

WILLIAM C. SCOTT

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EDUCATION

- PhD** Michigan State University, Organizational Psychology [Anticipated Summer 2025]
- MA** Michigan State University, Organizational Psychology [08/20-12/22]
Thesis: *The Construct Development and Measurement of Contributive Justice*
Chair: Dr. Quinetta Roberson. Committee Members: Dr. Ann Marie Ryan & Dr. J. Kevin Ford
- BS** Texas A&M University, Psychology Major [08/16-05/20]
Certificate in Work and Organizations
Honors Thesis: *Mitigating the Negative Effects of Team Member Substitution Using After Action Reviews: A Preliminary Investigation.*
Advisor: Dr. Winfred Arthur Jr.

RESEARCH INTERESTS

- Overall Employee Well-Being/Mental Health, and Quality of Work
- Workplace Dignity, Decent Work, Meaningful Work, and Human Rights
- Organizational Justice/Contributive Justice and Fairness
- Diversity, Equity, and Inclusion in the work setting: measurement and discrimination
- Diversification Mindsets and Individual Adaptability
- Cross-Cultural/National Organizational Psychology and Occupational Health Psychology
- Personality at Work and Leadership

SKILLS

Statistical: data preparation and cleaning, descriptive statistics, general linear modeling, correlations, ANOVAs, exploratory factor analysis (EFA), confirmatory factory analysis (CFA) and nested model comparisons, chi-square tests for discriminant validity, tests of incremental validity using hierarchical multiple regression, structural equations modelling (SEM), mediation and moderation analyses, new scale development and validation.

Methodology: survey research, cross-sectional correlational designs, experimental designs, meta-analytic designs, and longitudinal designs.

Programming and statistical software: RStudio, SPSS and SPSS Amos, MPlus, Jamovi, JASP.

Other skills: Microsoft Excel, Microsoft PowerPoint, Designing Qualtrics Surveys for online use, Writing and presenting for academic and practitioner audiences.

HONORS AND AWARDS

- MSU Graduate Office Fellowship Award to travel and present at the 2024 SIOP Annual Conference in-person in Chicago, IL. (\$1400)
- MSU Graduate Office Fellowship Award to travel and present at the 2023 SIOP Annual Conference in-person in Boston, MA. (\$1600)
- MSU Research Enhancement Award for Master's thesis data collection (\$1000) 2022
- MSU Graduate Office Fellowship Award for Master's thesis initial data (\$1800) 2021
- Texas A&M University, Summa Cum Laude Graduate (GPA: 3.95) 2020

PEER-REVIEWED PUBLICATIONS

1. Roberson, Q., & Scott, W. (2024). Contributive Justice: An Invisible Barrier to Workplace Inclusion. *Journal of Management*, 50(3), 877-897.
<https://doi.org/10.1177/01492063221116089>

MANUSCRIPTS IN PREPARATION

- Leong, F. T. L., Chandra, S., **Scott, W. C.**, & Chopik, W. J. (currently drafting journal submission). Introducing the Implicit Theory of Diversification: The Diversity Mindset Measure (working title). Target: *A psychological assessment journal*.
- Scott, W. C.**, Roberson, Q. M., & Carter, N.T. (currently drafting journal submission). Contributive Justice: Fairness in Employee Opportunities to Contribute (working title). Target: *Journal of Business and Psychology*.
- Baker, N., **Scott, W. C.**, Nye, C. D., Chernyshenko, O., & Omori, C. When, Who, and for What: A Meta-Analysis of Personality and Leadership Relationships. Status: Revise and Resubmit at *Journal of Applied Psychology*.

BOOK CHAPTERS

- Scott, W.**, Chang, C.-H., & Spector, P. E. (2024). Cross-cultural occupational health psychology: An updated review. In L. E. Tetrick, G. G. Fisher, M. T. Ford, & J. C. Quick (Eds.), *Handbook of occupational health psychology* (3rd ed., pp. 147–165). American Psychological Association. <https://doi.org/10.1037/0000331-008>.

CONFERENCE PRESENTATIONS (* DENOTES THE PRESENTER)

- Scott, W. C***, Leong, F. T. L., Chandra, S., & Chopik, W. J. (2024, April). *Diversity Mindset: Relationships with Adaptability, Growth Mindset, and Job Outcomes* Poster presented at the 38th Annual Conference of the Society for Industrial and Organizational Psychology Chicago, IL, United States.
- Scott, W. C***, & Roberson Q. M. (2023, April). *Contributive Justice: A New Perspective and Measure of Organizational Justice*. Poster presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA, United States.
- Scott, W. C***, Ryan, A. M., Wheeler, J., & Severance, L. (2023, April). *How Cues in Diversity Statements are Affected by Diversity Reputation Information*. Poster presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA, United States.

- Eichenauer, C. J*., **Scott, W.**, Awasty, N., Ryan, A. M., & Alanis, J. M. (2023, April). *Foreign Accent Discrimination Experiences in Hiring*. Symposium: Recent Developments in Research with Immigrant Workers. Presented at the 37th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.
- Baker, N*., **Scott, W. C.**, Nye, C. D., & Chernyshenko, O. (2022, August). *What can we Learn from Facets? A Comprehensive Meta-Analysis of Personality and Leadership Outcomes*. Paper presented at the 82nd Annual Meeting of the Academy of Management Annual Conference, Seattle, WA, United States.
- Eichenauer, C. J*., **Scott, W. C.**, Ryan, A. M., & Awasty, N. (2022, April). *Foreign Accent Bias in Hiring Evaluations* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

WHITE PAPERS

- Scott, W. C.** (2022). *Keys to a Successful Candidate Interview Process*. [White paper]. Prepared for Ford Motor Company.
- Scott, W. C.**, Eichenauer, C. J., & Alanis, J. (2022). *Understanding Work Re-Entry Programs: Benchmarking Insights and Evidence-Based Practices* [White paper]. Prepared for Ford Motor Company. Included an in-person PowerPoint presentation with key stakeholders at Ford.

TEACHING EXPERIENCE

- Michigan State University Psychology Department, Teaching Assistant** 08/20-Present
- PSY 101: Introduction to Psychology (summer Instructor)
- PSY 235: Social Psychology (summer Instructor)
- PSY 236: Personality (summer Instructor)
- PSY 295: Data Analysis in Psychological Research
- PSY 395: Research Methods in Psychology
- *Taught three in-person lab sections in the Fall 2022 and Fall 2023 Semesters and four in-person lab sections in the Spring 2023 Semester for the 395 Research Methods Class. Each section had a class size of between 20-30 students.*
 - *Taught students how to use statistical programs (SPSS, Jamovi, RStudio) and interpret results, as well as writing research papers in APA format and using scholarly search engines such as PsycINFO and ProQuest.*
 - *Other general TA responsibilities included grading assignments and holding office hours.*

UNIVERSITY INVOLVEMENT

- Michigan State Organizational Psychology Department** 08/20-Present
- “Brownbag” Colloquia Committee
- Alumni Committee
- Recruitment Committee
- Graduate Student Advisory Council (GSAC)
- Mentoring Committee

GRADUATE LEVEL COURSES COMPLETED

Structural Equations Modelling (Dr. Chris Nye)
 Research Methods (Dr. Chris Nye)
 Psychometric Theory and Test Construction (Dr. Chris Nye)
 Quantitative Research Design & Analytical Psychology (Dr. Deborah Kashy)
 Organizational Behavior (Dr. J. Kevin Ford)
 Industrial and Organizational Psychology (Dr. Chu-Hsiang Chang)
 Personnel Selection (Dr. Ann Marie Ryan)
 Team Effectiveness (Dr. Dorothy Carter)
 Professional Issues in I/O Psychology (Drs. Ann Marie Ryan & J. Kevin Ford)
 Organizational Development and Change (Dr. J. Kevin Ford)
 Careers and Individual Differences (Dr. Kevin Hoff)

PROFESSIONAL MEMBERSHIPS

Society for Industrial and Organizational Psychology (SIOP) Student Member *2022-Present*

PROFESSIONAL ACTIVITIES

Society for Industrial and Organizational Psychology 2023 and 2024 Annual Conference
 Reviewer (*2022-Present*)

WORK EXPERIENCE

Intern- Employee Experience, Jackson National Life Insurance Company *01/22-08/22*

- Developed and improved the annual employee engagement survey in collaboration with senior management. Analyzed previous questions, modified them, and removed redundancies to elicit more meaningful responses. Created new questions to address areas of concern that were not asked in previous surveys, such as questions related to diversity, equity, and inclusion.
- Collected and analyzed data from the 30 and 180-day post-hire surveys. These surveys solicited feedback to improve the quality of the onboarding process. Analyses included identifying the most commonly reported strengths and weaknesses of onboarding.
- Cleaned and analyzed data from exit surveys to determine the primary reasons why employees exited the company.
- All data analyses were performed primarily using RStudio. Common analyses included correlations, exploratory factor analysis, descriptive statistics and frequencies, and longitudinal regression.
- Created interview guides for hiring managers across a wide array of job positions. This included crafting new interview questions based on the job description as well as evaluating existing questions to improve interview quality and hire the best candidates.
 Evaluated the job description and qualifications of several job positions to develop work sample requirements to be completed by prospective candidates as part of the hiring process.

Independent Contractor, Association for Asian Studies (AAS) *09/21*

- Data cleaning and consolidation of surveys on SPSS.
- Combined several datasets into a single file after cleaning the datasets individually.

Independent Contractor, Drasgow Consulting Group

06/21- ongoing

- Developed a U.S. Military Technical Report regarding the relationship between personality traits and leadership in the military in the form of a meta-analysis.
- Responsibilities include locating and coding articles to be used in the meta-analysis through a literature review, constructing tables to be used in the tech report, and assisting with writing sections of the tech report such as Method, Results, and Discussion.
- Other responsibilities include coding articles and conducting a meta-analysis using data from a non-military population to be used in combination and comparison to the military population.

CURRENT RESEARCH PROJECTS IN PROGRESS

(1) Diversity reviews, diversity online statements, overcoming a negative diversity reputation***Brief Description/Research Questions:***

In collaboration with the Fors Marsh Group, we are researching how different diversity related cues and diversity reputations influence prospective job candidate's opinions about an organization. We are primarily investigating the following questions:

- ❖ Do racial/ethnic minority job applicants react differently to different forms (in terms of attraction, trust, identity safety) of race-related cues from an organization's public communications?
- ❖ How can organizations with negative diversity-related online reviews from previous employees overcome this negative reputation to attract diverse prospective job candidates/applicants?

Responsibilities:

- Creating the survey format and survey materials (such as manipulation materials for different conditions) on Qualtrics/PowerPoint and assisting with IRB approval.
- Assisting with data collection and analyses, as well as future writing of manuscripts (Anticipated writing of manuscript to begin in Summer 2024).
- Data analysis conducted for data received from adult and student samples: Regressions, Interactions, ANOVAs, Plots, Factor Analysis, General Linear Models.
- Creating the poster for and presenting our findings at the SIOP 2023 Annual Conference.

Status: Ongoing, with manuscript writing soon to begin, and Study 3 discussions underway.

(2) Investigating immigrant experiences in the hiring process- particularly the strength of the job candidate's vocal accent and whether it influences hiring manager favorability and overall perceptions.

Brief Description/Research Questions:

Myself and two other MSU graduate students are investigating whether hiring managers perceive immigrant job candidates differently depending on whether their spoken vocal accent is considered

“strong” or ethnic or if it is considered “weak” and more like an American-born citizen. We are also investigating whether hiring managers perceive different immigrant groups (Asian, Hispanic, etc.) more or less favorably, both with and without a “strong sounding” accent.

Responsibilities:

- Conducting a literature review in the area of accent discrimination/biases against immigrants in hiring settings.
- Collecting and developing stimulus materials, including developing interview scripts to be used in different conditions for the study of hiring managers. This included creating/developing the online Qualtrics survey.
- Conducting data analysis- including correlations/reliability analyses, ANOVAs, mediation analysis, general liner modeling, some inter-rater reliability.
- Assisting with the writing of the SIOP annual conference poster manuscript, in particular developing tables to visually represent the data, introduction, and literature review sections.

Status: Ongoing. We have a future goal of developing a manuscript with two studies for journal publication, although the timeline is not certain.