

Matthew A. Swanson

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EDUCATION

University of Nebraska, Omaha

December 2022

Ph.D. in Industrial Organizational Psychology | GPA = 4.00

The University of Akron

June 2018

M.A. in Industrial Organizational Psychology | GPA = 3.78

Kent State University

May 2016

B.S. in Psychology | *magna cum laude* | Honors | Dean's list | GPA = 3.75

DISSERTATION

Title: *Can I Remain True to Myself at Work? An Experimental Study of Psychologically Safe Versus Unsafe Workplaces on LGBTQ and Straight Perceptions of Authenticity, Vigilance, Belongingness, and Well-Being*. Dissertation Committee: Carey S. Ryan, Ph.D. (committee chair), Yimin He, Ph.D., Jonathan B. Santo, Ph.D., & Jay A. Irwin, Ph.D.

RESEARCH INTERESTS

Diversity, equity, and inclusion in organizations, especially concealable identities (e.g., religious identity, LGBTQ+ identity, and disability); authentic self-expression; meaningful work; data analysis and statistical techniques

CONSULTING & PROFESSIONAL EXPERIENCE

Postdoctoral Research Fellow | United States Department of the Navy

Consortium of Universities of the Washington Metropolitan Area May 2023 – October 2024

- Collaborated on several contract with the United States Department of the Navy, working alongside researchers from West Chester University, the Consortium, and the Office of Force Resiliency (OFR) to evaluate two distinct suicide intervention and wellness programs within the Navy
- Provided expertise in qualitative research methodology and data analytics, contributing to robust evaluation methodologies and insightful data interpretation
- Conducted comprehensive qualitative and quantitative data analysis to assess the effectiveness of these suicide intervention programs. This included performing a multilevel meta-analysis, thematic analysis, and the development of a data system structure that could be utilized by the United States Naval Academy during future survey implementation
- Wrote white papers on topics relevant to a Naval audience such as research design and best practices for conducting in-person focus groups
- Demonstrated strong communication skills through report writing and editing
- Provided support to the program evaluation efforts, including planning, execution, and data analysis

- Maintained a proactive approach to stay updated with the latest research literature, ensuring the evaluation plan remained current and well-informed
- Assisted the research team in addressing challenges that arose during the contract, including adapting to new project constraints, handling missing data and small sample sizes, and making real-time adjustments to project plans
- Delivered final reports to U.S. Navy and Pentagon leadership which included data analysis structures, data interpretation aids, a comprehensive review of the current state of suicide prevention and intervention training within military populations, and we provided several major recommendations for the Navy's future approach to suicide prevention and intervention training among service members

I-O Writers At Work Team Member

I-O AT WORK, Remote

December 2022 – April 2023

- Translated academic research to an applied audience via monthly research article reviews
- Assessed and reported research designs and advanced statistics to a practitioner audience

Sample Work:

- <https://www.ioatwork.com/when-will-employees-speak-up-in-response-to-abusive-leadership/>

External Consultant

The Center for Applied Psychological Services, Omaha, NE

August 2019 – February 2021

- Successfully led and executed large-scale data projects, managing data collection procedures to ensure accurate data acquisition
- Analyzed data using Excel, SPSS, and R, leveraging statistical techniques, including regression, validity, frequencies, and visualization to generate technical reports that provided valuable insights to stakeholders
- Served as the go-to expert for people analytics and data reporting, informing data analysis decisions
- Developed Knowledge, Skills, & Ability (KSA)-linked items for evidence-based employee selection, aligning with organizational goals and maximizing workforce performance

Client Projects

- Board of Certification, Inc. (BOC) for the Athletic Trainer – Nation-wide survey development and data collection to create a technical report detailing Athletic Trainer perceptions of new recertification requirements
- Lincoln Police Department – Police sergeant promotion test development
- Welcoa – Research report on well-being at work constructs

Technical Reports

Swanson, M.A., Baak, M., Reiter-Palmon, R., & Kramer, W. (2021, February). *Board of Certification, Inc. (BOC) for the Athletic Trainer Recertification Survey Report*. Omaha, NE.

Ciagala, K., Crawford, D., Oh, L., **Swanson, M. A.** (2020, May). *QIC – WD Team Needs Assessment*. Omaha, NE.

IO Analyst, Client Solutions & Program Management*Corporate College, Warrensville Heights, OH*

May 2017 – June 2019

- Conducted job analyses and provided suggestions for redesigned hiring procedures and evaluative criteria, resulting in more effective and efficient talent acquisition processes
- Developed or updated 70+ evidence-based training courses targeting workplace competencies such as Diversity, Equity, and Inclusion, change management, and accountability, resulting in improved workforce well-being and skills
- Created predictive models to assess satisfaction, turnover, and organizational climate & culture
- Improved the frontline and leadership talent of dozens of clients through comprehensive organizational training, resulting in a more skilled and engaged workforce
- Collaborated with companies such as American Greetings, Cleveland Cavaliers, and Oatey to address absenteeism and training issues, resulting in healthier work environments
- Trained a small team on how to conduct content development and training performance evaluations

Selected Client Projects

- American Greetings – Developed training centered around talent development and change management
- Smithers Group – Yearly executive training and soft skill coaching
- RTA – Supported yearly training program and skill development efforts
- Cleveland Cavaliers – Diversity and inclusion training facilitation
- Care Alliance – Conducted job analysis, updated and revised job descriptions, organizational charting, and turnover research
- Oatey – Conducted job analyses on several positions and recommended selection procedures with the goal of reducing turnover and absenteeism
- Avon Lake Regional Water – Soft skill and Lean Six Sigma training rollout development and overview
- Andover Bank – Course content creation and facilitation of soft skill training
- University Hospitals – Project development for yearly training rollout
- First Energy – Supported the creation, validation, and distribution of a diversity and inclusion survey to 15,000 employees
- Cuyahoga Community College WCED – Developed several “Build the Bike” team building training and community service events
- Anshe Chesed Fairmount Temple – Developed several 1-hour Lunch and Learn team training programs
- Pentair – Overview and content creation for a team building philanthropy event

Consultant*Center for Organizational Research, Akron, OH*

March 2017 – June 2017

- Conducted data analyses and compiled results into professional reports
- Customized tests, measures, survey, and selection systems
- Created survey items that were based on competencies identified by the client

Client Projects

- Seeds of Literacy – Created and validated surveys to assess perceptions of success for client’s internal projects

RESEARCH EXPERIENCE**Lab Researcher**

2019 - Present

Diversity and Inclusion Research Lab, Omaha, NE

- Developed empirical work to test questions regarding diversity and inclusion at work
- Employed various statistical methodologies to answer lab questions, including psychometric analyses, exploratory structural equation modeling, thematic analysis, and analysis of variance

Tri-Faith External Research Consultant*Tri-Faith, Omaha, NE*

2019 - 2021

- Served as a research consultant supporting Tri-Faith’s research initiatives
- Designed research projects that helped Tri-Faith better understand member’s beliefs

Graduate Researcher*The University of Akron*

Fall 2017 - Summer 2019

- Worked on a research paper investigating individual difference variables that make a job applicant better or worse at performing on a virtual interview with Dr. Erin Makarius, Dr. Vijay Raman, and Scott Bible. Working title is “*Workshop for Interviewing in the 21st Century: Preparing Students for Virtual Selection*”.
- Wrote a research proposal exploring potential moderations on the job complexity leading to overload and satisfaction relationship. Presented proposal as an Ignite presentation, under the direct guidance of Dr. James Diefendorff at the University of Akron
- Wrote a research proposal investigating the effects of implicit bias and egocentric attribution bias on performance appraisals for virtually working supervisors, under the guidance of Dr. Paul Levy at the University of Akron
- Wrote and presented a research proposal evaluating the mediational role of perceived affordances and constraints in the relationship between team climate and virtual media choice, under the guidance of Dr. Amanda Thayer at the University of Akron

Research Assistant*Emotion, Stress, & Relationships Lab, Kent, OH*

Fall 2015 - Spring 2016

- Facial coder in Dr. Karin Coifman’s Emotion, Stress & Relationships Lab at Kent State University
- Oversaw clinical trials targeted at developing a language-based psychotherapy

RESEARCH GRANTS**Awarded**

2021 **Swanson, M. A.** Self-Expression at Work. Graduate Research and Creative Activity Grant Recipient, University of Nebraska, Omaha (\$5,000)

Not Funded

2020 Folberg, A. M., & **Swanson, M. A.** Assessing Blacks and Whites’

Representations of Racists using Reverse Correlation. Small Grant from the Society for Industrial Organizational Psychology

2020 **Swanson, M. A.** Can I Remain True to Myself at Work? An Experimental Study Investigating the Role of Environmental Characteristics on Subsequent Perceptions of Authenticity, Belongingness, Well-Being, Vigilance, and Resiliency at Work. Student Grant Competition from the Association for Psychological Science (not funded)

2020 **Folberg, A. M., & Swanson, M. S.** Assessing Blacks and Whites' Representations of Racists using Reverse Correlation. Grant-in-Aid from the Society for the Psychological Study of Social Issues (not funded)

AWARDS

2021 Presidential Ph.D. Fellowship Nominee, University of Nebraska, Omaha

PUBLICATIONS

Published Work

Folberg, A. M., Dueland, L. B., **Swanson, M. A.**, Stepanek, S., & Ryan, C. S. (2024). Racism underlies seemingly race-neutral conservative criticisms of DEI statements among Black and White people in the United States. *Journal of Occupation and Organizational Psychology*, 97 (3), 791-816. <https://doi.org/10.1111/joop.12491>

- This article was in the top 10 articles most viewed articles of 2024 by the British Psychological Society

Swanson, M. A. (2023). *Can I remain true to myself at work? An experimental study of psychologically safe versus unsafe workplaces on LGBTQ and straight perceptions of authenticity, vigilance, belongingness, and well-being* (Publication No. 29998361) [Doctoral dissertation, University of Nebraska Omaha]. ProQuest Dissertations and Theses Global.

Manuscripts in Progress

Folberg, A. M., Votruba, A., Marshburn, C. K., Crawford, D., **Swanson, M. A.**, Kaiser, C.R., (call to submit). Reimagining Resolution: Addressing Racism in Academic Institutions with Conflict Resolution. *American Psychologist*.

Swanson, M. A., Dueland, L. B., Crawford, D., Stepanek, S., & Ryan, C. S. (in preparation). Conflict Management Techniques Within Diversity Initiatives: A Critical Missing Link.

Ciagala, K., Folberg, A. M., **Swanson, M. A.**, Crawford, D., & Ryan, C. S. (in preparation). A Mixed-Method Investigation of the Types of Religious Experiences that are Important to Christian, Jewish, and Muslim Employees in the U.S.

CONFERENCE PRESENTATIONS AND POSTERS

Folberg, A., Votruba, A., Marshburn, C., **Swanson, M.**, Crawford, D., Kaiser, C. (2023). *Reimagining Resolution: Addressing Racism in Academic Institutions with Conflict*

Resolution. Interactive discussion to be presented at the annual conference for the Society for the Psychological Study of Social Issues, Denver, CO.

Ximenes, M., Folberg, A., **Swanson, M. A.**, Dueland, L., Stepanek, S., Ryan C. (2023). *The Role of Conservatism in Evaluations of Diversity Statements*. Poster to be presented at the Midwestern Psychological Association, Chicago, IL.

Swanson, M. A. (2022). *Can I Remain True to Myself at Work? An Experimental Study of Psychologically Safe versus Unsafe Workplaces on LGBTQ+ and Heterosexual Perceptions of Authenticity, Belongingness, Vigilance, and Resiliency*. Poster presented at the Student Research and Creative Activity Fair, Omaha, NE.

Stepanek, S., Dueland, L., Folberg, A. M., **Swanson, M. A.**, & Ryan, C. S. (2021). *Whites (vs. Blacks) and conservatives exhibit less interest in applying for jobs that request diversity statements in application materials*. Poster presented at the annual conference of the Association for Psychological Science, Virtual.

Swanson, M. A. (2021). *Essential Meaningful Work: A Multistage Proposal for the Development and Validation of the Essential Meaningful Work Inventory (EMWI)*. Poster presented at the annual conference of the Association for Psychological Science, Virtual.

Crawford, D., **Swanson, M. A.**, Dueland, L. B., Stepanek, S., & Ryan, C. (2021). *Leveraging DEI Policies and Training to Navigate Conflict in Organizaitons*. Poster presented at the annual conference for the Society for the Psychological Study of Social Issues, Virtual.

Dodds, B. L., Ryan, C. S., **Swanson, M. A.** (2021). *The Relationships of Perceived Parental Social Support to Vigilance and Resilience among LGBTQ and Straight Cisgender Adults*. Poster presented at the University of Nebraska Omaha's University Honors Program, Omaha, NE.

Dueland, L. B., Folberg, A. M., **Swanson, M. A.**, & Ryan, C. S. (2020). *Perceptions of Requests for Diversity Statements in Job Advertisements*. Poster presented at the annual meeting of the Society for the Psychological Study of Social Issues, Denver, CO. (Conference cancelled)

Crawford, D., **Swanson, M. A.**, Dueland, L. B., Stepanek, S., & Ryan, C. (2020). *Conflict management techniques within diversity initiatives: A critical missing link*. Interactive discussion facilitated at the Society for the Psychological Study of Social Issues Conference, Denver, CO. (Conference cancelled)

Dueland, L. B., Folberg, A., **Swanson, M. A.**, & Ryan, C. (2020). *Reactions to selection processes involving diversity statements*. Poster presented at the Society for Industrial Organizational Psychology Conference, Austin, TX. (Conference cancelled)

Swanson, M. A. (2015) *The Effects of Positive Teacher-Child Relationships on School Achievement and Motivation in Adolescence*. Poster presented at the Undergraduate Research Conference, Kent, OH.

PUBLICATIONS FEATURING MY RESEARCH

My research has been featured in the following articles and blogs:

Bloomberg

- Article title: Attacks on Baltimore's mayor are just racism in disguise
- <https://www.bloomberg.com/opinion/articles/2024-03-28/attacks-on-dei-are-just-racism-in-disguise>

PsyPost

- Article title: Racism underlies negative reactions to requests for DEI statements, according to new research
- <https://www.psypost.org/racism-underlies-negative-reactions-to-requests-for-dei-statements-according-to-new-research/>

American Psychological Association

- Article title: Scientific research illuminating the mental health impacts of racism and discrimination and more
- https://www.apa.org/monitor/2024/11/racism-discrimination-diversity-research?utm_source=twitter&utm_medium=social&utm_campaign=apa-monitor&utm_content=in-brief-nov-24

TEACHING EXPERIENCE

Teaching Assistant

University of Nebraska Omaha

- Developed course content, taught graduate-level R coding, and graded coursework
- Lectured weekly for graduate-level analysis of variance (ANOVA)

Spring 2022 Graduate Prosem: Statistical Methods II (ANOVA)
 *Developed course content, taught R coding and lectured each week

Fall 2021 Industrial Organizational Department TA
 Undergraduate Research Methods in Psychology

Spring 2021 Graduate Prosem: Statistical Methods II (ANOVA)
 *Developed and taught R coding for all assignments

Fall 2020 Industrial Organizational Department TA

Spring 2020 Graduate Prosem: Statistical Methods II (ANOVA)

Fall 2019 Statistics for the Behavioral Sciences
 *2 sections

Guest Lecturer

Spring 2020 Graduate Prosem: Statistical Methods II (ANOVA)

*Lecture covered multiple regression using a model comparison approach

EDITORIAL ACTIVITIES

Guest Editor

2023-2024

- Served as Guest Editor for Reimagining LGBTIQ+ Research, *The Journal of Social Issues*
- Served as Editor for the Journal of Managerial Issues (JMI) and the Midwest Academy of Management's (MWAOM) 2024 special issue journal

Conference Submission Reviewer

2024 Midwest Academy of Management 2024 Review Committee

2023 Midwest Academy of Management 2023 Review Committee

2022 Midwest Academy of Management 2022 Review Committee

Graduate student member of the editorial board for the 2022 Association for Psychological Science's Student Grant Competition

Society for the Psychological Study of Social Issues 2022 Convention Reviewer

2021 Graduate student member of the editorial board for the 2021 Association for Psychological Science's Student Research Award

2020 Graduate student member of the editorial board for the 2020 Association for Psychological Science's Student Research Award

Related Graduate Courses

University of Nebraska Omaha

- African American Psychology
- Diversity in Organizations
- Groups and Teams
- Industrial Motivation and Morale
- Leadership
- Learning
- Multilevel Modeling in R
- Research Methods
- Social Psychology
- Structural Equation Modeling

The University of Akron

- Advanced Psychological Tests and Measurements
- Industrial Organizational Psychology
- Multivariate and Computational Methods in Psychology

- Organizational Psychology
- Performance Feedback and Evaluations
- Personnel Selection and Advanced App Test ISS
- Psychological Research: Quantitative and Computational Methods 1
- Psychological Research: Quantitative and Computational Methods 2
- Role of Attitudes and Values in Industrial Organizational Psychology
- Training

LEADERSHIP AND SERVICE

2023	Reviewer of DEI Award Rubric for Omaha-based Organizations
2022	University of Nebraska Omaha Graduate Tri-Chair
2021	Faculty Search Committee Graduate Student Representative, University of Nebraska, Omaha
2021	IO Department Annual Newsletter Developer
2021	Graduate Writing Expert for Undergraduate Psychology Students
2021	University of Nebraska Omaha Graduate Tri-Chair
2020	Faculty Search Committee Graduate Student Representative, University of Nebraska, Omaha
2020	IO Department Annual Newsletter Developer
2020	Graduate Writing Expert for Undergraduate Psychology Students
2019-2020	Undergraduate Writing Workshop, University of Nebraska, Omaha
2017-2018	IO Club Officer and Chair of IO Newsletter, University of Akron
2013-2014	International Mentor Program Member, Kent State University
2011-2014	Lead cello instructor, Enrichment Strings Program

PROFESSIONAL MEMBERSHIP

- | | |
|---|------------------|
| • American Psychological Association | (2023 – Present) |
| • Phi Kappa Phi | (2021 – Present) |
| • Society for Industrial Organizational Psychologists (SIOP) | (2016 – Present) |
| • Society for the Psychological Study of Social Issues | (2019 - Present) |
| • Association for Psychological Science | (2019 - Present) |
| • Association for Talent Development (ATD), Greater Cleveland Chapter | (2017 - Present) |
| • National Society of Collegiate Scholars (NSCS), Kent Chapter | (2014 - 2016) |

SKILLS

Statistical Analysis Software: R, SPSS, PROCESS, SAS, Excel, Mplus, LIWC, SQL, Python

- Advanced proficiency using R, SAS, Mplus, and SPSS for data modeling and analyses
- Expertise in qualitative data collection and analysis procedures using natural language processing and textual analysis
- Experience in web design with HTML, CSS, and Javascript
- Proficiency using Git

Data Collection Software: Qualtrics, Survey Monkey, CloudResearch

- Datasets ranging from a few dozen to over 50,000 sampled individuals