Tepper, Maitner, A., & Zhou, J. *The effect of social context on interpersonal and intrapersonal outcomes.* Symposium to be held at the Society for Personality and Social Psychology's Annual Conference on 24 February 2023 in Atlanta, GA.

Sowden, W.J. *Perceptions of organizational anger are related to increased psychological well-being during and after a military deployment.* Poster presented as part of the *Emotion Preconference* at the Annual Conference for the Society of Personality and Social Psychology on 23 February 2022 in Atlanta, GA.

Sowden, W.J. *Moral identity strengthens the positive relationship between self-attributed moral injury and increased symptoms related to posttraumatic stress disorder during a military deployment.* Poster presented as part of the *Self and Identity Preconference* at the Annual Conference for the Society of Personality and Social Psychology on 23 February 2022 in Atlanta, GA.

Sowden, W.J. *Temporal self-distancing is positively related to higher evaluations during U.S. Army Reserve Officer Training Corps (ROTC) advanced leadership training.* Oral presentation presented as part of the *Applied Preconference* at the Annual Conference for the Society for Personality and Social Psychology on 22 February 2023 in Atlanta, GA.

2022

Sowden, W.J. *Perceptions of organizational anger are related to increased psychological well-being during and after a military deployment.* Poster presented at the 2022 Positive Organizational Scholarship Research Conference on 24 June 2022 in Ann Arbor, MI.

Sowden, W.J. *Perceptions of organizational suffering exasperate the positive relationship between combat exposure and psychological distress after a military deployment.* Poster presented at the 2022 American Psychiatric Association Annual Meeting on 23 May 22 in New Orleans, LA.

Sowden, W.J. *Sleep readiness.* Presentation to the Commander's Readiness and Resilient Council, Public Health Command – Pacific, Honolulu, HI, 2 May 22.

Sowden, W.J. *Perceptions of organizational zeal are consistently related to improved psychological health throughout a military deployment.* The poster was virtually presented at the 2022 Applied preconference at the Society of Personality and Social Psychology annual meeting on 16 February 2022.

Sowden, W.J. *Moral identity moderates the relationship between self-directed moral trauma and posttraumatic stress during a military deployment.* Poster virtually presented at the 2022 Justice and morality preconference at the annual meeting for the Society of Personality and Social Psychology on 17 February 2022.

Sowden, W.J. *The relationship between beliefs, personality, and psychological health after a military deployment.* Poster virtually presented at the 2022 Society for Personality and Social Psychology Annual Convention on 19 February 2022.

2021

Sowden, W.J. *The relationship between moral trauma, moral identity, and post-traumatic stress during a military deployment.* Poster presented virtually as part of the Society of Military Psychology (Division 19) programming at the American Psychological Association annual conference (APA) on 12 August 2021.

**Selected best poster by Division 19 and a finalist for the APA 21 best poster competition*

Sowden, W.J. *Low trait agreeableness and high trait openness exasperate the positive relationship between religiosity and increased psychological distress during a military deployment.* Poster presented virtually as part of the Society of Personality and Social Psychology (Division 8) programming at the American Psychological Association annual conference (APA) on 14 August 2021.

Sowden, W.J. *Psychological wellbeing consists of two underlying factors that vary by time and organization during a military deployment.* Poster presented at the 7th World Congress for the International Positive Psychology Association (IPPA) on 15-17 July 2021.

Sowden, W.J. *The relationship between basic personality, subjective sleep duration, and psychological distress during a military deployment.* Poster presented virtually at the annual meeting of the Associated Professional Sleep Societies (APSS/SLEEP) on 12-16 June 2021.

Sowden, W.J. *Trait temporal distancing is positively related to higher evaluations during U.S. Army (USA) Reserve Officer Training Corps (ROTC) advanced leadership training.* Poster presented at the annual meeting of the Association for Psychological Science (APS) held virtually on 26-27 May 2021.

Sowden, W.J. *The Big One of Mental Health in the Military: Trait neuroticism is related to increased levels of psychological distress (anxiety, depression, and PTSD).* Oral presentation delivered at the 13th Annual Health Pre-conference at the annual meeting for the Society of Personality and Social Psychology virtually held on 10 February 2021.

Sowden, W.J. *Collective self-construal is positively related to psychological well-being during a military deployment.* Poster presented at the 8th Annual Happiness and Wellbeing Pre-conference at the annual meeting for the Society of Personality and Social Psychology virtually held on 9 February 2021.

2020

Sowden, W.J. *Sleep and readiness in the military operational context.* Invited talk presented at both the Tripler Army Medical Center (TAMC) Psychology Hui and Psychiatry Grand Rounds on 20 AUG and 18 SEP 2020, respectively.

Sowden, W.J. *Subjective sleep quality measured before predicts psychological safety after simulated combat training.* Testing the bidirectional link between sleep and social processes in

the military operational context. Poster presented at the annual meeting of the Associated Professional Sleep Societies (APSS/SLEEP) in Philadelphia, PA from 13-17 June 2020.

2019

Sowden, W. *Sleep on the front line: The relationship between sleep, performance, and health in high-risk occupational environments*. Chair for the symposium presented at the annual meeting of the Associated Professional Sleep Societies (APSS/SLEEP) held in San Antonio, TX.

Sowden, W.J. *Team Fusion Predicts Performance for U.S. Army Tank Crews During Pre-Mission Qualification Training*. Poster presented at the annual meeting for the Society for Personality and Social Psychology (SPSP) held in Portland, OR.

Sowden, W.J. *The role of non-cognitive psychological factors in shaping cognitive readiness*. Oral presentation at the 2019 NATO Cognitive Demands and Requirements of Military Job Performance Meeting held at West Point, NY.

2018

Sowden, W.J. *Beliefs about resiliency predict psychological resilience in the military operational context*. Paper presented at the 2018 Military Health System Research Symposium (MHSRS): Lake Buena Vista, FL.

Sowden, W.J. *Team sleep and readiness in the military operational context*. Paper presented at the 2018 Military Health System Research Symposium (MHSRS): Lake Buena Vista, FL.

Sowden, W.J. *Examining sleep in the military operational context - new questions, methods, and outcomes*. Paper presented at the 32nd Annual Meeting of the Associated Professional Sleep Societies (APSS): Baltimore, MD.

2017

Sowden, W.J. *Team fusion: Aggregated self-team overlap predicts performance, promotes resilience, and fosters esprit de corps*. Paper presented at the 2017 Military Health System Research Symposium (MHSRS): Lake Buena Vista, FL.

Sowden, W.J. & Herold, W. *Self-distance, prudence, and justice*. Paper presented at the 2017 Self, Virtue, and Motivation Conference: University of Oklahoma, Norman, Oklahoma.

2016

Sowden, W.J. *Readiness for resilience: a measure for assessing individual motivation to develop resiliency*. Paper presented at the 2016 Military Health System Research Symposium (MHSRS):

Lake Buena Vista, FL.

Sowden, W.J. & Herold, W. *The virtue of self-distancing*. Paper presented at the 2016 Self, Virtue, and Motivation Conference: University of Notre Dame, South Bend, Indiana.

Sowden, W.J. *Crossing relationship and morality science: How relational distance influences moral judgment across the moral foundations*. Paper to be presented as part of the *Intra-relational morality: Exploring the intersection between relationship and morality science* symposium (Co-Chair) at the 28th Association for Psychological Science (APS) Annual Convention: Chicago, IL.

Sowden, W.J. *Actor baseline state influences the moral judgment of performance-enhancing behavior*. Paper to be presented as part of the *MJ = f(B|C): Exploring the interaction between act-based and person-centered factors on moral cognition* symposium (Co-Chair) at the 28th Association for Psychological Science (APS) Annual Convention: Chicago, IL.

Sowden, W.J. *Regulating loyalty: Third-person self-talk enhances ethical reasoning about close others*. Poster presented at the 17th Annual Meeting of the SPSP, Morality and Justice Preconference: San Diego, CA.

2015

Sowden, W.J. *Self-distance promotes fair utilitarian decisions in moral tradeoffs between honesty and loyalty involving close relationships*. Paper presented at the 4th World Congress on Positive Psychology: Lake Buena Vista, FL.

Sowden, W.J. *Exploring the connection between moral focus and happiness orientation*. Poster presented at the 4th World Congress on Positive Psychology: Lake Buena Vista, FL.

Sowden, W.J. *Think like a leader: Social distancing from the perspective of the leader helps to mitigate the effect of social cohesion on by standing*. Paper presented as part of the *Virtues, Ethics, & Prosocial Behavior* research track at the 7th biennial Positive Organizational Scholarship Research Conference: Lake Buena Vista, FL.

Sowden, W.J. *Self-distance mitigates the effect of relational distance on Intrarelational moral judgment and decision-making*. Poster presented at the 2015 Meeting of the Society for Philosophy and Psychology (SPP): Duke University, Durham, NC.

Sowden, W.J. *Self-distance mitigates the effect of relational distance on Intrarelational moral judgment and decision-making*. Paper presented as part of the *Flipping the Moral Switch: New Perspectives on the Regulation of Moral Judgment* symposium (Co-Chair) at the 27th Association for Psychological Science (APS) Annual Convention: New York, NY.

Sowden, W.J. *The double-edged sword of service: implicit attitudes about veterans inform the civilian-veteran employment gap.* Poster presented at the 27th APS Annual Convention: New York, NY.

Sowden, W.J., Herold, W.J., & Kross, E. *The virtue of self-distancing.* Proposal presented at the Templeton Foundation's Interdisciplinary Moral Forum for the Self, Motivation, & Virtue Project: Marquette University, Milwaukee, WI.

Sowden, W.J. *Culture and morality: the influence of cultural self-construal on Intrarelational moral decision-making.* Poster presented at the 16th Annual Meeting of the Society for Personality and Social Psychology (SPSP): Long Beach, CA.

Sowden, W.J. *The influence of relational and self-distance on moral judgment and decision-making.* Invited talk as part of the 2015 Pat Gurin Distinguished Lecture Series Colloquium: Ann Arbor, MI.

2014

Sowden, W.J. *Exploring the intersection of relationship and morality science.* Invited talk for the Mind and Morality Working Group, Department of Philosophy, University of Michigan, Ann Arbor, MI.

Sowden, W.J. *The social prism of loyalty: How interpersonal relationships refract moral judgment.* Paper presented as part of the *moral judgment in groups* symposium at the 17th annual European Association of Social Psychology (EASP): Amsterdam, The Netherlands.

Sowden, W.J. *The moral influence of social relationships on cooperation.* Paper presented at the 27th Annual Conference of the International Association for Conflict Management (IACM): Leiden, The Netherlands.

Sowden, W.J. *Psychological self-distance and moral judgment.* Poster presented at the 26th Annual Convention for the APS: San Francisco, CA.

Sowden, W.J. *Interpersonal loyalty: The relational dimension of moral judgment.* Invited presentation at the University of Michigan Decision Consortium, Ann Arbor, MI.

Sowden, W.J. *The influence of relationships on moral judgment.* Poster presented at the 15th Annual Meeting of the SPSP: Austin, TX.

2013

Sowden, W.J. *The relational dilemma: exploring interpersonal loyalty and betrayal.* Paper presented at the 15th International Conference on Social Dilemmas (ICSD): Zurich, Switzerland.

Sowden, W.J. *When relationships collide – managing the conflict of loyalty.* Paper presented at the 26th Annual Conference of the IACM: Tacoma, WA.

Sowden, W.J. *Relational dilemmas and their effects on individuals, relationships, and organizations.* Paper presented as part of the *Positive Business and Positive Organizations: Current Research Findings* symposium at the 3rd World Congress on Positive Psychology: Los Angeles, CA.

2009 - 2011

Sowden, W.J., & Stewart, D.L. *The dilemma of competing loyalties in the Profession of Arms.* Paper presented at the 2011 Fort Leavenworth Ethics Symposium: Fort Leavenworth, KS.

Sowden, W.J. *Discretionary judgment in the PME.* Paper presentation at the 2010 Fort Leavenworth Ethics Symposium: Fort Leavenworth, KS.

Sowden, W.J. *Character vs. competency—it must be both!* This paper was presented at the 2009 Fort Leavenworth Ethics Symposium in Fort Leavenworth, KS.

Professional Memberships: International and National

Society of Personality and Social Psychology (SPSP)	2012-present
International Positive Psychological Association (IPPA)	2013-present
Association for Psychological Science (APS)	2014-2022
American Psychological Association (APA)	2015-present
- Division 8: Society of Personality and Social Psychology	
- Division 19: Society for Military Psychology	
Sleep Research Society (SRS)	2017-present

Committee Assignments and Administrative Services

Reviewer:

Journals

Journal of Behavioral Decision Making	2015
Journal of Personality and Social Psychology	2016
Military Psychology	2017-2022
Sleep Medicine Reviews	2019
Scientific Reports	2022
Journal of Sleep Research	2022
Journal of Personality	2023
Military Medicine	2024
Current Psychology	2024-2025

Journal of Applied Memory and Cognition 2024

Conferences

International Association for Conflict Management (IACM) Annual Conference	2014
World Congress of Positive Psychology	2017
Military Health System Research Symposium (MHSRS)	2018
Annual Convention for the Society of Personality and Social Psychology	2020-2022
Positive Organizational Scholarship Research Conference	2025

Member:

Applied committee, SPSP	2023-present
Diversity, Equity, Inclusion, and Accessibility (DEIA) committee, TAMC	2023-present
Institutional Review Board (IRB), Madigan Army Medical Center	2021-present
SRC, Department of Clinical Investigations (DCI), TAMC	2019-2021
Scientific Review Committee (SRC), WRAIR	2016-2019



5 May 2025