

Arturia T. Melson-Silimon

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EDUCATION

University of Georgia: Athens, GA
Doctor of Philosophy Expected 2023
Industrial/ Organizational Psychology

University of Georgia: Athens, GA
Master of Science December 2021
Industrial/Organizational Psychology

University of Georgia: Athens, GA
Bachelor of Science, *first honors* and *summa cum laude* May 2018
Psychology with English minor

RESEARCH INTERESTS

- Employment law
- Experiences of marginalized workers
- Personnel selection

RESEARCH EXPERIENCE

NORC Racial Equity & Inclusion Scholar September 2021-present

NORC, at the University of Chicago: Chicago, IL

Supervisor: Petry Ubri, Senior Research Scientist

- Conduct a study exploring effects of Strong Black Woman stereotype on community treatment recommendations of Black women with depression
- Collaborate with NORC researchers to analyze 648 cases using data from the General Social Survey
- Disseminate findings to the general public and research community via a NORC research brief

Graduate Student Researcher & Undergraduate Lab Manager August 2018-present

Applied Psychometric Lab, University of Georgia: Athens, GA

Supervisor: Dr. Nathan Carter, Associate Professor of Psychology

- Mentor and coordinate undergraduate students
- Lead ongoing projects, including LGBTQ rights in the workplace and industrial-organizational psychology; and exploring regional differences in applicant reactions to selection system intentions.
- Present findings at conferences including Society of Industrial Organizational Psychology and the European Association of Work Psychology
- Publish research findings with journals and book chapters including *Industrial Organizational Psychology: Research and Practice* as a focal article

Undergraduate Student Researcher August 2016-May 2018

Applied Psychometric Lab, University of Georgia: Athens, GA

Supervisor: Dr. Nathan Carter, Associate Professor of Psychology

- Led research studies surrounding the topics of: Trait Activation Theory, equal employment opportunity laws and personality testing
- Drafted and submitted research proposal to be approved by Institutional Review Board (IRB)
- Created survey measuring personality to be administered to participants

- Presented findings at the CURO Undergraduate Research Symposium, Psi Chi Convention of Behavioral Sciences and Society for Industrial and Organizational Psychology

Undergraduate Summer Research Intern

May 2017-July 2017

Alcohol Research Training School, University of Missouri: Columbia, MO

Supervisor: Dr. Kenneth Sher, Funded by NIH/NIAAA

- Conducted a research project as part of the MU Alcohol Research Training School (MU-ARTSS)
- Researched a suspected change in alcohol beverage preference and its relationship to ethnicity
- Analyzed the data of 79,000 respondents using two nationally represented data sets: NESARC Wave I and NESARC III
- Presented findings at the 2017 Undergraduate Research & Creative Achievements Summer Forum

PUBLICATIONS

- Melson-Silimon, A.,** Harmata, R., Lefevre-Levy, R., Behrend, T.S., & Carter, N.T. (forthcoming). Diversity in the digital age: Cybervetting, doxxing, and employment discrimination. In E.B. King, Q.M. Roberson, & M.R. Hebl (Eds) *Research in Social Issues in Management: The Future of Diversity & Inclusion*.
- Lefevre-Levy, R., **Melson-Silimon, A.,** Harmata, R., Hulett, A., & Carter, N.T. (accepted). Neurodiversity in the workplace: Looking at neurological disability from a diversity perspective. Manuscript accepted at *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
- Melson-Silimon, A.,** Salter, N.P., & Carter, N.T. (2020). A historical review of industrial-organizational psychology's role in the study of LGBTQ employees' workplace experiences. In L.L. Koppes Bryan, J. Cleveland, & K. Murphy (Eds) *Historical Perspectives in Industrial and Organizational Psychology* (2nd ed.).
- Melson-Silimon, A.,** Harris, A.M., Shoenfelt, E.L., Miller, J.D., & Carter, N.T. (2019). Personality testing and the ADA: concern as normal and abnormal models are integrated. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 119-132.
- Melson-Silimon, A.,** & Carter, N.T. (2019). On the legal front: Considering supreme court justice Brett Kavanaugh's record on employment law. *The Industrial-Organizational Psychologist*, 56. Retrieved from <https://www.siop.org/Research-Publications/TIP/TIP-Back-Issues/563/ArtMID/25322/ArticleID/1328/On-the-Legal-Front-Considering-Supreme-Court-Justice-Brett-Kavanaugh%E2%80%99s-Record-on-Employment-Law>

CHAired SYMPOSIA

- Lumbreras, J., **Melson-Silimon, A.,** & Radhakrishnan, P. (2022, April). Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities. Symposium accepted at the 37th annual Society for Industrial and Organizational Psychology Conference.
- Melson-Silimon, A.,** Salter, N.P., & Carter, N.T. (2021, April). Digging deeper into disclosure: Coming out as LGBTQ at work. Symposium presented virtually at the 36th annual Society for Industrial and Organizational Psychology Conference.
- Burrows, D., **Melson-Silimon, A.,** & King, D.D. (2021, April). Intersectionality at work: Navigating multiple stigmatized identities. Symposium presented virtually at the 36th annual Society for Industrial and Organizational Psychology Conference

Melson-Silimon, A., Salter, N.P., & Carter, N.T. (2020, June). Looking Back and Moving Forward: Understanding the Past, Present, and Future of LGBTQ Research. Alternative session presented virtually at the 35th annual Society for Industrial and Organizational Psychology Conference.

Melson-Silimon, A., & Carter, N.T. (2020, June). Research in the MeToo Era: Novel approaches to Studying Workplace Sexual Harassment. Symposium presented at the 35th annual Society for Industrial and Organizational Psychology Conference: Austin, TX.

ORAL PRESENTATIONS

Melson-Silimon, A., Lumbreras, J., Robertson, M.M., & Carter, N.T. (2022, April). Capturing the dynamic nature of code-switching among Black workers. In A. Melson-Silimon & J. Lumbreras (chairs), Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities. Symposium presented virtually at the 37th annual Society for Industrial and Organizational Psychology Conference.

Harmata, R., **Melson-Silimon, A.,** Lumbreras, J., Marriaga, H., & Carter, N.T. (2022, April). Intersectional microaggressions at work: Scale development and construct Validation. In A. Melson-Silimon & J. Lumbreras (chairs), Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities. Symposium presented virtually at the 37th annual Society for Industrial and Organizational Psychology Conference.

Robertson, M., Lumbreras J., & **Melson-Silimon, A.** (2022). The effects of protégé race/ethnicity on mentoring relationships: A grounded theory review. In A. Melson-Silimon & J. Lumbreras (chairs), Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities. Symposium presented virtually at the 37th annual Society for Industrial and Organizational Psychology Conference.

Melson-Silimon, A., Salter, N.P., & Carter, N. T. (2021, April). Gender transition and incivility: Exploring whether post-transition identity differentially predicts likelihood of incivility instigated by new gendered in-groups. In A. Melson-Silimon, N.P. Salter, & N.T. Carter (chairs), Digging deeper into disclosure: Coming out as LGBTQ at work. Symposium presented virtually at the 36th annual Society for Industrial and Organizational Psychology Conference.

Melson-Silimon, A., Salter, N.P., & Carter, N.T. (2020, June). I/O psychology's role in the study of LGBTQ workers. In A. Melson-Silimon, & N.P. Salter (chairs), Looking Back and Moving Forward: Understanding the Past, Present, and Future of LGBTQ Research. Alternative session presented virtually at the 35th annual Society for Industrial and Organizational Psychology Conference.

Melson-Silimon, A., Conley, K.M., & Carter, N.T. (2020, June). Time's up: exploring employee resilience following experiences of workplace sexual harassment. In A. Melson-Silimon and N.T. Carter (chairs), Research in the MeToo Era: Novel Approaches to Studying Workplace Sexual Harassment. Symposium presented at the 35th annual Society for Industrial and Organizational Psychology Conference: Austin, TX.

Melson-Silimon, A., Harris, A.M., Shoenfelt, E.L., Miller, J.D., & Carter, N.T. (2018, April). *Personality testing and the ADA: concern as normal and abnormal models are integrated*. Presentation has been approved to be presented at the 18th annual Center for Undergraduate Research Opportunities (CURO) Symposium. Athens, GA.

POSTER PRESENTATIONS

- Melson-Silimon, Salter, N.P., & Carter, N. T.** (2022, January). Gender transition and incivility: Exploring whether post-transition identity differentially predicts likelihood of incivility instigated by new gendered in-groups. Poster accepted for the 20th annual European Association of Work and Organizational Psychology Congress.
- Harmata, R., Lumbreras, J., Stern, C., **Melson-Silimon, A.**, & Carter, N.T. (2021, April). *Attraction to policing: The influence of symbolic and instrumental signaling*. Poster presented at the 2021 Georgia Psychological Association Annual Meeting and Poster Session.
- ***Melson-Silimon, A.**, & Carter, N.T. (2019, May). *Sex role theory and personality: Sex differences in personality-income relationships*. Poster presented at the 19th annual European Association of Work and Organizational Psychology Congress.
*Finalist for best practitioner poster award
- Conley, K.M., **Melson-Silimon, A.**, & Carter, N.T. (2019, May). *Time's up: exploring employee resilience following experiences of workplace sexual harassment*. Poster presented at the 19th annual European Association of Work and Organizational Psychology Congress.
- Harris, A.M., Vande Griek, O.H., **Melson-Silimon, A.**, & Carter, N.T. (2019, May). *Psychological outcomes of remote work: The role of job and individual characteristics*. Poster presented at the 19th annual European Association of Work and Organizational Psychology Congress.
- Melson-Silimon, A.**, Harris, A.M., Shoenfelt, E.L., Miller, J.D., & Carter, N.T. (2018, April). *Personality testing and the ADA: Concern as normal and abnormal models are integrated*. Poster presented at the 33rd annual Conference of the Society for Industrial and Organizational Psychology.
- Melson-Silimon, A.**, & Sher, K. (2017, July). *Alcoholic beverage preference and ethnicity: An analysis of change in alcoholic drink of choice and its relation to ethnicity in the United States, 2001-2002 to 2012-2013*. Poster presented at the University of Missouri's 2017 Undergraduate Research & Creative Achievements Summer Forum. Columbia, MO.
- Melson-Silimon, A.**, Harris, A.M., & Carter, N.T. (2017, May). *Trait activation theory and academic performance: Does academic major moderate the relationship between personality and academic performance*. Poster presented at the 17th annual Center for Undergraduate Research Opportunities (CURO) Symposium. Athens, GA.
- Melson-Silimon, A.**, Harris, A.M., & Carter, N.T. (2017, May). *Trait activation theory and academic performance: does academic major moderate the relationship between personality and academic performance*. Poster presented at the 40th annual Convention of the Behavioral Sciences presented by University of Georgia Chapter of the Psi Chi International Honor Society. Athens, GA.

PAPERS UNDER REVIEW & IN PROGRESS

- James, S.H., Ahmed, A.O., **Melson-Silimon, A.**, Carter, N.T., Raugh, I.M., Cohen, A.S., Gold., J.M., Allen, D.N., Granholm., E., Kirkpatrick, B., & Strauss, G. (revise and resubmit). Deconstructing factors contributing to racial differences in negative symptoms of schizophrenia: Dissociation between clinical ratings and digital phenotyping. Manuscript in revise and resubmit at *American Journal of Psychiatry*.

Harmata, R., Lumbreras, J., Stern, C., **Melson-Silimon, A.**, & Carter, N.T. (revise and resubmit).
Attraction to policing: The influence of symbolic and instrumental signaling. Manuscript currently under review at *Personnel Assessment and Decisions*.

Lefevre-Levy, R., **Melson-Silimon, A.**, Harmata, R., Hulett, A., & Carter, N.T. (revise and resubmit).
Neurodiversity in the workplace: Looking at neurological disability from a diversity perspective. Manuscript currently under review at *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Robertson, M.M., Lumbreras, J., & **Melson-Silimon, A.** (under review). The effects of racial stigma on mentoring relationships: A systematic review. Manuscript proposal accepted at *Journal of Social Issues*.

Melson-Silimon, A., & Carter, N.T. (in progress). Regional differences in applicants' procedural judgement plans.

Melson-Silimon, A., Salter, N.P., & Carter, N.T. (in progress). Gender transition and incivility: Exploring whether post-transition identity differentially predicts likelihood of incivility instigated by new gendered in-groups.

TEACHING EXPERIENCE

Undergraduate Teaching Assistant August 2017-May 2018
Course: Introduction to Honors (HONS 1000H), *University of Georgia*

APPLIED EXPERIENCE

Employee Assistance & Psychological Services Intern May 2016-August 2016
City of Atlanta: Atlanta, GA
Supervisor: Dr. Adrienne Bradford, Chief Psychologist, *City of Atlanta*

- Researched for counselors and therapists on staff as well as the Atlanta Police Department
- Conducted an aromatherapy study under the direction of Dr. Adrienne Bradford
- Organized resource database for client referral system

GRANT EXPERIENCE

Role: Principle Investigator
Project: **Melson-Silimon, A.** (PI), *Gender transition and incivility: Does post-transition gender identity from new gendered in-groups*
Source: National Science Foundation Graduate Research Fellowship Program (2020)
Status: Funded

Role: Principle Investigator
Project: **Melson-Silimon, A.** (PI), *Capturing the dynamic nature of code-switching and racial identity management among Black workers*
Source: Center for Research and Engagement in Diversity Seed Grant
Status: funded

ACADEMIC HONORS & SCHOLARSHIPS

TRIO McNair Scholar March 2018-present
Osborne Graduate Assistantship, *University of Georgia* August 2018-June 2019
Dan Mack Fellowship in Psychology Accepted March 2019
Presidential Scholar, *University of Georgia* December 2014-May 2018
Last Updated 11/07/21

Honors student, <i>University of Georgia</i>	December 2014-May 2018
Center for Undergraduate Research Opportunities Research Assistantship	August 2016-May 2018
Judge Horace B. Russell Award for Best Written Work in Psychology	Accepted May 2018
Phi Beta Kappa	Accepted May 2018
Phi Kappa Phi	Accepted March 2017
Psi Chi	Accepted November 2016
Abeneefoo Kuo Honor Society	Accepted February 2016

PROFESSIONAL AFFILIATIONS

Society for Industrial Organizational Psychology, Student Member
 European Association of Work and Organizational Psychology, Student Member
 Academy of Management, Student Member

SERVICE & LEADERSHIP

Graduate Student Advisory Board August 2018-May 2020
Psychology Department, University of Georgia: Athens, GA

Diversity Chair August 2018-May 2020
I/O Psychology Student Association, University of Georgia: Athens, GA

Judge for Undergraduate Psi Chi Presentations April 2019
Psychology Department, University of Georgia: Athens, GA

Mentor August 2015-May 2018
Black Educational Support Team, University of Georgia: Athens, GA

Mentor August 2016-May 2018
Peer-Assisted Leadership Program, Honors Program Student Council: Athens, GA

Event Day Committee August 2016-January 2018
Shop with a Bulldog, University of Georgia: Athens, GA

RELEVANT COURSEWORK

University of Georgia, Graduate Level
 Seminar for Graduate Teaching Assistants
 Advanced Experimental Psychology
 Industrial Psychology
 Organizational Psychology
 Applied Regression
 Psychometrics
 Employment Law
 Latent Variables
 Well-being
 Psychology of Prejudice
 Motivation
 Teams and Social Networks
 Personnel Selection

Psychology of Disadvantaged Groups

University of Georgia, Undergraduate Level

Industrial Organizational Psychology

Advanced Personality Psychology

Research Design in Psychology

Research Analysis in Psychology

TECHNICAL SKILLS

Statistical Software: SAS, SPSS, R, and RStudio

Other Software: Microsoft Office Suite (Word, Excel, PowerPoint), Qualtrics