

Hayden P. Nelson

Champaign, IL 61820 | (402) 910-8548 | haydenpnelson@gmail.com

www.linkedin.com/in/haydenpnelson

Curriculum Vitae

EDUCATION

Ph.D. in Industrial-Organizational Psychology Expected: May 2028
University of Illinois Urbana-Champaign | Champaign, IL
Research Advisor: Bo Zhang, Ph.D.
GPA: NA

M.S. in Industrial-Organizational Psychology May 2024
Western Kentucky University | Bowling Green, KY
Thesis Topic: An investigation of the effectiveness of Student's *t*-test under heterogeneity of variance
Thesis Supervisor: Reagan Brown, Ph.D.
GPA: 4.00/4.00

B.S. in Psychology Comprehensive | Minor in Business Administration May 2022
University of Nebraska at Kearney | Kearney, NE
GPA: 3.82/4.00

PEER-REVIEWED PUBLICATIONS

Nelson, H., Curtis, E., Eugene, T., Hurt, C.E., Simmons, M.R., & Burch, K.A. (2024). Antiwork or anti-master? Reframing the antiwork movement through a racial lens. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 17(1).

Lanz, J. J., Fritson, K., Waples, C., & **Nelson, H.** (accepted). Improving wellbeing in rural first responders: An 8-week mindful meditation app intervention. *Journal of Rural Mental Health*.

CONFERENCE PRESENTATIONS

Nelson, H. & Brown, R. (2025). *Investigating the Effectiveness of Student's t-Test Under Heterogeneity of Variance* [Poster] (under review). Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Nelson, H., Curtis, E., Daulton, M., Simpson, A., Davy, A., Fults, A., & Chen, X. (2024, April). *Trends in Workplace Discrimination Claims and Outcomes: A Systematic Review* [Poster]. Society For Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Nelson, H., Stewart, L., Curtis, E., & Chen, X. (2023, November). *An exploratory study of workplace stressors with natural language processing techniques* [Poster]. Work, Stress, and Health 2023, Miami, FL, United States.

Lanz, J. J., **Nelson, H.**, Fritson, K., & Waples, C. (2023, April). *Improving Wellbeing in*

First Responders with a Mindful Meditation App [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Nelson, H., & Lanz J. (2022, April). *The Treatment of Trauma Symptoms for Law Enforcement Officers & Romantic Partners Through a Mindful Meditation App* [Poster]. Great Plains Psychology Convention, Emporia, KS, United States. **Received distinction for Outstanding Undergraduate Poster Presentation.**

Nelson, H. & Lanz J. (2022, April). *The Treatment of Trauma Symptoms for Law Enforcement Officers & Romantic Partners Through a Mindful Meditation App* [Poster]. University of Nebraska at Kearney Student Research Day, Kearney, NE, United States.

PROFESSIONAL EXPERIENCE

Western Kentucky University, *Lab Instructor*, Bowling Green, Kentucky

(August 2023 – May 2024)

- Designed and organized class page, along with lecture materials, assignments, and gradebook.
- Instructed undergraduate psychology students over topics relating to research methodology, project management, psychometric design, and statistics.
- Maintained office hours to meet with students over various concerns, such as course progression, lecture material, and other issues.
- Guided student groups to aid in their completion of a psychological research project.

Louisville Metro HR/Civil Service, *Intern*, Louisville, Kentucky

(May – August 2023)

- Developed written exam materials for several Louisville Metro positions, including situational judgement, mechanical aptitude, and job knowledge tests.
- Screened job applicants for a variety of positions and assigned training/experience scores to move applicants through the hiring process.
- Designed survey for market research over police officer promotional exams to help improve testing procedures.
- Calculated scores on a police officer promotional exam battery and weighted exam components to select candidates.

Western Kentucky University Big Data Lab for Organizational Effectiveness, *Research Assistant*, Bowling Green, Kentucky

(August 2022 – May 2024)

- Collects data over equal employment opportunity case law proceedings to observe trends over claimant obstacles and outcomes.
- Conducts data analysis using a variety of statistical programming softwares, such as Microsoft Excel, IBM SPSS, RStudio, and SAS.
- Coordinates lab members for the completion of psychology research projects.
- Formats and organizes conference submissions to present on research findings.
- Manages an online lab website to upload lab member profiles and news reports over lab activities.

Western Kentucky University, *Teaching Assistant*, Bowling Green, Kentucky

(August 2022 – May 2023)

- Organized a gradebook for 150 psychology undergraduate students for an introduction to social psychology course.
- Responded to student emails to help define assignment and exam due dates, edit gradebook entries, and solve other issues.
- Performed item analysis on course exams to identify miscoded items, calculate average item scores, and deliver class performance results to the instructing professor.

University of Nebraska at Kearney, *Work-Study Student*, Kearney, Nebraska

(November 2021 – May 2022)

- Analyzed complex data with the use of multivariate analysis techniques to observe the relationship between law enforcement officer stress response and mindfulness-focused meditation.
- Cleaned and screened dataset to identify usable datapoints, match entries to the original collected results, and code variables.
- Presented the methods and results of research study findings at several research conferences.

APPLIED EXPERIENCE

Railtowns

(October – December 2023)

Project Advisor

- Advised a small group of colleagues through a job analysis of a negotiator role within a newly formed company.
- Recorded notes and actively participated in discussions for project goals and outlined objectives.
- Reviewed materials proposed in the final technical report for the project, such as task statements, KSA's, and other deliverables.

BanklessDAO

(November - December 2022)

Project Coordinator (Remote)

- Coordinated a team of fellow colleagues to conduct a role analysis for a guild coordinator within BanklessDAO.
- Structured interview questions to obtain job relevant information for the formation of task statements.
- Conducted survey research to determine the importance, criticality, and frequency of obtained task statements and KSA's.
- Researched topics relating to the integration of digital tokens in compensation systems in order to make recommendations for improving current pay structures.

Delta Tau Delta

(October 2018 – December 2020)

Director of Financial Operations

- Controlled and monitored an annual budget of \$20,000 for fraternity events.

- Managed 36 individual accounts for billing, fining, and payment plans.
- Optimized accounting website OmegaFi for business transactions and submitted monthly financial reports.

APPLIED PROJECTS

PSYS581: Professional and Ethical Issues in Psychological Science – Technical report for exploring trends in employee attrition between and within departments.
November 2023

PSYS581: Professional and Ethical Issues in Psychological Science – Technical report for determining gender pay discrepancies using RStudio.
October 2023

PSYS572: Organizational Psychology – Technical report for exploring the relationship between manager performance and employment data.
May 2023

PSYS571: Personnel Selection – Technical report for a criterion-related validity study for a selection system using multiple predictive tests.
April 2023

PSYS518: Psychometrics – Technical report for the development and analysis of a short knowledge scale.
December 2022

PSYS570: Job Analysis and Compensation – Technical report for role analysis of guild coordinator position at BanklessDAO
December 2022

PSY420-H: Advanced Design and Analysis – Honor’s research option for analyzing the effects of corporate social responsibility on organizational attractiveness using multivariate analysis methods, including factor analyses, MANCOVA, and stepwise regression.
December 2021

PSY415-H: Group Dynamics – Honor’s research option for literary review of trends surrounding teams in online working relationships.
December 2021

MGT380-H: Human Resource Management – Honor’s research option for a review of job analysis techniques applied to organizations, including use for recruitment, selection, and job definition.
March 2021

INTERNAL FUNDING

2024-2025	Hulin Fellowship	\$8,043.86, annually
2024-2025	Dallenbach Fellowship	\$3,456.16, annually
2023-2024	One Starfish Award	\$500 directly
2023-2024	Joseph Bilotta Scholarship	\$1,200 directly

HONORS AND AWARDS

2024	Outstanding Industrial-Organizational Psychology Graduate Student Award
2024	Outstanding Psychological Sciences Graduate Student Award
2024	Honorable Mention for Ogden College's Outstanding Graduate Student Award
2021	Delta Tau Delta Western Plains Division – Excellence in Financial Operations Award

INVITED PRESENTATIONS

Thesis Proposal, I-O Colloquium, Western Kentucky University
November 2023

Louisville Metro HR/Civil Service Internship, I-O Colloquium, Western Kentucky University
October 2023

RELEVANT COURSEWORK

University of Illinois Urbana Champaign

- PSYC594: Applied Multivariate Statistical Analysis
- PSYC530: Foundations of I-O Psychology
- PSYC506: Statistical Methods I

Western Kentucky University

- | | |
|---|--|
| ○ PSYS673: Advanced Training in Industry and Business | ○ PSYS581: Professional Issues in I-O |
| ○ PSYS670: Equal Employment Opportunity | ○ PSYS572: Organizational Psychology |
| ○ PSYS590: Programming for Social Sciences | ○ PSYS571: Personnel Psychology |
| ○ PSYS518: Psychometrics | ○ PSYS570: Job Analysis and Compensation |
| ○ PSYS513: Correlation and Regression | ○ PSYS552: Advanced Social Psychology |
| | ○ PSYS512: Analysis of Variance |
| | ○ PSYS510: Advanced Research Methods |

University of Nebraska at Kearney

- | | |
|---|--|
| ○ PSY477: Psychology and Law | ○ MGT499: Special Problems in Business |
| ○ PSY450: Psychological Testing | ○ MGT380-H: Human Resource Management |
| ○ PSY420-H: Advanced Multivariate Design and Analysis | ○ MGT355: Organizational Behavior |
| ○ PSY415-H: Group Dynamics | ○ MGT311: Business Law |
| ○ PSY250: Behavioral Statistics | |

SKILLS

- Quantitative and Qualitative Data Analysis (R, SPSS, Excel, Python, SAS)
- Survey Design and Administration
- Project and Technical Report Formatting
- Job Analysis
- Leadership Workshopping
- Research Design
- Structured Interviews
- Microsoft Suite (Excel, Word, etc.)