

May, 2022

MANUEL F. GONZALEZ

Assistant Professor
Department of Education Leadership,
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EDUCATION

Ph.D.: Industrial-Organizational Psychology (September 2020), The Graduate Center, CUNY, New York City, NY, 10010.

Dissertation Title: *The Squeaky Wheel Gets the Oil? On the Interpersonal Effects of Boredom Expression*

Dissertation Chair: Yochi Cohen-Charash

M.S., MPhil.: Industrial-Organizational Psychology (May 2017), Baruch College & The Graduate Center, CUNY, New York City, NY, 10010.

Thesis Title: *“Some People Have All the Luck...” On the Role of Subjective Injustice Beliefs in the Envious Experience*

Thesis Chair: Yochi Cohen-Charash

B.A.: Psychology and Music (May 2013), Rutgers University, New Brunswick, NJ, 08901.

PUBLICATIONS

Gonzalez, M. F., & [†]Cheban, Y. M. (in press). “404 Error – Interdisciplinarity Not Found”: Removing Barriers to Technology Research in I-O Psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Gonzalez, M. F., Liu, W., Shirase, L., Tomczak, D. L., Lobbe, C. E., Justenhoven, R., & Martin, N. R. (2022). Allying with AI? Reactions toward human-based, AI/ML-based, and augmented hiring processes. *Computers in Human Behavior (130)*, 107179.

Gonzalez, M. F., Walle, E. A., Cohen-Charash, Y., & Shields, S. A. (2020). Editorial: How Everyday Emotion Beliefs Influence Emotion Processes and Emotion Theory. *Frontiers in Psychology, 11*(2819).

Ellison, L., McClure Johnson, T., Tomczak, D., Siemsen, A., & **Gonzalez, M. F.** (2020). Game On! Exploring Applicant Reactions to Game-based Assessments. *Journal of Managerial Psychology, 35*(4), 241-254.

Martin, N. R., Capman, J. F., Boyce, A. S., Morgan, K., **Gonzalez, M. F.**, & Adler, S. (2020). New Frontiers in Cognitive Ability Testing: Working Memory. *Journal of Managerial Psychology, 35*(4), 193-208.

PUBLICATIONS

- *Crusius, J., *Gonzalez, M. F., *Lange, J., & *Cohen-Charash, Y. (2020). Envy: An Adversarial Review and Comparison of Two Competing Views. *Emotion Review*, 12(1), 3-21.
- Gonzalez, M. F., & Aiello, J. R. (2019). More than Meets the Ear: Investigating How Music Affects Cognitive Task Performance. *Journal of Experimental Psychology: Applied*, 25(3), 431-444.
- Gonzalez, M. F., Capman, J. F., Martin, N. R., McClure Johnson, T., Theys, E. R., & Boyce, A. S. (2019). Personality and the ADA: Ameliorating Fairness Concerns and Maintaining Utility. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 151-156.
- Gonzalez, M. F., Capman, J. F., Oswald, F. L., Theys, E. R., & Tomczak, D. L. (2019). “Where’s the I-O?” Artificial Intelligence and Machine Learning in Talent Management Systems. *Personnel Assessment and Decisions*, 5(3), 33-44.
- Larson, E., & Gonzalez, M. F. (2017). Social Comparison Theory. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.). *Encyclopedia of Industrial and Organizational Psychology* (2nd ed.). Thousand Oaks, CA: SAGE.

* denotes equal author contribution. † student author.

MANUSCRIPTS UNDER REVIEW & UNDER REVISION

- *Cohen-Charash, Y., & *Gonzalez, M. F. (under revision). Language and emotion [Alternative title for duration of masked review].
- Watts, L. L., Lefkowitz, J., Gonzalez, M. F., & Nandi, S. (under revision). Ethics and I-O Psychology [Alternative title for duration of masked review].
- Wu, I-H., Gonzalez, M. F., Wang, T., Crawford, E. R., Williams, M., & Chiao, Y.-C. (requested revision). Envy and well-being [Alternative title for duration of masked review].

* denotes equal author contribution.

MANUSCRIPTS IN PREPARATION (titles subject to change)

- Cohen-Charash, Y., Gonzalez, M. F., & Larson, E. C. (in preparation). *The Effects of Changeability on Envy*.
- Cohen-Charash, Y., Larson, E. C., Alenick, P. R., & Gonzalez, M. F. (in preparation). *The Effects of Deservingness on Envy*.
- Cohen-Charash, Y., Lee, S., Gonzalez, M. F., & Larson, E. C. (in preparation). *The Effects of Physical Distance on Envy*.

MANUSCRIPTS IN PREPARATION (titles subject to change)

Gonzalez, M. F. (in preparation). *The Squeaky Wheel Gets the Oil? On the Interpersonal Effects of Boredom Expression.*

Naidoo, L. J., **Gonzalez, M. F.**, Rothstein, J., & Bai, U. (in preparation). *Engagement, Burnout, and Job Crafting.*

WORKS IN PROGRESS (titles subject to change)

Cohen-Charash, Y., **Gonzalez, M. F.**, & Nagel, J. (in progress). *The Effects of Procedural Justice on Envy.*

Cohen-Charash, Y., **Gonzalez, M. F.**, Lee, S., Johnson, K., & Spector, P. (in progress). *A Meta-Analytic Investigation of Envy Research.*

Cohen-Charash, Y., **Gonzalez, M. F.**, Lee, S., Alenick, P. R., & Larson, E. C. (in progress). *A Goal-based Theory of Reactions to Envy.*

Gonzalez, M. F. (in progress). *Managerial Reactions Toward Subordinate Expressions of Boredom: When Does Expressing Boredom Help and When Does it Hurt?*

Gonzalez, M. F. (in progress). *A Comprehensive Meta-Analysis of State, Trait, and Chronic Boredom.*

Gonzalez, M. F., & Cohen-Charash, Y. (in progress). *Investigating the Relationship Between Envy and Subjective Injustice Beliefs.*

Gonzalez, M. F., & van Kleef, G. A. (in progress). *Examining the Effects of Emotion Expression (In)consistency on the Expresser and the Group.*

Shea, T., **Gonzalez, M. F.**, Rios, J., Martinez, N., & de Blaauw, A. E. (in progress). *The Scars Remain: Implications of Police Officer Suicide on Colleagues and Organizations*

Tripathi, H., van Knippenberg, D., **Gonzalez, M. F.**, & Kaur, A. (in progress). *Artificial Intelligence and Cognitive Bias.*

*Wu, I.-H., & ***Gonzalez, M. F.** (in progress). *Workplace envy.*

* denotes equal author contribution.

PRESENTATIONS

Cohen-Charash, Y., & **Gonzalez, M. F.** (2022, July). *Politicizing Emotion: Terminology and Political Ideology Influence Attitudes Toward Politicians Expressing Anger and Envy.* Poster presentation to be conducted at the biennial meeting of the International Society for Research on Emotions, Los Angeles, CA.

Gonzalez, M. F. (2022, July). *Showing Boredom: Affective and Cognitive Reactions to Boredom Expressions at Work.* Poster presentation to be conducted at the biennial meeting of the International Society for Research on Emotions, Los Angeles, CA.

PRESENTATIONS

- Gonzalez, M. F.**, Fleyshmakher, D., & Cohen-Charash, Y. (2022, April). *Judging a Construct by its Cover: Value Judgments in I-O Psychology*. Session chairs. Panel session to be conducted virtually at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Weglarz, E., Fleyshmakher, D., Cohen-Charash, Y., & **Gonzalez, M. F.** (2022, April). *Qualitative Research for I-Os: Opportunities and Approaches*. Session chairs. Panel session to be conducted virtually at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Nagel, J., **Gonzalez, M. F.**, & Cohen-Charash, Y. (2022, April). *Feeling Heard: Envy-Invoking Social Comparisons, Voice, and Task Performance*. Poster presentation to be conducted at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Nandi, S., Watts, L., Lefkowitz, J., & **Gonzalez, M. F.** (2022, April). *The APA Ethics Code and I-O Psychology: Applicability, Gaps, and Recommendations*. Poster presentation to be conducted at the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.
- Busse, K., Rodriguez, W., Cohen-Charash, Y., & **Gonzalez, M. F.** (2021, August). *Psych'ed Up for Business School: Preparing I-O Psychologists for Business School Careers*. Session chairs. Professional development workshop conducted virtually at the 81st annual meeting of the Academy of Management.
- Gonzalez, M. F.**, Cohen-Charash, Y., Chiem, S., & Tilwani, M. (2021, August). *Battling Boredom: Identifying How People Behave Toward Bored Employees*. In **M. F. Gonzalez**, E. Weglarz, & Y. Cohen-Charash (Chairs), *Connected by Emotion: How Emotions Shape and are Shaped by Interactions at Work*. Symposium paper presented virtually at the 81st annual meeting of the Academy of Management.
- Gonzalez, M. F.**, Weglarz, E., & Cohen-Charash, Y. (2021, August). *Connected by Emotion: How Emotions Shape and are Shaped by Interactions at Work*. Session chairs. Symposium conducted virtually at the 81st annual meeting of the Academy of Management.
- Brandt, O. S., Englund, M., Justenhoven, R., **Gonzalez, M. F.**, & Tschöpe, N. (2021, April). *Automated Linguistic Analysis to Predict Personality in Asynchronous Video Interviews: A Pioneer Study*. In N. Tschöpe & O. S. Brandt (Chairs), *Asynchronous Video Interviews Today – Artificial Intelligence Analysis Tomorrow?* Symposium paper presented virtually at the 36th annual meeting of the Society for Industrial and Organizational Psychology.
- Gonzalez, M. F.** (2021, April). *B-B-B-Bad to the Bored: Examining Reactions Toward Subordinate Expressions of Boredom*. In P. Alenick, S. Lee, Y. Cohen-Charash, & D. Fleyshmakher (Chairs), *Got a Bad Reputation: Better Understanding Socially Undesirable Emotions*. Symposium be presented virtually at the 36th annual meeting of the Society for Industrial and Organizational Psychology.

PRESENTATIONS

- Gonzalez, M. F.,** Martin, N. R., Shirase, L., & Preuss, A. (2021, April). *Humanistic machines: Artificial Intelligence and Fairness in Employee Selection*. Sessions chairs. Panel session conducted virtually at the 36th annual meeting of the Society for Industrial and Organizational Psychology.
- Gonzalez, M. F.,** Cohen-Charash, Y., & Busse, K. (2020, August). *Psych'ed Up for Business School: Preparing I-O Psychologists for Business School Careers*. Session chairs. Professional development workshop conducted virtually at the 80th annual meeting of the Academy of Management.
- Cohen-Charash, Y., & **Gonzalez, M. F.** (2020, August). *Loaded Language: Terminology Influences Attitudes Toward Emotions and People Expressing Them*. Paper accepted for presentation at the 80th annual meeting of the Academy of Management.
- Gonzalez, M. F.,** Justenhoven, R., Lobbe, C., Liu, W., Shirase, L., Tomczak, D. L., & Martin, N. R. (2020, July). The Human Touch: Reactions to AI-based, Human-based, and Mixed Selection Processes. In O. S. Brandt (Chair), *Artificial Intelligence in Recruitment – A Closer Look*. Symposium paper accepted for presentation at the 12th annual meeting of the International Testing Conference, Belval, Luxembourg. (Conference cancelled)
- DeOrtentiis, P. S., Woessner, Z. W., Ryan, A. M., Brucher, N. T., Nye, C. D., Ratan, R., Kuang, S., Bhattia, S., Martin, N. R., Siemsen, A., Justenhoven, R., McClure Johnson, T. K., **Gonzalez, M. F.** (2020, April). *Leveling Up: The Effects of Branding on Gamified Assessments*. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- Ellison, L., **Gonzalez, M. F.,** McClure Johnson, T., Justenhoven, L., Pilipovic, T., & Sassaman, L. (2020, April). *Development and Validation of the Digital Readiness Model*. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- Gonzalez, M. F.,** Alenick, P. R., Larson, E. C., & Cohen-Charash, Y. (2020, April). “I Deserve This!” How Self- and Other-Deservingness Affect Reactions to Envy. In P. R., Alenick, S. Lee, Y. Cohen-Charash, & K. A. Busse (Chairs), *Got a Bad Reputation: Better Understanding Socially Undesirable Emotions*. Symposium paper accepted for the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference cancelled)
- Gonzalez, M. F.,** Liu, W., Shirase, L., Tomczak, D. L., Lobbe, C. E., Justenhoven, R., Brandt, O. S., Tschöpe, N., Martin, N. R., & Preuss, A. (2020, April). AI as an Ally: Improving Reactions to Artificial Intelligence. In M. Langer & J. Basch (Chairs), *Interview Technology and AI: Effects on Applicants, Evaluators, and Adverse Impact*. Symposium paper presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- Liu, W., **Gonzalez, M. F.,** & Shirase, L. (2020, April). *Performance in the Eye of the Beholder: A Global Study Across 64 Countries*. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

PRESENTATIONS

- Cohen-Charash, Y., **Gonzalez, M. F.**, Larson, E. C., Lee, S., & Alenick, P. (2019, July). *A Contextual Goal-Based Theory of Envy and its Outcomes*. Paper presented at the biennial meeting of the International Society for Research on Emotions, Amsterdam, Netherlands.
- Gonzalez, M. F.** (2019, July). *Bored to the Bone: A Meta-analysis of Individual Differences Associated with Boredom*. Paper presented at the biennial meeting of the International Society for Research on Emotions, Amsterdam, Netherlands.
- Gonzalez, M. F.**, & Cohen-Charash, Y. (2019, April). Unphased by Unfairness: An Investigation into Reactions to Envy. In England, K., & Grandey, A. (Chairs), *Discrete Emotions at Work: An Array of Forms and Functions*. Symposium paper presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Gonzalez, M. F.**, Capman, J. F., Martin, N. R., Justenhoven, R., & Preuss, A. (2019, April). *Rage Against the Machine: Reactions to Artificial Intelligence in Selection Systems*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Gonzalez, M. F.**, Tomczak, D., Capman, J. F., Lobene, E. V., & Boyce, A. S. (2019, April). *Scale it Up! Culture and Multi-Anchor Forced Choice Personality Assessments*. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- Gonzalez, M. F.**, Lee, S., Larson, E. C., & Cohen-Charash, Y. (2018, August). *Overcoming Value Judgments of Affect: Adverse Effects of Feeling Good and Benefits of Feeling Bad*. Session chairs. Symposium presented at the 78th annual conference of the Academy of Management, Chicago, IL.
- Gonzalez, M. F.**, & Cohen-Charash (2018, July). *“Some People Have All the Luck”:* *Examining Envy and Subjective Injustice Beliefs*. Paper presented at the biennial conference of the International Society for Justice Research, Atlanta, GA.
- Gonzalez, M. F.**, & Yu, P. P. (2018, April). *Supported but Unsatisfied: Cynical Hostility, Social Support, and Job Satisfaction*. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Larson, E. C., **Gonzalez, M. F.**, & Cohen-Charash, Y. (2018, April). When Does Envy Influence Workplace Behaviors? The Moderating Role of Changeability. In S. Kaplan, & J. Bradley Geist (Chairs), *More than a Feeling: Advancing the Study of Emotions and Performance*. Paper presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Gonzalez, M. F.** (2017, August). “I Resent That!” Using Resentment to Explain How Organizational Practices Affect Employee Commitment. In **M. F. Gonzalez, E. Larson, & Y. Cohen-Charash** (Chairs), *Emotions at the Social Interface: How Emotions Link People and Their Social Environments*. Paper presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.

PRESENTATIONS

- Gonzalez, M. F.,** Larson, E. C., & Cohen-Charash, Y. (2017, August). *Emotions at the Social Interface: How Emotions Link People and Their Social Environments*. Session chairs. Symposium presented at the 77th annual meeting of the Academy of Management, Atlanta, GA.
- Gonzalez, M. F.,** & Cohen-Charash, Y. (2017, July). *The Downside of Second Chances: Envy, Changeability, and Distributive Justice*. Paper presented at the biennial meeting of the International Society for Research on Emotion, St. Louis, MO.
- Gonzalez, M. F.,** Larson, E. C., & Cohen-Charash, Y. (2017, April). *Viva la Affective Revolution! Using Affect to Understand Organizational Behavior*. Session chairs. Symposium presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Gonzalez, M. F.,** & Cohen-Charash, Y. (2016, May). *On the Relationship Between Envy and Subjective Injustice Beliefs: An Assessment of Research Methodologies*. Poster presented at the 7th annual CUNY Graduate Center All Psychology Research Day, New York City, NY.
- Gonzalez, M. F.,** Larson, E., & Cohen-Charash, Y. (2016, April). *Discrete Emotion Processes in the Workplace: New Research Frontiers*. Session co-chairs. Symposium presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Naidoo, L. J., **Gonzalez, M. F.,** & Rothstein, J. D. (2016, April). *Leaders' Learning and Avoid Goal Orientations Impact Engagement and Burnout*. Poster presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Gonzalez, M. F.,** & Cohen-Charash, Y. (2015, August). The Relationship Between Envy and (In)justice Depends on the Type of Justice Studied. In E. Larson & Y. Cohen-Charash (Chairs), *Different Shades of Green: Envy from the Perspective of Individuals, Groups, and Organizations*. Paper presented at the 75th annual meeting of the Academy of Management, Vancouver, Canada.
- Gonzalez, M. F.,** & Aiello, J. R. (2015, April). *More than Meets the Ear? Music, Conscientiousness, and Task Performance*. Poster presented at the thirtieth annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gonzalez, M. F.,** & Aiello, J. R. (2014, May). *Music as a Beneficial Distraction (Sometimes): Personality Differences in Facilitation Effects*. Poster presented at the CUNY Graduate Center Research Day, New York, NY.
- Gonzalez, M. F.,** & Aiello, J. R. (2014, February). *Music as a Beneficial Distraction (Sometimes): Personality Differences in Facilitation Effects*. Poster presented at the fifteenth annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- Gonzalez, M. F.,** & Aiello, J. R. (2013, April). *The Effects of Personality and Music on Cognitive Task Performance*. Poster presented at the annual honors symposium for the Rutgers University Department of Psychology, New Brunswick, NJ.

PRESENTATIONS

Gonzalez, M. F., & Aiello, J. R. (2013, April). *The Effects of Personality and Music on Cognitive Task Performance*. Poster presented at the annual Aresty Research Symposium at Rutgers University, New Brunswick, NJ.

RESEARCH INTERESTS

- Emotions & Affect
- Organizational Justice
- Technology & Work
- Motivation
- Attention & Distraction
- Personality

TEACHING EXPERIENCE

Selected Topics in Research, Professor, Seton Hall University, Spring 2022

Introduction to Human Resource Development, Seton Hall University, Fall 2021

Dissertation Seminar I & II, Seton Hall University, Fall 2021 – Spring 2022

Introduction to Industrial-Organizational Psychology, Lecturer, Baruch College, Spring 2021

Research Methods in Psychology, Lecturer, Baruch College, Fall 2020

Advanced Personnel Psychology, Lecturer, Baruch College, Spring 2015 – Spring 2016, Spring 2018, Fall 2020

Social Psychology, Teaching Assistant, Barnard College, Fall 2019 – Spring 2020, Spring 2021

- Guest taught an approximately 100-person social psychology lecture on *Conformity, Obedience, & Power* in Spring 2020

Introductory Psychology, Teaching Assistant, Barnard College, Fall 2019 – Spring 2020

Cognitive Psychology, Adjunct Lecturer, Baruch College, 2014

Resident Assistants in Transition, Teaching Assistant, Rutgers University, 2012

TEACHING INTERESTS

- Industrial-Organizational Psychology
- Personnel Psychology
- Social Psychology
- Motivation
- Introductory Statistics
- Cognitive Psychology
- Research Methods
- Organizational Psychology
- Personality Psychology
- Psychometrics
- Leadership

PROFESSIONAL ACTIVITIES AND SERVICE

- 2021 – 2022 Search Committee Member, Department of Education Leadership, Management & Policy, Seton Hall University
- 2021 Doctoral Consortium Co-Chair, Society for Industrial-Organizational Psychology
- 2021 Volunteer, Education & Training Committee, Society for Industrial-Organizational Psychology
- 2021 Pre-IRB Reviewer – Department of Education Leadership, Management & Policy, Seton Hall University
- 2021 Academic Advisor – Police Graduate Studies Program, Seton Hall University
- 2020 Review Editor – Frontiers in Psychology: Emotion Science
- 2019 – Present Event Coordinator – Career Development, Early Career Researcher Section, International Society for Research on Emotions
- 2019 – 2021 Volunteer, Scientific Affairs Committee, Society for Industrial-Organizational Psychology
- 2019 Volunteer, Organizational Behavior Division, Academy of Management
- 2014 – Present Ad Hoc Reviewer (Research Journals):
- Academy of Management Review
 - Ergonomics
 - Emotion Review

PROFESSIONAL ACTIVITIES AND SERVICE

- International Journal of Selection & Assessment
- Journal of Cognitive Psychology
- Journal of Managerial Psychology
- Journal of Personnel Psychology
- Journal of Vocational Behavior
- Personality and Social Psychology Bulletin
- PLOS ONE
- Psychology of Music
- Quarterly Journal of Experimental Psychology
- The Psychologist-Manager Journal

Ad Hoc Reviewer (Academic Conferences):

- Academy of Management
- EMONET
- Society for Industrial-Organizational Psychology
- Society for Personality and Social Psychology

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| 2016 – 2017 | Coordinator of the Industrial-Organizational Psychology Doctoral Student Mentor Program, Baruch College |
| 2016 – 2017 | Editorial board member of the biannual Baruch College Industrial-Organizational Psychology program newsletter |
| 2015 – 2017 | Student Mentor in the Industrial-Organizational Psychology Doctoral Student Mentor Program, Baruch College |
| 2014 – 2015 | Member of the Admissions and Awards Committee, Department of Psychology, CUNY Graduate Center |

GRANTS AND FELLOWSHIPS

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| 2022 | University Research Council (URC) Grant (Gonzalez, M. F. , Principal Investigator) \$10,000 “On Being a Nervous Nelly: A Balanced Exploration of Anxiety’s Workplace Outcomes”. |
| 2021 | Opportunity Meets Innovation Challenge (OMIC) Grant (Shea, T., Gonzalez, M. F. , & Rios, J., Principal Investigators) \$10,000 “The Scars Remain: How Police Officers Cope with Suicides of Fellow Officers”. |
| 2020 | COVID-Affected Research Agenda (CARA) Grant (Gonzalez, M. F. , Principal Investigator) \$494 “The Squeaky Wheel Gets the Oil? On the Interpersonal Effects of Boredom Expression”. |

GRANTS AND FELLOWSHIPS

- 2019 Doctoral Student Research Grant (**Gonzalez, M. F.**, Principal Investigator) \$466
 “Bored to the Bone: A Multi-Method Investigation of Boredom Regulation
 in the Workplace”.
- 2015 Doctoral Student Research Grant (**Gonzalez, M. F.**, Principal Investigator) \$1478
 “Untangling the Gordian Knot: On the Relationship Between Envy and
 Perceived Injustice”.

HONORS AND AWARDS (in chronological order)

- 2019 Selected for the Doctoral Consortium of the Southern Management Academy
- 2019 Selected for the Doctoral Consortium of the Academy of Management’s
 Organizational Behavior division
- 2018 Selected for the Doctoral Student Consortium of the Society for Industrial-
 Organizational Psychology
- 2015 Dean K. Harrison Award awarded by the CUNY Graduate Center (scholarship
 amount: \$10,000)
- 2013 Marilyn L. Shaw Award for Most Research Promise awarded by the Rutgers
 University Psychology Department
- 2013 Henry Rutgers Scholar Award for Outstanding Thesis awarded by the Rutgers
 University School of Arts and Sciences

ASSOCIATION MEMBERSHIPS

- Academy of Management
- American Psychological Association
- American Psychological Society
- Blacks in I/O
- International Society for Research on Emotions
- International Society for Justice Research
- New York Metropolitan Association of Applied Psychology
- Society for Affective Science
- Society for Industrial-Organizational Psychology
- Society for Personality and Social Psychology
- Society for Quantitative Methods

RELEVANT PAST WORK EXPERIENCE

Baruch College, New York, NY

Weissman School of Arts and Sciences Post-Doctoral Scholar Sep 2020 – Aug 2021

- Maintained a productive research program in collaboration with faculty and doctoral students in the psychology department
- Managed Dr. Yochi Cohen-Charash's Emotions in Organizations Lab, including scheduling and facilitating biweekly lab meetings, recruiting and developing research assistants, and providing research support on various lab members' projects
- Taught virtual, undergraduate-level research methods, industrial-organizational psychology and advanced personnel psychology courses

Graduate Center, CUNY, New York, NY

CUNY BA Fellow, CUNY BA July 2019 – Aug 2020

- Developed various undergraduate-oriented initiatives, such as a peer mentorship program and professional development workshops, to foster connections among CUNY BA undergraduates across various college campuses
- Collaborated with the Office of Research and Sponsored Programs to identify external grant funding opportunities for various student-focused initiatives
- Conducted needs assessments to help CUNY BA faculty mentors effectively guide undergraduate mentees
- Communicated the impact of the CUNY BA program through written reports and oral presentations

Aon, New York, NY

Analytics Associate, Aon Assessment Solutions May 2018 – Aug 2019

- Co-managed synthetic and meta-analytic validation databases, consisting of job analysis and criterion-related validation data
- Facilitated the planning, writing, and ultimate publication of various empirical and theoretical papers in peer-reviewed psychology and management journals
- Developed internal research tools and resources, including SPSS and R syntax templates, an item analysis tool, adverse impact and effect size calculators, and a criterion-related validation guide
- Created presentations, research summaries, technical reports, and other deliverables for client organizations of varying sizes and industries

Baruch College, New York, NY

Human Research Protection Program (HRPP) Liaison

Jan 2017 – June 2018,
Apr 2020 – June 2020

- Reviewed research proposals to ensure compliance with local and federal human subjects research guidelines
- Delivered presentations to educate college faculty and students about ethical research
- Served as an emergency reviewer during the COVID-19 pandemic

College Assistant, I-O Psychology Master's Program

Aug 2017 – June 2018

- Coordinated funding efforts for Master's students to attend the annual meeting of the Society for Industrial and Organizational Psychology (SIOP)
- Conducted educational workshops on research design and statistics
- Assisted students with developing ethically sound master's thesis projects

Undergraduate Research Pool Coordinator

Aug 2016 – June 2018

- Coordinated with instructors, students, and researchers to oversee the operation of the psychology and management departments' shared undergraduate participant pool

Lab Manager, Emotions in Organizations Laboratory

Aug 2013 – Aug 2017

- Trained undergraduate and graduate research assistants in experimental procedures
- Coordinated weekly data collection efforts
- Participated in all aspects of research projects, including hypothesis development, study design, and the collection, analysis, and reporting of data
- Conducted educational workshops on various topics, such as basic and advanced statistics, reviewing and evaluating research, and survey development

Lab Manager, Leadership Processes Laboratory

Aug 2013 – Aug 2014

- Trained undergraduate and graduate research assistants in experimental procedures
- Coordinated weekly data collection efforts
- Analyzed data from lab experiments and summarized findings in a research report

MEDIA COVERAGE

- Wall Street Journal: “Should You Listen to Music While Working at Home?” <https://www.wsj.com/articles/should-you-listen-to-music-while-working-at-home-11616263201>. March 20, 2021.
- Graduate Center News: “Listening to music while working affects your productivity” <https://www.gc.cuny.edu/News/All-News/Detail?id=54615>. April 7, 2020.
- Forbes: “Does Classical Music Help Our Productivity?” <https://www.forbes.com/sites/adigaskell/2019/03/11/does-classical-music-help-our-productivity/#d1e2f9311bba>. March 11, 2019.
- The Conversation: “Should You Listen To Music When You Work?” <https://theconversation.com/should-you-listen-to-music-when-you-work-130436>. March 9, 2020.
- Scientific American: “Does Music Boost Your Cognitive Performance? The Answer Depends on Your Personality” <https://www.scientificamerican.com/article/does-music-boost-your-cognitive-performance/>. March 3, 2020.
- The Ladders: “Should You Listen to Music While Doing Focused Work? Well, it Depends” <https://www.theladders.com/career-advice/should-you-listen-to-music-while-doing-focused-work-well-it-depends>. February 22, 2019.
- The British Psychological Society Research Digest: “Should You Listen to Music While Doing Intellectual Work? It Depends on the Music, the Task, and Your Personality” <https://digest.bps.org.uk/2019/02/15/should-you-listen-to-music-while-doing-intellectual-work-it-depends-on-the-music-the-task-and-your-personality/>. February 15, 2019.

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