

Andrew J Marcinko, PhD

+44 (0)7402 083375 | AJMarcinko@Gmail.com

PROFESSIONAL EXPERIENCE

Durham University | Durham, England | Oct 2018 – Present

Behavioural Scientist

- Work with the Durham Behavioral Science Team on client-facing projects to develop and evaluate the effectiveness of various diversity and inclusion programs and practices, using various statistical theories, techniques, and research methods
- Organize and present at conferences to share evidence-based best practices and understand stakeholder needs in order to identify key themes and support business activities
- Liaise with the Durham University Business and Partnership Engagement team to facilitate the development of external partnerships and engage relevant stakeholders
- Provided expert support to an international, multi-media publishing company to develop and trial a diversity and inclusion program to increase the representation of underrepresented groups in leadership positions and drive broader culture change. Delivered written analyses based on quantitative and qualitative evaluation of the findings relevant to non-discrimination in the workforce.
- Worked with the United Nations to Develop and validate a psychometrically valid assessment to measure the effectiveness of a new diversity and inclusion initiative

Teaching Fellow

- Responsible for the development and delivery of psychology lectures and tutorials across a variety of subjects, including social/organizational psychology and behavioral science
- Serve on the Research Ethics Committee, act as Student Engagement Coordinator, manage the department Facebook page, and act as editor of the student-facing newsletter
- Module leader for the Behavioural Science MSc course “Diversity and Inclusion in Practice”
- Lead research projects with a focus on designing, implementing, and evaluating behavioural science interventions related to employee attitudes and consumer behaviour

Aston Behavioural Insights Group | Birmingham, England | Oct 2015 – May 2018

Consultant and Training Facilitator

- Provided human capital consulting and training design/delivery for various clients on a freelance basis, including several FTSE100 and Fortune 500 companies

- Conducted training needs analyses and evaluated training effectiveness for a range of industry, government, and third sector partners, with a focus on unconscious bias, diversity and inclusion, leadership, and managing high-performing teams

Marriott Vacations Worldwide | Orlando, Florida | March 2015 - September 2015

Talent Acquisition Specialist (Intern)

- Assisted in the delivery and implementation of talent acquisition and recruiting programs, processes, procedures, and systems
- Performed qualitative and quantitative analyses for business processes, reporting directly to the VP of Global Talent Management and the Director of Talent Acquisition
- Successfully created a suite of evidence-based internal learning and development tools

Institute for Simulation and Training | Orlando, Florida | May 2014 - March 2015

Graduate Research Assistant

- Assisted with projects and grants for the UCF Institute for Simulation and Training (IST) in collaboration with the Army Research Laboratory (ARL) and NASA, including a comprehensive review paper regarding team training and performance
- Gathered critical incidents in a historiometric literature review of high-stress team performance in support of NASA's proposed manned mission to Mars

EDUCATION

Postgraduate Research Assistant – Chair of Business and Organizational Psychology

Ludwig-Maximilians-Universität München – Munich, Germany

Visiting Researcher – Department of Psychology (2018)

Durham University - Durham, England

Ph.D. in Management - Work and Organizational Psychology (2015 – 2019)

Aston Business School - Birmingham, England

M.S. in Industrial and Organizational Psychology (2013 - 2015)

University of Central Florida - Orlando, Florida

B.S. in Psychology, Minor in Business Administration (2006 - 2010)

University of Florida - Gainesville, Florida

RESEARCH

- Couturier, D., Vasiljevic, M., Ross, P., Clark, C., Crisp, R., Leite, A., Marcinko, A., Nguyen, T., & Van de Vyver, J. (Revise & Resubmit). Building bonds: A pre-registered secondary data analysis examining linear and curvilinear relations between socio-economic status and

communal attitudes. *Journal of Experimental Social Psychology*.

- Marcinko, A. J. (2020, Best Paper Award). Diversity as I say, not as I do: organizational authenticity and diversity management effectiveness. In Guclu Atinc (Ed.), Proceedings of the Eightieth Annual Meeting of the Academy of Management. Online ISSN: 2151-6561.
- Marcinko, A. (2019). Honestly hypocritical? Testing an organisational signalling intervention to increase perceptions of authenticity in diversity management. BPS Social Conference, York, England.
- Marcinko, A., Crisp, R., & Guillaume, Y. (2019). Keeping it real: effects of an authentic diversity climate on organizational commitment. EAWOP Congress, Turin, Italy.
- Marcinko, A., Kugler, K., Brodbeck, F., & Georganta, E. (In Progress). The impact of perceived organizational authenticity on diversity management.
- Lyubovnikova, J., Sacramento, C., & Marcinko, A. (In Progress). Untitled experimental study of virtual teams and diversity (Leverhulme Research Grant Application).
- Marcinko, A. (2017, May). Employee perceptions of diversity management: how organizational attitudes impact performance, Paper presented at the EAWOP Congress, Dublin, Ireland

INVITED TALKS, PANELS, & ARTICLES

- Marcinko, A. (2020, March). Andrew Marcinko & I Discuss Authenticity & Hypocrisy in Work and Politics and Its Implications on Trust. Podcast, Trust Inc, UK.
<https://www.podbean.com/eu/pb-xy78h-db791a>
- Marcinko, A., Bauer, T., Galli, L., Cioca, I., Wietrak, E., & Marengo, P. (2019, June). Applying Research to Practice: Challenges and Opportunities. Panel Discussion, EAWOP Conference, Turin, Italy
- Marcinko, A. (2019, February). Developing Authentic D&I to Overcome Unconscious Bias. Invited talk at NatWest Office, Birmingham, UK
- Marcinko, A. (2019, January). *Becoming Conscious of Unconscious Bias*. Invited talk for the Women's Enterprise Group at Squire Patton Boggs, London, UK
- Marcinko, A. (2018, May). *The Benefits of an Inclusive Culture*. Invited talk at the Jacobs Conference for Inclusive Growth, Birmingham, UK
- Marcinko, A. & Bhalla, A. (2018, March). *Unlocking Potential, Growth Through People*. Podcast, Birmingham Chamber of Commerce, Birmingham, UK
- Marcinko, A., Farrow, J., Bhalla, A., & Perkins, L. (2018, March). *"Unlocking Potential"*, Panel Discussion for the Greater Birmingham Chambers of Commerce's Growth Through People Campaign, Birmingham, UK
- Marcinko, A. (2018, February). *Leading a Diverse Workforce*. Workshop for Birmingham Professional Society Leadership Development Programme, Birmingham, UK
- Marcinko, A. (2017, July). *Attracting and Retaining Talent*. Panel Chair for the UpRising Fastlaners Programme, Birmingham, UK
- Marcinko, A. (2016, November). *The business case for diversity*. Highways UK Conference, Birmingham, UK
- Marcinko, A. (2016, October). *Managing diverse teams: Challenges and opportunities*. Aston Business School Fresh Perspectives, Birmingham, UK
- Marcinko, A. (2015, July 9). *Workforce diversity: Does diversity training improve creativity?* Retrieved from <http://www.ioatwork.com/workforce-diversity-does-diversity-training-improve-creativity/>

TEACHING EXPERIENCE

- **Durham University**
 - Behavioural Science MSc Course
 - Diversity and Inclusion in Practice, Critical Analysis, Advanced Topics in Behavioural Science
 - Contemporary & Conceptual Issues in Psychology (Tutorial Leader)
 - Classic Papers (Tutorial Leader)
 - Advanced Topics in Social Psychology (Lecturer)
 - Social Psychology
 - Applied Social Psychology
- **Aston Business School**
 - Organisational Behaviour and Human Resource Management (Module Leader)
 - Intro to Organisational Behaviour (Instructor)
 - Theory and Practice of Leadership (MSc) (Teaching Assistant)
 - People and World Organisations (Lecturer)
 - Organisational Behaviour (MSc) (Teaching Assistant)
- **University of Liverpool**
 - Organisational Behaviour (Guest Lecturer)

SERVICE AND LEADERSHIP

- Staff writer for ScienceForWork.com
- Ad Hoc Reviewer
 - Journal of Experimental Social Psychology, Journal of Applied Social Psychology, Applied Psychology: An International Review
- Volunteer Reviewer
 - Academy of Management Annual Meeting, European Association for Work and Organizational Psychology Conference
- Volunteer to deliver workshops for secondary students participating in The Sutton Trust supported progression summer school scheme at Durham University
- Volunteer to design and deliver professional development workshops for UpRising, a UK-wide youth leadership charity for 16 to 25-year-olds from disadvantaged backgrounds
- Organised the first annual “Out of the Darkness” walk for suicide prevention in Gainesville, Florida, in coordination with the American Foundation for Suicide Prevention (AFSP)
- Volunteered with the Boys and Girls Club of Alachua County organising youth sports
- Volunteered with the United Way of North Central Florida

OTHER SKILLS: Job analysis, project management, RStudio, SPSS, Microsoft Office, APA and AP styles, public speaking, website development, podcast production, social media management.