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## CURRICULUM VITAE

### **BRYAN LEIGHTON DAWSON, Ph.D.**

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#### **Work Address:**

University of North Georgia  
Department of Psychological Science  
210 Barnes Hall  
Dahlonega, GA 30597

#### **Work Experience:**

2020-Present	Professor	University of North Georgia Department of Psychological Science Provost Faculty Fellow (2019-2021)
2016-2020	Associate Professor	University of North Georgia Department of Psychological Science Assistant Director Undergraduate Research (2017-Present) Leadership Minor Coordinator (2013-2019)
2013-2016	Assistant Professor	University of North Georgia (formerly NGCSU) Department of Psychological Science
2011-2013	Assistant Professor	North Georgia College & State University (NGCSU) Department of Psychology & Sociology

## A. ACADEMIC ACHIEVEMENT AND PROFESSIONAL DEVELOPMENT

### EDUCATION:

2011 Ph.D. Industrial Organizational Psychology University of Georgia, Athens, GA

**Dissertation:** An analysis of successors, ethnic identity and inclusive organizations as buffers to stereotype threat.

**Chair:** Kecia M. Thomas  
Committee Members: Charles Lance, Gary Lautenschlager

2007 M.S. Experimental Psychology Georgia Southern University, Statesboro, GA

**Thesis:** An analysis of procrastination and flow experiences.

**Chair:** Katherine Wiegand

2004 B.S. Psychology, Cum Laude Georgia Southern University, Statesboro, GA

### PUBLICATIONS & CREATIVE ACTIVITIES:

\* denotes undergraduate student

\*\* denotes graduate student

### **REFEREED PUBLICATIONS (Peer Reviewed):**

Cuevas, J. & **Dawson, B.L.**, Grant, A (2022). An analysis of the relationships between religious orientation, authoritarianism, cross-cultural interactions, and political views. *Analyses of Social Issues and Public Policy*, 22 (1), 408-426, <https://doi.org/10.1111/asap.12303>

Cuevas, J. & **Dawson, B.L.** (2021). A brief retrospective: Belief systems and psychological traits contributing to the spread of COVID-19 in the United States. *Journal of Mind & Behavior*, 42, 291 - 316.

Halliburton, A. E., Hill, M. B., **Dawson, B. L.**, Hightower, J. M., & Rueden, H.\* (2021). Increased stress, declining mental health: Emerging adults' experiences in college during COVID-19. *Emerging Adulthood*, 9(5), 433–448. <https://doi.org/10.1177/21676968211025348>

Cuevas, J., **Dawson, B. L.** (2020). An integrated review of recent research on the relationships between religious belief, political ideology, authoritarianism, and prejudice, *Psychological Reports*, 124(3), 977-1014. <https://doi.org/10.1177/0033294120925392>

Hernandez, T.\*, & **Dawson, B. L.** (2020). Acculturative Stress, Mental Health, and Academic Engagement of Rural Young Adult Hispanic Immigrants. *Journal of Undergraduate Ethnic Minority Psychology*, 5, 9-16.

**Dawson, B. L.**, Cuevas, J. (2019). An assessment of intergroup dynamics at a multi-campus university: One university, two cultures. *Studies in Higher Education*, DOI:10.1080/03075079.2019.1628198

Cuevas, J. & **Dawson, B. L.** (2017). A test of two alternative cognitive processing models: Learning styles and dual coding. *Theory and Research in Education*, 1-21.

Shanks R. A., Ross J. M.\*, Doyle H. H.\*, Helton A.K.\*, Picou B.D., Schulz J.\*, Tavares C.\*, Bryant S., **Dawson B. L.**, Lloyd S. A., (2014). Adolescent exposure to cocaine, amphetamine, and methylphenidate cross-sensitizes adults to methamphetamine with drug- and sex-specific effects. *Behavioral Brain Research*, 281, 116-124.

Deese, M. A.\*, **Dawson, B.L.** (2013). Changing attitudes towards LGBT students: An analysis of an awareness training paradigm aimed at increasing pro-LGBT attitudes. *Papers and Publications: Interdisciplinary Journal of Undergraduate Research*.

McIntosh, W. D., **Dawson, B. L.**, Scott, A. J., & Locker, L. L. (2011). Willingness to date across race: Differences among gay and straight men and women. *Psychological Reports*, 108,711-716. Doi: 10.2466/07.PR0.108.3.711-716

Thomas, K. M., Tran, N. M. \*\*, & **Dawson, B. L.** (2010). An inclusive strategy of teaching diversity. *Advances in Developing Human Resources*, 12, 295-311. Doi: 10.1177/1523422310375035

Lance, C. E., **Dawson, B. L.**, Birkelbach, D. \*\*, & Hoffman, B. J. (2010). Method effects, measurement error, and substantive conclusions. *Organizational Research Methods*, 13, 435-455. Doi: 10.1177/1094428109352528

Tran, N. M. \*\*, & **Dawson, B. L.** (2008). An Executive Summary: Reevaluating the concept of diversity management: Considerations for diversity trainers and educators (cover story). *The Business Journal of Hispanic Research*, 2, 70-75.

Wiegand, K. E., Johnson, C. D, **Dawson, B. L.**, & Ward, M.\* (2008). The effects of sensitive symbols on class project selection decisions. *Equal Opportunities International*, 27, 355-371.

**\*\*\* Highly Commended Paper Emerald Literati Network**

**Dawson, B. L.**, & McIntosh, W. D. (2006). Sexual strategies theory and internet personal advertisements. *CyberPsychology & Behavior*, 9, 614-618.

#### **SCHOLARLY PUBLICATIONS (Editorially Reviewed):**

**Dawson, B. L.**, Velazquez, E. A., Johnston, R., & Mendoza, P. (2023). Inclusion means serving our students and our community. In K. R. Adams, M. Lanford, J. Mayernick (Eds.) *The University of North Georgia: 150 Years of Leadership and Vision*. University of North Georgia.

Cuevas, J.A., & **Dawson, B.L.** (2022). The Nature of Bias: Effects of Institutionalized Prejudices and Theoretical Explanations for Its Development. In: Akande, A. (Eds.) *Handbook of Racism, Xenophobia, and Populism* (pp. 273-292). Springer Handbooks of Political Science and International Relations. Springer, Cham. [https://doi.org/10.1007/978-3-031-13559-0\\_13](https://doi.org/10.1007/978-3-031-13559-0_13)

Cuevas, J.A., & **Dawson, B.L.** (2022). The Correlates of Prejudice: Groupthink and Individual Psychological Attributes. In: Akande, A. (Eds.) *Handbook of Racism, Xenophobia, and Populism*. (pp. 293-316). Springer Handbooks of Political Science and International Relations. Springer, Cham. [https://doi.org/10.1007/978-3-031-13559-0\\_14](https://doi.org/10.1007/978-3-031-13559-0_14)

**Stepp, S. B\*, Kesler, E\*, & Dawson, B. L.** (2018) Student Involvement in Diverse Actions and Perceived Campus Climate. Society for the Teaching of Psychology E- Book, p. 502-503.

**Dawson, B. L.**, Robertson, C., Lloyd, S., Hitz, M. (2017) Building, Designing, and Implementing an Augmented Reality Sandbox Laboratory. *Scholarship and Practice of Undergraduate Research (SPUR)*, 2, 1.

**Dawson, B. L.** (2017). Touchy subjects: Utilizing handedness as a precursor to discussing privilege and diversity in the classroom. In D. Budryte & S. Boykin (Ed.) *Teaching Humanities and Social Science in Multicultural Environments*, pp. 67-74.

**Dawson, B. L.**, Robertson, C. Bruster, M.\* (2014). Using Podcasts in Academic and Career Advising. In R. Miller (Ed.) *Academic Advising: A Handbook for Advisors and Students*, pp. 29-35.

**Dawson, B. L.**, Johnson, C. D., Ferdman, B. M. (2014). Organizational Psychology. In F. Leong (Ed.) *APA Handbook of Multicultural Psychology*, American Psychological Association, pp. 471-487.

**Dawson, B.L.**, Thomas, K.M., Goren, M. J. \*\* (2013) Career Development. In Q. Robertson (Ed.) *The Oxford Handbook of Diversity and Work*. Oxford: Oxford Press, p. 300-314

## **CONFERENCE POSTERS & PRESENTATIONS:**

### **National Meetings:**

Kesler, E.\*, **Dawson B. L.**, Cuevas, J. (2017). Student Involvement in Diverse Actions and Perceived Campus Climate. Paper presented at the National Conference for Undergraduate Research, Memphis, TN.

Kneller, C. J.\*, **Dawson, B. L.** (2017) Reporting Mechanisms on Video Game Consoles: Player Behaviors and Reporting. Paper presented at the National Conference for Undergraduate Research, Memphis, TN.

Hightower, J. M.\*, Bryant, R.\* **Dawson, B. L.** (2016). Male and female differences regarding buffers to STEM fields. Paper presented at the National Conference for Undergraduate Research, Asheville, NC.

Hosch, C.\*, **Dawson, B. L.** (2016). Branding cues and millennial consumer behavior. Paper presented at the National Conference for Undergraduate Research, Asheville, NC.

Hosch, C.\*, **Dawson, B. L.** (2016). Branding cues and consumer taste perception. Paper presented at the National Conference for Undergraduate Research, Asheville, NC.

Cuevas, J., and **Dawson, B. L.** (2015). An analysis of two alternate learning models: Learning styles and dual coding. Paper presented at Society of Teaching Learning Commons Conference, Savannah, GA.

Graves, A.\*, **Dawson, B. L.**, Smitherman, A.\* (2015). How podcasting enhances vocational awareness and professional development. Paper presented at Society of Teaching Learning Commons Conference, Savannah, GA.

Bruster, M.\*, Balsamo, D.\*, **Dawson, B. L.**, Hatch, D. L., Lentini, K.\*, Moore, E.\*, Johnson, S.\*, Payne, E.\*(2013). Using podcast as an education tool in research methods and intro to psychology. Paper presented at the Society of Teaching and Learning Commons Annual Conference, Savannah, GA.

Tran, S. M. \*\*, George, K. \*\*, & **Dawson, B. L.** (2012). Interpersonal workplace discrimination of interracial married job applicants. Paper presented at the American Psychological Association Conference, Orlando, FL.

Hoffman, B. J., Birkelbach, D. \*\*, **Dawson, B. L.**, & Lance, C. E. (2010, April). Prevalence of and correction for common method effects. Paper presented at the meeting of the Society for Industrial and Organizational Psychology annual conference, Atlanta, GA.

### \*\*\* Featured Top-Rated Posters

**Dawson, B. L.**, & Thomas, K.M. (2010, April). Bias in mock juror decisions: harassment of Blacks and Latinas. Paper presented at the meeting of the Society for Industrial and Organizational Psychology annual conference, Atlanta, GA.

### Regional Meetings:

Garret, T. (2020). What effects do various stressors have on depression and anxiety symptoms in college students? Baylor University McNair Research Conference. Waco, Texas.

Garret, T., Dittrich, S., Dewey, J., Dawson, B. L. (2020) “ Do eye movements correlated with comprehension of educational videos?”. Poster presented at the annual 2020, Southeastern Psychological Association, New Orleans, LA.

Hernandez, T. (2020). Acculturative stress, mental health, and academic engagement of rural young adult Hispanic immigrants. Baylor University McNair Research Conference. Waco, Texas.

Henze, J. & **Dawson, B. L.** (2019). Does building a map affect problem solving? Paper presented at the annual 2019 Southeastern Psychological Association, Jacksonville, FL

- Henze, J., Rodes, L., & **Dawson, B. L.** (2018). Group and object dimensions effects on problem solving using maps. Paper presented at the annual 2018 Southeastern Psychological Association, Charleston, SC
- Rodes, L., Henze, J., & **Dawson, B. L.** (2018). Effects of object dimension and color on episodic memory. Paper presented at the annual 2018 Southeastern Psychological Association, Charleston, SC
- Stepp, S. & **Dawson, B. L.** (2018). Perceptions of sexual assault on a multicampus university. Paper presented at the annual 2018 Southeastern Psychological Association, Charleston, SC
- Williams, M. & **Dawson, B. L.** (2018). Predicting comprehension of SPSS output from eye-movements. Paper presented at the annual 2018 Southeastern Psychological Association, Charleston, SC
- Kesler, E.\*, **Dawson B. L.**, & Cuevas, J. (2017). Student Involvement in Diverse Actions and Perceived Campus Climate. Paper presented at the annual 2017 Southeastern Psychological Association, Atlanta, GA
- Russell, L. R., Nadadur, V., & **Dawson, B. L.** (2016). Quantifying the Qualitative for Holistic Program Evaluation. Applied research project presented at the Southeast Educational Data Symposium, Atlanta, GA.
- Caldwell, S. **Dawson, B. L.**, & Hardee, S. (2016). From cover to climate assessment: How the university of north Georgia is approaching the dialogue on race and inclusion. Presented at the Dialogue on Race and Education in the 12st century conference at Berea College, Berea, KY.
- Kreitz, C.\*, **Dawson, B. L.** (2016). Video gaming as an escape. Paper presented at the annual 2016 Southeastern Psychological Association, New Orleans, LA.
- Bryant. R.\*, Hightower, J. M. \*, & **Dawson, B. L.** (2016). Male and female differences regarding buffers in online video games. Paper presented at the annual 2016 Southeastern Psychological Association, New Orleans, LA.
- Landaverde, E.\*, Aklmal, S.\*, **Dawson, B. L.** (2016). Engagement explains gender differences in retention. Paper presented at the annual 2016 Southeastern Psychological Association, New Orleans, LA.
- Aklmal, S.\*, Hightower, J. M.\* **Dawson, B. L.** (2016). The discrepancies of views and effects on minorities in predominantly white schools. Paper presented at the annual 2016 Southeastern Psychological Association, New Orleans, LA.
- Bryant. R.\*, Hightower, J.\*, & **Dawson, B. L.** (2015). The truth behind reporting harassment in video games. Paper presented at the annual 2015 Southeastern Psychological Association, Hilton Head, SC.

- Cate, K., DeCarlo, R.\*, **Dawson, B. L.**, Hightower, J.\*, Bryant, R.\* (2015). Media influence on women's perceptions: Cinderella, STEM, & Street Fighter. Paper presented at the annual 2015 Southeastern Psychological Association, Hilton Head, SC.
- Denoia, M.\*, & **Dawson, B.L.** (2015). Moderating the relationship between task and citizenship performance. Paper presented at the annual 2015 Southeastern Psychological Association, Hilton Head, SC.
- Graves, A.\* & **Dawson, B. L.** (2015). Increasing vocational awareness among psychology students through podcasting. Paper presented at the annual 2015 Southeastern Psychological Association, Hilton Head, SC.
- Hightower, J.\*, Bryant, R.\*, & **Dawson, B. L.** (2015). Buffers to online harassment in women's pursuit of STEM careers. Paper presented at the annual 2015 Southeastern Psychological Association, Hilton Head, SC.
- Cotes, M.\*, & **Dawson, B. L.** (2014). Predictors of employee engagement and their contribution to organizational success. Presented at the Georgia Collegiate Honors Conference Council, Macon, GA.
- Smudde, S.C.\*, & **Dawson, B. L.** (2014). Teaching quantitative methods. Presented at the Southeastern Psychological Association annual conference, Nashville, TN.
- Baxley, A.\*, & **Dawson, B. L.** (2013). Antecedents to political candidate Choice. Antecedents to political Candidate Choice. Paper presented at the annual 2013 Southeastern Psychological Association, Atlanta, GA.
- Flores, S.\*, & **Dawson, B. L.** (2013). Perceptions with consistent and inconsistent gamer stereotypes: Presented at the annual 2013 Southeastern Psychological Association, Atlanta, GA.
- Baxley, A.\*, & **Dawson, B. L.** (2012). Antecedents to political candidate selection. Paper presented at the Georgia Sociological Association annual conference, Dahlonega, GA.
- Deese, M.\*, & **Dawson, B. L.** (2012). Changing attitudes towards homosexuality. Paper presented at the Georgia Sociological Association annual conference, Dahlonega, GA.
- Smudde, R.\*, Ross, J. M.\*, & **Dawson, B. L.** (2012). Racial bias in mock juror decisions involving sexual harassment of African Americans and Latinas: An analysis of perceptions of the defendant. Paper presented at the Georgia Sociological Association annual conference, Dahlonega, GA.

#### **Local Meetings:**

- Bryant, R. A.\*, Hightower, J.\*, & **Dawson, B. L.** (2015). Buffers to online harassment in women's pursuit of STEM careers. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

Deese, M. A.\*, & **Dawson, B. L.** (2014). Understanding perceptions and triggers of self-harm: an assessment of behavior and alternative guilt reduction study. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

Garretson, K. B.\*, Darnell, B.\*, Rumohr, J.\*, Bailey, E. P.\*, Cate, K. L., & **Dawson, B. L.** (2014). Testosterone and Video Games. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

Komal, D.\*, Youngblood, R.\*, Brush, M.\*, Moon, J\*, **Dawson, B. L.**, & Dansby-Sparks, R. (2014). Determination of hop alpha acids and hop acid utilization from whirlpool brewing processes using a scaled-down industrial method and high-performance liquid chromatography. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

Ross, J. M.\*, Doyle, H. H. \*\*, Picou, B. D.\*, Schulz, J.\*, Tavares, C.\*, Bryant, S.\*, Helton, A.K.\*, **Dawson, B. L.**, Lloyd, S.A., & Shanks, R. A. (2013). Adolescent exposure to psychostimulants cross-sensitizes adults to methamphetamine with a drug and sex specific effect. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

Ross, J. M. \*, **Dawson, B. L.**, & Tran, N. M. \*\* (2013). If "we do" then "I can't": Discrimination and career mobility of same-race and interracial applicants. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

Flores, S. A.\*, & Dawson, **B. L.** (2013). Perceptions of consistent and inconsistent gamer stereotypes. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

Kerr, A.\*, & **Dawson, B. L.** (2013). How's your game? Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

Baxley, A. L.\*, & Dawson, **B. L.** (2013). The antecedents to political candidate choice. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

**\*\*\*Meritorious Poster, Interdisciplinary Poster Session**

Balsamo, D. L.\*, **Dawson, B. L.**, Bruster, M.\*, Hatch, D. L., Lentini, K.\*, Moore, E.\*, Johnson, S.\*, & Payne, E.\* (2013) The usefulness of podcasts in education at the collegiate level. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

Deese, M. A.\*, & **Dawson, B. L.**, (2013). Changing attitudes towards LGBT students: An analysis of an awareness training paradigm aimed at increasing pro-LGBT attitudes. Presented at the North Georgia Academic Research Conference, Dahlonega, GA.

**INVITED PRESENTATIONS:**

**Dawson, B. L.** (2021). Moderator for Bernard Milano Discussion on the Ph.D. Project- Mike Cottrell College of Business.

**Dawson, B. L.** (2021). " Diversity and Inclusion: Training on inclusive environments for LGBTQ+, marginalized members and aging populations." UNG Athletic Training Department



**Dawson, B. L.** (2020) “Climate Checkups and Change Levers” Keynote, UNG Student Affairs Professional Development Day.

**Dawson, B.L.** (2018-2020) Presentations on Team Building, Trust in organization and Implicit Associations for the UNG Staff Leadership Developmental Program.

**Dawson, B. L.** (2016) “Assessing personality and emergent leadership.” Presentations to the UNG Honors students.

**Dawson, B. L.** (2016) “Determining the potential impact of Pokémon Go for your business” Presented to the Lumpkin County Chamber of Commerce.

**Dawson, B. L.** (2016). “Keirse Inventory and Leadership exercises” Guest Lecture in BUSA 3930: Leadership in Business

**Dawson, B. L.** (2015). Teambuilding: Connectivity in Dahlonega.

**Dawson, B. L.** (2015). “Keirse Inventory and Leadership exercises” Guest Lecture in BUSA 3930: Leadership in Business

**Dawson, B. L.** (2014). “Promoting interdisciplinary undergraduate research” Presented at the University of North Georgia Center for Teaching and Learning Excellence seminar series.

**Dawson, B. L.** (2014). “Interracial dating: Barriers to inclusion” Presented at the CREW (Creating an environment for Respectful and Empowered Women)

**Dawson, B. L.** (2013). “Burnout and Job Satisfaction in *Office Space*” Presented at the UNG Psi Chi/Psychology Club Academic Afternoon.

**Dawson, B. L.** (2013). “My Journey” Presented at the Inaugural My Journey Series hosted by the Office of Multicultural Student Affairs.

**Dawson, B. L.** (2013). “Keirse Inventory and Leadership exercises” Presented at the Leadership Lumpkin Annual Event.

### **SYMPOSIA & WORKSHOPS:**

#### **National Meetings:**

**Dawson, B. L.,** Lin, A. (2018). Leveraging your existing resources to evolve institutional goals. Presentation at the 2018 Biennial Council on Undergraduate Research Conference, Washington, DC.

**Dawson, B. L.** (2016). An integrative model to support the creative activities in undergraduate research and new faculty. Presentation at the 2016 Biennial Council on Undergraduate Research Conference, Tampa, FL.

**Dawson, B. L.** & Tran, M. N. \*\* (2012). Understanding the experiences of Black female MBA students. In Thomas, K. M. & Johnson, L. N. (co-chairs), *Persisting realities of women in the higher ed workplace*. Symposium presented at the American Psychological Association Conference, Orlando, FL.

Johnson, C. D., Tung, R. L., Konrad, A. M., Vinnicombe, S. Ferdman, B. D., Blancero, D. M. , McKinner, A. P., Bustamante, R. M., & **Dawson, B. L.** (2012). *More than Meets the Eye: Sharing Our Personal Stories to Facilitate a More Inclusive AoM*. Professional Development Workshop presented at the Academy of Management annual conference, Boston, MA.

**Dawson, B. L.**, & Goren, M. J. \*\* (2011). State of the art: How diversity training research informs practice. In Thomas, K. M. & Goren, M. J. (co-chairs), *Diversity training: Linking theory and practice*. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology annual conference, Chicago, IL.

### **Regional Meetings:**

Garretson, K. B.\*, Darnell, B.\*, Rumohr, J.\*, Bailey, E. P.\*, Cate, K., & **Dawson, B. L.** (2014). Types of Simulated Violence and Physiological Response. In Cate, K. (chair) *Research in the Social Technology Era: New Opportunities and Methodologies*. Symposium presented at the Southeastern Psychological Association annual conference, Nashville, TN.

Hays, A. S.\*,& **Dawson, B. L.** (2014). Why won't you play with me? Perceptions with consistent and inconsistent gamer stereotypes. In Cate, K. (chair) *Research in the Social Technology Era: New Opportunities and Methodologies*. Symposium presented at the Southeastern Psychological Association annual conference, Nashville, TN.

**Dawson, B. L.**, Balsamo, D.\*, Hatch, D. L., & White, A. \*\* (2013). Podcasting in intro psych: Utilizing multimedia as a supplemental learning tool in an Introduction to Psychology Course. In Cate, K. (chair) *Reaching today's tech-savvy undergraduate: preparing them for the graduate experience*. Symposium presented at the Southeastern Psychological Association annual conference, Atlanta, GA.

Rumohr, J.\*, Bailey, E\*, Cate, K., **Dawson, B. L.**, & McCurry, T.\* (2013). Effects of video games on physiological and psychological anxiety. In Bennett-Day, B (chair) *Aggression/Violence*. Paper presented at the Southeastern Psychological Association annual conference, Atlanta, GA.

### **PROFESSIONAL MEETINGS (SESSIONS CHAIRED/ORGANIZED/MODERATED):**

Dawson, B. L. (2009). Session Co-chair, *Making room at the table: Diversity lessons from the field*. Symposium presented at the American Psychological Association Conference, Toronto, Canada.

### **ACADEMIC & PROFESSIONAL ACTIVITIES:**

### **REFEREE FOR GRANT PROGRAMS:**

2013-2018 UNG CURCA FUSE and Mini Grant Review  
 2013-2018 Psi Chi Travel Grant Reviewer

#### **REFEREE FOR SCHOLARLY JOURNALS:**

2013 Teaching of Psychology  
 2012-2018 Equality Diversity and Inclusion  
 2011-2018 Cyberpsychology, Behavior and Social Networking  
 2009 Equal Opportunities International

#### **REFEREE FOR OTHER PROFESSIONAL RESOURCES:**

2015 Judge for Graduate Student Research Awards Paper Session, Southeastern Psychological Association Annual Conference  
 2013 Ad hoc Reviewer, Southeastern Psychological Association Annual Conference

#### **CONSULTING:**

2014- Present Lead Researcher with the BB&T Center for Ethical Business Leadership. Co-developer of the Ethical Climate Indicator.  
 2013 Subject Matter Expert for ETS Organizational Behavior Tests.  
 2012- 2014 Lead Researcher for Crown Ministries Career Direct Survey.

#### **CONTRACTS & GRANTS:**

##### **External Grants (Awarded):**

**Dawson, B. L.**, Jackson, C. (2017) Ronald E. McNair Postbaccalaureate Achievement Program, Department of Education Federal TRIO Grant, Principal Investigator

**Amount Awarded: \$1,612,642.00**

##### **External Grants (Submitted, but not funded):**

**Dawson, B. L.**, Bruster, M.\* (2012). Society of Teaching Psychology Assessment Resource Grant: Psychological Podcasts.

**Amount Requested: \$1121**

##### **Internal Grants (Awarded):**

Winsor, K., McDowell, V., Felty, G., Hill, C., **Dawson, B.**, Narciso, K., Hayes, D. (2019). Presidential Innovation Incentive Award “Live, Learn, Lead Community” Spring 2019

**Total Award: \$5000**

Robertson, C. & **Dawson, B. L.** (2016) Sandbox Study: Measuring Spatial Cognition

**Total Award: \$2000**

**Dawson, B. L.** (2014). UNG’s Center for Undergraduate Research and Creative Activities Grant “Barriers for Women and Minorities in the Video Game Industry”

**Total Award: \$3000**

**Dawson, B. L.** (2013) UNG's Presidential Academic Innovation Award "Using podcasts to improve vocational and graduate awareness in psychology majors"

**Total Award: \$882**

Dansby-Sparks, R. & **Dawson, B. L.** (2013). UNG's Center for Undergraduate Research and Creative Activities Grant "Determination of Hop Alpha Acid Utilization from Whirlpool Brewing Processes Using High-Performance Liquid Chromatography (HPLC) & Comparison of Human Bitterness Perception to Chemical Analysis"

**Total Award: \$2565**

**Dawson, B. L.**, (2013). UNG Faculty-Undergraduate Summer Engagement (FUSE) Grant "Understanding Perceptions and Triggers of Self-Harm: An Assessment of Behavior and Alternative Guilt Reduction Study"

**Total Award: \$4000**

Cate, K. & **Dawson, B. L.** (2012). NGCSU's Center for Undergraduate Research and Creative Activities Grant "Physiological Effects of Video Games on Anxiety"

**Total Award: \$3000**

**Dawson, B. L.** (2012). NGCSU's Center for Undergraduate Research and Creative Activities Grant "Avatar Creation"

**Total Award: \$965**

**Dawson, B.L.** (2011). NGCSU's Leaders in Information Literacy Grant: "Information Literacy Development through Applied Projects.

**Total Award: \$1000**

**Internal Grants (Submitted but not funded):**

**Dawson, B. L.**, Zschau, T., Hatch, D. (2013). Breaking the Invisible Barrier: Assessing the Needs of Lumpkin County

**Requested: \$2400**

**Dawson, B. L.** Hatch, D. (2013). NGCSU's iPad Project Proposal

**Requested: 24 iPad for a Research Methods Podcast Study**

**OTHER SCHOLARLY ACADEMIC ACHIEVEMENTS, CREATIVE ACTIVITIES:**

**Dawson, B. L.** (2012- 2019) Development of an Organizational Diagnostic Project in PSYC 4669: Organizational Behavior. This was an ongoing service-learning project that I created with the help of a LIL grant from Fall 2011.

**Status:** Groups have surveyed and collected data from many organizations in the surrounding areas including: Bath and Bodyworks, Chick-fil-a, White County YMCA, UNG's Language Lab, Cabi, Back Porch Oyster Bar, TacoMac, Tommy Hilfiger, Residence Life on campus, Gainesville First United Methodist Church, Zaxby's and the NGCSU Bookstore and Intramural Sports division of NGCSU's campus to examine topics such as job analysis and pay satisfaction, motivation, engagement and turnover intentions. Students present the information to the class as well as their respective businesses along with recommendations and implications of the results.

**Dawson, B. L. & Hatch, D. L.** (2012-2016) Development of an Introduction to psychology supplemental podcast. system.

**Status:** Three podcasts have been recorded for Social, Developmental and Abnormal podcasts. Pretest-posttest data were collected during the Spring 2012 Semester. The assessments indicated that podcasts enhanced student learning in both the short term and long term, and the manuscript is being prepared for submission to the Teaching of Psychology journal.

**Dawson, B. L.** Bruster, M.\*, Graves A.\* Grey, A.\* (2012-2016) Development of Career based podcasts for undergraduate psychology majors on campus.

**Status:** Starting in May 2012, I have enlisted several undergraduates to create and maintain an archival a podcast series covering specific fields within psychology as potential careers resources for students. Episodes range from interviews with Clinical, Social, Industrial Organizational, Cognitive, and Military Psychologists to understanding and discussing validity as a research construct, proper use of APA format and include several podcasts about applying to graduate school as well as adjusting to life in graduate school. Currently, the podcasts have been integrated into the Psych 1102 course as resources to aid students in understanding their career choices in psychology. In Spring 2013 we conducted assessments of the usefulness of the podcasts and objective knowledge gained for undergraduate students. The results of these assessments were published in a Society for Teaching Psychology E-book in 2014.

#### **HONORS & AWARDS ASSOCIATED WITH ACADEMIC ACHIEVEMENT:**

2013 UNG, Excellence in Undergraduate Research Award

2013 **Dawson, B. L.,** Deese, M. A. Understanding Perceptions and Triggers of Self-Harm: An Assessment of Behavior and Alternative Guilt Reduction Study.

**\*\*\*UNG Faculty Undergraduate Student Engagement Award**

## **B. TEACHING**

### **UNDERGRADUATE COURSES TAUGHT:**

#### **UNIVERSITY OF NORTH GEORGIA/NORTH GEORGIA COLLEGE & STATE UNIVERSITY:**

- PSYC 4669: Organizational Behavior
- PSYC 4405/4404: Special Topics in Diversity in the Workplace
- PSYC 4000: Advanced Studies in Leadership
- PSYC 3310: Learning and Cognition
- PSYC 3310L: Learning and Cognition Laboratory
- PSYC 3070: Quantitative Methods
- PSYC 2103: Human Growth & Development
- PSYC 1102: Psychological Science
- PSYC 1101: Introduction to Psychology
- DVRS1503: Studies in Diversity Issues

#### **UNIVERSITY OF GEORGIA**

- PSYC 4230: Psychology of the Workplace (2009-2011)
- PSYC 2990L/3990L: Research Analysis in Psychology (2007-2009)

### **GRADUATE COURSES TAUGHT:**

- PSYC 6690: Organizational Behavior- Masters level 1 (Summer 2012)
- EDD 7104: Organizational Psychology in Higher Education Administration

### **COURSE/CURRICULUM DEVELOPMENT:**

#### **NEW COURSES DEVELOPED**

- PSYC 4405: Special Topics in Diversity. (Spring 2015, Fall 2019, Spring 2022)

#### **NEW CURRICULA DEVELOPED**

- PSYC 1002 (Fall 2016-Spring 2017) Emily Presley-Pitts and myself have worked with the office of Multicultural Student Affairs to adapt an existing Adaptive Leadership course to serve the African American Male Initiative (AAMI) student population on both the Dahlonega and Gainesville Campuses. Through funding from the MSA we will provide unique field study experiences, Guest lectures from the 100 Black men of Atlanta and potential long-term projects aimed and increasing retention of African American Males at the institution.
- Revised the Interdisciplinary Leadership Minor (Fall 2014- 2018)- Reorganized and added in several new courses to the leadership minor to include three distinct tracks. In doing this, expanded the Leadership Minor to include students and courses on the Gainesville Campus.
- PSYC 1102 and 3070 (Fall 2013): Psychological Science and Quantitative Methods Teaching Assistants (TA). Advanced students were invited to participate as TAs in the subsequent

semester's Psychological Science and Quantitative Methods courses. Students planned and help to implement an independent research study on the scholarship of teaching and learning that assessed aspects of the quantitative methods course. The Teaching Assistant for the Psychological Science created an independent research study on the assessment of career desires of undergraduate psychology majors.

- These students have submitted their work for consideration at the Annual Meeting of the Southeastern Psychological Association. In addition, these students taught two of the labs, facilitated their peers in a planned process of feedback and interaction for their own research projects, and helped to grade assignments.
- Laboratory for PSYC 3070L – Quantitative Methods. Numerous laboratory experiences were developed.
  - Created a master survey, and utilized students input for demographic and survey response questions, that we subsequently used for data analyses on topics pertinent to their interests as well as kinesthetic activities developed with the students to measure and analyze data.
- PSYC/LEAD 4000 (Fall 2012) – Advanced Studies in Leadership. Incorporated tailored presentations from Career services for PSYC/LEAD 4000 students appropriate to their majors and class status (internships, graduate schools, interviewing)
  - Incorporated field training at Pine Valley for applied leadership experiences,
  - Developed information literacy and critical analysis skills through the use of integrated empirical articles and applied study materials.
- PSYC 4669 (Spring 2012): Organizational Behavior. Integrated a semester long project to correspond with the Organizational Diagnostic Project.
  - The integrated Organizational Construction Project ties together the many singular activities we have done in the past to master topic concepts into a unified resource for the students to use in the future as well.
  - Students develop an organization and a product and through a fictional series of events conduct job analyses, perform performance appraisals techniques, choose leadership potential, and risk making mistakes and rewards for employees at different levels of the organization.

### **OTHER TEACHING ACHIEVEMENT, CREATIVE ACTIVITIES:**

**Dawson, B. L.** (2012- 2016) Developed the Academic Afternoon for Psychology Majors. Recruited professors within the Psychology department and worked with Psi Chi/Psych Club to host academic afternoons focused on bridging the gap between popular media and film with psychological science. The first occurred in Spring 2012, 2 in Fall 2012, 3 in Spring 2013, 3 in Fall 2013. Topics include: Encephalitis Lethargica and the Awakenings, PTSD and Schizophrenia in Shutter Island, The depiction of women in media advertisements, Performance Appraisal and Burnout in Office Space, Consequences of diet and Weight of the Nation. Bi-polar disorder in Silver Linings Playbook, reactive attachment disorder in Child of Rage.

**PUBLISHED TEACHING MATERIALS:**

**Dawson, B. L.** (2017). Touchy subjects: Utilizing handedness as a precursor to discussing privilege and diversity in the classroom. In D. Budryte & S. Boykin (Ed.) Teaching Humanities and Social Science in Multicultural Environments, pp. 67-74.

**HONORS & AWARDS ASSOCIATED WITH TEACHING:**

2015 UNG, Outstanding Academic Advisor, Psychology

2012 NGCSU Excellence in Teaching Award for Relating to students

**ADMINISTRATIVE DUTIES:****COURSES & CURRICULA DEVELOPED****Psychological Science Course:**

- Organized, taught and managed TAs for the course.
- In the process of developing research proposal and resources to assess the impact of the overall course on student learning gains pertaining to APA style, knowledge of research ethics and understanding of vocational choice after undergrad.

**Quantitative Methods Lab Course:**

- Organized, taught and managed TAs for the course.
- In the process of developing research proposal and resources to assess the impact of the overall lab on student learning gains.

**Psychological Career Podcasts Tutorials:**

- Funding: STP grants written for this project, Presidential Academic Innovation Award
- Purchase and configuration of new equipment to create and disseminate the podcasts.
- Design, development and dissemination of the podcasts.
- Empirical analysis of the learning efficacy of the tutorials has been submitted for publication.

**Student Tutorials:**

- Supervision of undergraduate interns or research assistants for various projects.
- Training of undergraduate interns or research assistants for various projects.
- Various associated paperwork.



## C. SERVICE

### ACADEMIC ADVISEMENT

**UNDERGRADUATE ADVISEES:** Total number of undergraduate advisees for Fall 2019 = 28.

**GRADUATE ADVISEES:** None

### DEPARTMENT SERVICE

- Leadership Minor Coordinator (2013-2019)
- Education Department Hiring Committee (2019; Member)
- Department Tenure Committee member (2019; Chair for John Dewey Pre-Tenure, Spring 2019)
- Hiring Committee Chair- Leadership Lecturer Position (Spring 2018)
- Education Department Hiring Committee (2016; Member)
- Psychology Position Hiring Committee (2016; Member)
- Psychology Position Hiring Committee (2014; Chair)
- Psychology Department/Leadership Minor Graduate Assistant position hiring committee (2014; Chair)
- Department Head Renewal and Rotation Committee (2013; Member)
- Web Resources Committee (2013; Co-chair)
- Psychological Science Guidelines Committee (2013; Chair)
- Psychology Department Faculty Search Committee, psychology position (2013; member)
- Psychology Coordinator (2012-2015)

### COLLEGE COMMITTEES:

- College of Arts and Letters Diversity and Inclusion Committee (2021- Present; Chair)
- College Promotion and Tenure Committee (2018- 2019)
- New College Curriculum Committee (2013 - 2016; Member)
- UNG College of Arts and Letters Conference committee (2015-2016; Member)

### UNIVERSITY SERVICE

- Student Success Faculty Fellow 2021- Present
- Student Honors Committee Member 2019-Present
- AAMI Faculty Mentor 2020-Present
- Provost Faculty Fellow 2019-2021
- Assistant Director of Undergraduate Research (CURCA) (2017- 2019)

### UNIVERSITY COMMITTEES

- Multicultural Student Affairs Director Hiring Committee (Spring 2021; Chair)
- Honors Thesis Committee Member (Emily Lockridge, Spring 2018; Shannon Foley, Spring 2019; Matthew Adams, Spring 2019)
- Multicultural Student Affairs Assistant Director Hiring Committee (Spring 2019; member)

- UNG Staff Leadership Developmental Program (Spring 2017- Present; Member)
- Student Life Committee (Spring 2013-Spring 2015; Member)
- UNG Annual Research Conference Committee (2013 & 2014; Chair, 2015-Present)
- Consolidation Diversity Committee “Diversity and Equity Work Group” (2012-2013; Member)
- NGCSU Diversity Committee (2011- 2012; Member)

#### **STATEWIDE OR REGIONAL COMMITTEES:**

- SEPA Program Committee (2014)

#### **PROFESSIONAL ORGANIZATIONS (DATES AND OFFICES HELD)**

##### **STATEWIDE OR REGIONAL ORGANIZATIONS**

- USG Ethics Awareness Week Panelist (2021)
- Southeastern Psychological Association (Member: 2011-Present)

##### **NATIONAL OR INTERNATIONAL ORGANIZATIONS**

- Society for Industrial Organizational Psychologists (APA Division 14) (2008-Present; Member).
- American Psychological Association (2009-Present; Member).
- Academy of Management (2008-2013; Member).
- Psi Chi the National Honor Society in Psychology (2012-Present; Member & Campus Chapter Co-Advisor).
- Society for Teaching of Psychology (2012- Present; Member).

#### **HONORS AND AWARDS ASSOCIATED WITH SERVICE**

2013 Multicultural Student Association- Outstanding Faculty Service

#### **OTHER TYPES OF SERVICE**

##### **STUDENT ORGANIZATIONS**

##### **UNG's Psi Chi Chapter (The National Honor Society for Psychology):**

- Faculty Co-Advisor (2012- 2018)
- Recruited 13 graduate students (2012-2018) to serve on annual graduate panels for Psi Chi.
- Planned GRE workshop with Dr. Steve Smith (Fall 2012)
- Taught GRE workshop (Fall 2013, Fall 2014)
- Aided students in writing Psi Chi Travel Grants totaling more than \$2000 since 2013

##### **ACADEMIC**

- Leadership Lunch Speaker-Diversity and Leadership (March 5, 2019)
- High Impact Practices Academy Facilitator for Undergraduate Research (2015-2019)
- CURCA Faculty Fellow (2014- 2017)
- CURCA Ambassadors Mentor (2014- 2019)

- Instructor for UNG's Summer Honors Program for High School students (1 session supervised 10 students; 2013, 1 session led 46 students; 2015)
- NGCSU Course Overloads (2 courses: 2011, 2012)
- UNG Course Overloads (1 course, Fall 2013; 2 courses Fall 2014)

### **ADVISING**

- Psychology Coordinator (2012-2018)
- Mass advising for Psychology Majors and Minors (2012-2017)
- INTRO session (2 sessions; 2012) (2 sessions; 2015)

### **OTHER SERVICE**

- Ethics Bowl Judge (2019-Present)
- Qualtrics Training Workshop for Psychological Science Faculty (Summer 2015)
- Co-Developed Student Newsletter for Psychology Majors (Spring 2015)
- CULP Researcher (2014 - 2017)
- Leadership Lumpkin Coordinator (2013-2014)
- Prevent Child Abuse Advisor (PCA) (2013-2016)
- Academic Advisor for Hotel Company Corps of Cadets (2011-2013)
- Faculty Advisor for Kappa Sigma Fraternity (2013- 2015)
- Faculty Advisor for the African American Male Initiative (2012-2018)
- Co Facilitator and Presenter Social Justice Journey with the office Multicultural Student Affairs
- Unified Psychological students in to one Facebook Group to organize event planning