
Benjamin M. Walsh
Curriculum Vitae

Education

Doctoral Student, Industrial-Organizational Psychology – University of Connecticut, Storrs (CT)
Emphasis: Occupational Health Psychology
Advisor: Vicki J. Magley, Ph.D.

Master of Arts in Psychology (2006) – University of Northern Iowa, Cedar Falls (IA)
Emphasis: Industrial-Organizational Psychology
Thesis: The Effects of Multiple Harassment Stressors on Appraisal and Outcomes
Advisor: Robert T. Hitlan, Ph.D.

Bachelor of Arts in Psychology and Spanish (2004) – Augustana College, Sioux Falls (SD)

Peer Reviewed Publications

Barnes-Farrell, J., Davies-Schriels, K., McGonagle, A., Walsh, B., Di Milia, L., Fischer, F. M., Hobbs, B., Kaliterna, L., & Tepas, D. (2008). What aspects of shiftwork influence off-shift well-being of healthcare workers? *Applied Ergonomics*, 39, 589-596.

Walsh, B. M. & Hitlan, R. T. (2007). Organizational stress: Investigating the impact of dual harassment experiences on appraisal and outcomes. *North American Journal of Psychology*, 9, 331-346.

Hitlan, R. T., Schneider, K. T., & Walsh, B. M. (2006). Upsetting behavior: Reactions to personal and bystander sexual harassment experiences. *Sex Roles*, 55, 187-195.

Additional Publications

Gasser, M., Walsh, B., & Butler, A. (2008). The industrial/organizational psychology curriculum: Is what we teach valued by business? *The Industrial-Organizational Psychologist*, 46, 37-42.

Walsh, B., McGonagle, M., & Bachiochi, P. (2007). The importance of having a life. *National Society of Black Engineers Magazine*, 19, 52-59.

Peer Reviewed Conference Posters and Presentations

Walsh, B. M., Barnes-Farrell, J. L., & Matthews, R. A. (2008, August). *Applicant reactions to selection interviews: Cross-national comparisons*. Poster accepted for presentation at the annual meeting of the American Psychological Association, Boston, MA.

Hitlan, R. T. & Walsh, B. M. (2008, April). *Convergent and discriminant validity of the Workplace Exclusion Scale (WES)*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Walsh, B. M., Magley, V. J., Davies-Schriels, K., A. Marmet, M. D., Reeves, D. A., & Gallus, J. A. (2008, April). Developing and validating a brief measure of workplace civility norms. In J. Bunk (Chair), *How rude! Investigating the complexity of disrespectful behaviors at work*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Walsh, B. M., & Magley, V. J. (2008, March). *An integrative approach to the study of workplace mistreatment*. Poster presented at Work, Stress, & Health 2008, Washington, DC.

Barnes-Farrell, J., Davies-Schrils, K., McGonagle, A., Walsh, B., Di Milia, L., Fischer, F. M., Hobbs, B., Kaliterna, L., & Tepas, D. (2007, August). What aspects of shiftwork influence off-shift well-being of healthcare workers? Paper presented at the International Symposium on Shiftwork and Working Time, Yeppoon QLD, Australia.

Barnes-Farrell, J. L., Matthews, R. A., Lewis, W. R., & Walsh, B. (2007, April). Contemplating the timing of retirement: Differential considerations of younger and older workers. In G. Fisher (Chair), *Work and the retirement process: International perspectives on older workers*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York, NY.

Hitlan, R. T., Schneider, K. T., & Walsh, B. (2006, May). *The impact of personal and bystander harassment experiences on appraisal*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Walsh, B., Gasser, M., & Butler, A. (2006, May). *Business leaders' perception of the value of empirical/statistical evaluation*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, TX.

Walsh, B. M. & Hitlan, R. T. (2006, April). *The impact of sexual and bystander harassment on female employees' physical health*. Poster presented at the annual meeting of the Iowa Psychological Association, Des Moines, IA.

Walsh, B., Kuker, K., Hogendorn, K., & Gasser, M. (2005, April). *Is I-O psychology valued?* Poster presented at the University of Northern Iowa College of Social and Behavioral Sciences Research Conference, Cedar Falls, IA.

Additional Presentations

Walsh, B. M. (2008, May). *Investigating the relationship among forms of workplace mistreatment*. Presented at the Semi-Annual University of Connecticut Health Center – University of Massachusetts-Lowell Sturbridge Symposium, Sturbridge, MA.

Research in Progress

Hitlan, R. T. & Walsh, B. M. Convergent and discriminant validity of the Workplace Exclusion Scale (WES). Manuscript in preparation.

Walsh, B. M., & Magley, V. J. Examining the relationship among sexual harassment, workplace incivility, and generalized workplace harassment: A multidimensional scaling study. Data analysis.

Walsh, B. M., Magley, V. J., Davies-Schrils, K., A. Marmet, M. D., Reeves, D. A., & Gallus, J. A. The development and validation of the Civility Norms Questionnaire-Brief (CNQ-B). Manuscript in preparation.

Technical Reports

Walsh, B. M. & Barnes-Farrell, J. L. (2007). *Global Applicant Reactions Survey: Phase 1*. Storrs, Connecticut: University of Connecticut, Industrial Psychology Applications Center. Report prepared for IBM Global Selection Team. (pp. 41).

Lutz, G. M., Gonnerman, M. E. Jr., Walsh, B., Park, K. H., Muilenburg, R., & Bailey, J. (2006). *Iowa Gambling Treatment Outcomes Study: Year 1*. Cedar Falls, Iowa: University of Northern Iowa, Center for Social and Behavioral Research. Report prepared for the Iowa Department of Public Health, Division of Behavioral Health and Professional Licensure. (pp. 167).

Lutz, G. M., Park, K. H., Gonnerman, M. E. Jr., Walsh, B., & Henricksen, M. (2006). *Storm Lake F.O.C.U.S. survey: Qualitative analysis of focus groups*. Cedar Falls, Iowa: University of Northern Iowa, Center for Social and Behavioral Research. Report prepared for the Upper Des Moines Opportunity. (pp. 13).

Lutz, G. M. & Walsh, B. (2006). *Buena Vista Brief Mental Health Surveys*. Cedar Falls, Iowa: University of Northern Iowa, Center for Social and Behavioral Research. (pp. 12).

Research Funding

- University of Connecticut Research Fellowship – Funded through NIOSH Graduate Training Grant Number 2 T01 OH008610-03 (Summer 2008, Summer 2007)
- University of Connecticut Departmental Research Fellowship (Summer 2007)
- University of Northern Iowa Graduate Research Award (2006)
- University of Northern Iowa Graduate Student Opportunity Fund (2006)
- University of Northern Iowa Intercollegiate Academics Fund (2005)

Teaching Experience

University of Connecticut Department of Psychology (Storrs, CT)

- *General Psychology Discussion Section (January 2008 – May 2008; January 2007 – May 2007)*
 - I lead weekly discussion sections on broad topics in psychology, graded student reaction papers, evaluated student participation and performance, and proctored examinations.
- *Research Methods in Psychology Laboratory Section (August 2007 – December 2007)*
 - I taught a laboratory course in research methodology and statistics which involved weekly lectures, evaluating student writing, and guiding teams of students through their own psychological research projects.
- *General Psychology Laboratory Section (August 2006 – December 2006)*
 - I taught 3 general psychology lab sections which involved lecturing on introductory psychology topics and research design, leading discussion, grading assignments, and proctoring examinations.

Applied Research and Consulting Project Experience

Industrial Psychology Applications Center – University of Connecticut (Storrs, CT)

- *IBM Global Applicant Reaction Survey (January 2007 – Present)*
 - I deployed a pilot online survey designed to assess applicant reactions to IBM's selection procedures, managed the data collection process, organized quantitative and qualitative data, and developed a feedback report for the IBM Global Selection Team. I am currently assisting on an as-needed basis with subsequent waves of data collection.
- *Employee Focus Groups (June 2007 – August 2007)*
 - The Center conducted focus groups for a major utilities provider and my roles included serving as a scribe during focus groups, transcribing and organizing notes, developing themes from focus group transcripts and creating a coding sheet.
- *National Society of Black Engineers Annual Member Survey (April 2007 – August 2007)*
 - Members of the Center collected data for the annual survey of NSBE student members and my personal involvement included aiding in the data collection process, analyzing data and coauthoring an article for NSBE Magazine outlining the findings.

Leadership Research Institute, Inc. (Middletown, CT)

- *360-degree Feedback Coach (October 2007)*
 - I reviewed 360-degree feedback survey results for managers of a global pharmaceutical company and held individual conference calls with the managers in order to identify managerial strengths and areas where improvement was needed.
- *Open-ended Response Coding (September 2007 and September 2006)*
 - I coded open-ended responses to organizational surveys prior to data analysis.
- *Literature Review – Pay-for-Performance in the Nonprofit Sector (April 2007)*
 - I reviewed research on the use of pay-for-performance plans within the nonprofit sector and developed a summary listing of commonly used pay-for-performance plans, potential positive and negative consequences of such plans, and guidelines for effective implementation of pay-for-performance plans in nonprofit organizations.

University of Northern Iowa (Cedar Falls, IA)

- *Product Interest Survey (January 2005 – May 2005)*
 - In conjunction with my team, we developed online and paper-and-pencil surveys and collected data from potential consumers in order to identify whether a market existed for the product proposed by the Wellness and Recreation Center. We then analyzed data and presented results to the director of the Center with recommendations for future involvement.
- *Needs Analyses for Training Module Development (September 2004 – December 2004)*
 - My team conducted needs analyses and interviewed subject matter experts for the development of online training modules.

3M (St. Paul, MN)

- *Consulting Challenge in Conjunction with Mankato State University (April 2005)*
 - My team developed and presented a proposal to 3M executives in response to an RFP aimed at improving employee engagement during the 72-hour external consulting simulation.

Cedar Falls Public Library (Cedar Falls, IA)

- *Employee Focus Groups (September 2004)*
 - Along with a team, I moderated informal focus groups with library employees in order to combat a dispute between the employees and managerial staff in this single-day organizational intervention.

Additional Work Experience

Center for Social and Behavioral Research – University of Northern Iowa (Cedar Falls, IA)

- *Research Assistant (September 2005 – August 2006)*
 - I organized and analyzed data as well as prepared reports for the Center.

Waterloo Industries, Inc. (Waterloo, IA)

- *Human Resources Intern (September 2004 – August 2005)*
 - I assisted in employee interviews, translated materials, updated the affirmative action plan, helped with a variety of tasks involving employee benefits, and analyzed data from training evaluations.

Honors and Activities

- Graduate Assistantship – University of Connecticut (2006 – Present)
- Graduate Predoctoral Fellowship – University of Connecticut (2006 – Present)
- Iowa Psychological Association Poster Award (2006) – 3rd Place
- Graduate Tuition Scholarship – University of Northern Iowa (2005 – 2006)
- National Spanish Honor Society – Sigma Delta Pi (2004)

Software Knowledge

- Microsoft Office Suite
- Adobe Acrobat Professional
- E-Listen Survey Builder
- MediaLab
- AMOS
- LISREL
- SPSS
- HLM

Service

- Graduate Student Co-Representative, Industrial/Organizational Division, University of Connecticut Department of Psychology, 2007 – 2008.
- Ad-hoc reviewer – North American Journal of Psychology
- Member, Student Research Conference Keynote Speaker Selection Committee, College of Social and Behavioral Sciences, University of Northern Iowa, 2005.

Professional Affiliations

- Student affiliate, Society for Industrial and Organizational Psychology
- Student affiliate, Society for Occupational Health Psychology
- Student affiliate, Academy of Management
- Student affiliate, American Psychological Association

Relevant Graduate Coursework

Industrial/Organizational Psychology (and miscellaneous)

- Organizational Consulting and Change Management Seminar
- Managing Innovation and Change
- Recruitment and Selection
- Performance Appraisal
- Training and Instructional Design
- Computer Applications for the Behavioral Sciences
- Occupational Health Psychology
- Graduate Social Psychology

Research Methods and Statistics

- Experimental Social Psychology (Experimental design)
- Principles of Psychometrics (Exploratory factor analysis, confirmatory factor analysis)
- Quantitative Methods in the Behavioral Sciences (Regression models, MANOVA, discriminant function analysis)
- Analysis of Experiments (ANOVA models)
- Structural Equation Modeling
- Hierarchical Linear Modeling