**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

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

**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*.

**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**

**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,** 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 accepted to be 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 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 19th 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. (under review). 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. (under review). 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*.

**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.

**RESEARCH EXPERIENCE**

**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.

**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

**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

Honors student, *University of Georgia*  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