

NICHOLAS J. HAYNES

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EDUCATION

M.S., Industrial/Organizational Psychology **Expected 2019**
University of Georgia, Athens, GA

B.S., Psychology/Systems, *summa cum laude* **May 2015**
Taylor University, Upland, IN **GPA: 3.94**
Completed 24 credits towards Human Resource Management and Management minors

AWARDS & HONORS

Graduate Teaching Assistantship, University of Georgia 2017
Inducted into Psi Chi International Honor Society in Psychology 2016
Graduated *summa cum laude*, Taylor University 2015
Community Life Commendation for Leadership, Taylor University 2011 – 2015
Dean Scholarship, Taylor University 2011 – 2015
Dean's List, Taylor University 2011 – 2015
F. William & Patricia Schwarz Scholarship, Community Foundation of St. Clair County 2011

RESEARCH EXPERIENCE

(only large consulting projects specified)

Principal Investigator **May – Jul. 2016**
Individual Supporter, New York, NY
Wrote the research contract, designed the study, recruited participants, developed surveys, collected and analyzed the data, and wrote a report on the topic of consumer switching behavior

Data Analyst **Mar. – Apr. 2016**
Upwork, Online
Analyzed quantitative and qualitative data and created graphic visualizations for clients

Evaluation Consultant **Jan. – Feb. 2016**
Equity and Intercultural Relations Committee, Elkhart Community Schools
Evaluated a diversity and inclusion initiative through a qualitative analysis of open-ended interview questions asked of 325 employees; wrote and presented a professional report

Research Assistant - Remote **Sept. 2015 – Jan. 2016**

Assistant Professor, Department of Psychological Sciences, Purdue University

Conducted literature reviews on unemployment and subjective well-being for a systematic review

Research Manager **May 2014 – May 2015**

Psychology Department, Taylor University

Managed three interdisciplinary research projects and a team of 10 students; led succession planning and leadership development through training future team leaders; oversaw all statistical analysis; automated a process performed 400+ times per year, generating \$800 in annual savings

Principal Investigator **May 2014 – May 2015**

Psychology Department, Taylor University

Designed and conducted an exploratory study on professor-led motivational coaching and students' well-being; trained professors to use the coaching guide; led a team of research assistants

Statistical Consultant **Dec. 2013**

Associate Professor, Chemistry Department, Taylor University

Analyzed surveys containing both quantitative and qualitative questions taken by instructors of high altitude balloon courses; wrote a comprehensive, 132-page professional report on the findings

Qualitative Research Consultant **Oct. 2013 – Jan. 2014**

Visiting Scholar, Harvard Law School

Analyzed transcribed interviews and wrote a professional report for a Visiting Scholar studying the influence of religion on Ecuadorian citizens' perception of governmental corruption

Research Consultant Intern **June – August 2013**

Psychology Department, Taylor University

Developed an annual report for the Psychology department; evaluated the effectiveness of a new course in the Kinesiology department; conducted statistical analysis for several projects

Statistical Consultant **Feb. – May 2013, 2014**

Kinesiology Senior Projects, Taylor University

Voluntarily consulted with students on which statistical tests to run, how to run them, and how to interpret the results for their senior projects; listed as contributor on a few conference posters

Research Assistant **Apr. 2012 – May 2014**

Psychology Department, Taylor University

Researched the effects of motivational coaching on employee well-being; conducted literature reviews; built datasets; collected, entered, screened, and analyzed data in SPSS; created reports

RESEARCH INTERESTS

Occupational Health Psychology (e.g., workaholism, employee well-being, work–family interface)

Organizational Culture, Climate, and Development

Cross-Cultural Issues

PROFESSIONAL EXPERIENCE

Research Associate Intern

Sept. 2016 – Feb. 2017

American Institutes for Research, Indianapolis, IN

Prepared data for analysis on a nationwide project examining the effects of mentoring on at-risk youth; created SPSS syntax, codebooks, and datasets; screened and cleaned data

Software Quality Assurance Engineer

June – Aug. 2015

Press Ganey Associates, South Bend, IN

Designed, created, executed, and maintained test plans, cases, and scripts for software products developed by Press Ganey Associates, Inc in an Agile development environment

TECHNICAL SKILLS

Experienced in parametric and nonparametric statistical analysis; knowledgeable in SPSS, SPSS syntax, SQL, HTML, CSS, and Microsoft Office; basic knowledge of R Programming, SAS, Visual Basic, and Python; trained in systems analysis and project management techniques

PUBLICATIONS

Pfeifer, D. R., Arvin, K. M., **Haynes, N. J.**, Herschberger, C. N., & Renfrow, M. S. (2017). A low dose caffeine and carbohydrate supplement does not improve athletic performance during volleyball competition. *International Journal of Exercise Science*, 10(3), 340–353.

Haynes, N. J., Jackson, A., Snyder, S. T., & Renfrow, M. S. (2016). *Motivational interviewing-based wellness coaching improves holistic health in university employees*. Manuscript submitted for publication.

POSTERS & PRESENTATIONS

(not including posters listed as contributor)

Haynes, N. J. (2015, Mar.). *Changing your motivation: Comparing intrinsic and extrinsic motivation*. Presentation given at “Psyched Out!”, Upland, IN.

Haynes, N. J., Bedinghaus, K. M., Clark, L., Fitzjarrald, K., Moore, A., Norris, J., ...Snyder, S. T. (2013, Nov.). *The effects of motivational coaching for walking on holistic health development*. Poster session presented at the Midwest American College of Sports Medicine Conference, Merrillville, IN.

Snyder, S. T., Norris, J., **Haynes, N. J.**, Bedinghaus, K. M., Sjahfiedin, C., Renfrow, M. S., ... Fitzjarrald, K. (2013, Nov.). *A comparison of direct and indirect motivational coaching on holistic health development*. Poster session presented at the Midwest American College of Sports Medicine Conference, Merrillville, IN.

Haynes, N. J., Bedinghaus, K. M., Norris, J., Snyder, S. T., Renfrow, M. S., & Pratt, B. R. (2013,

May). *Impact of motivational coaching on holistic health*. Poster session presented at the annual Taylor University Poster Session, Upland, IN.

Bedinghaus, K. M., **Haynes, N. J.**, Norris, J., Snyder, S. T., Renfrow, M. S., & Pratt, B. R. (2013, May). *Comparison of direct and indirect motivational coaching on holistic health*. Poster session presented at the annual Taylor University Poster Session, Upland, IN.

TEACHING AND MENTORING EXPERIENCE

Tutor, Math and Statistics **Sept. 2015 – Feb. 2017**

Self-Employed, South Bend and Indianapolis, IN

Taught mathematical and statistical concepts to middle school, high school, and graduate students

Tutor, Psychology **Feb. – May 2016**

Self-Employed, Notre Dame, IN

Trained an academically struggling Notre Dame student in techniques for learning and retention

Mentor, Applied Psychological Statistics **Aug. – Dec. 2013, 2014**

Psychology Department, Taylor University

Taught students how to use SPSS and apply classroom learnings to a research project

Teaching Assistant, Introductory Statistics **Feb. 2012 – May 2013**

Mathematics Department, Taylor University

Reviewed statistical concepts with 10-30 students before tests and oversaw labs

UNIVERSITY SERVICE

Underclassmen Major Advisor **Apr. 2015**

Taylor University

Advised underclassmen interested in the psychology and/or systems programs; answered questions about the majors, how to get involved in major-related activities, and how to succeed in the major

Vice President, Swing Club **Aug. 2014 – May 2015**

Taylor University

Established the university's first swing dance club along with the president; secured a faculty sponsor; assisted with required documentation; coordinated meeting times and locations

Founder & Coordinator, "Psyched Out!" **Feb. 2014 – May 2015**

Taylor University

Created and coordinated a series of events aiming to make psychology practical to students' everyday lives; gave psychology students opportunities to present their research to their peers

President, Psychology Club **May 2013 – May 2015**

Taylor University

Refocused the vision, goals, and mission of the club; increased membership 5-fold; collaborated with campus organizations to develop mutually beneficial events; led service activities (e.g., trick-

or-treat for canned goods and Thanksgiving turkey delivery); created an annual Murder Mystery Dinner fundraiser for the Alzheimer's Association; started a Psi Chi chapter at Taylor University

PROFESSIONAL MEMBERSHIPS

American Psychological Association (APA)	May 2016
APA of Graduate Students (APAGS)	May 2016
APA Division 52: International Psychology	May 2016
Psi Chi International Honor Society in Psychology	Feb. 2016
Society for Industrial and Organizational Psychology (SIOP)	Nov. 2012

CERTIFICATIONS

"Protection of Human Research Subjects", Collaborative IRB Training Initiative	Oct. 2016
Honor Code Certificate for Introduction to R Programming, edX	Dec. 2015
"Protecting Human Research Participants", NIH Office of Extramural Research	Feb. 2012

CROSS-CULTURAL EDUCATION

Incheon, South Korea	Mar. – June 2017
Taught English to a group of 12–15 international college students twice per week	
Basque Region, Spain	Jan. 2014
Studied abroad in the Basque Region of Spain for a condensed, one-month philosophy course	
Greece & Italy	Jan. 2013
Traveled through Greece and Italy while taking a history and religion course	