

MORGAN T. MCDONALD

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EDUCATION

Harvard University Extension , Cambridge, Massachusetts ALM, Industrial-Organizational Psychology GPA: 3.58/4.0; <i>cum laude</i>	2022 – 2024
Florida Atlantic University , Boca Raton, Florida BA, General Psychology	2015 – 2019

RESEARCH INTERESTS

Social Psychology, Industrial-Organizational Psychology, Authenticity, Implicit bias, Workplace Diversity and Inclusion, Belonging and Social Identity, Stereotyping, Social Change, Motivation, Racism, Intergroup Relations, Discrimination, Colorism, Social norms, Prejudice, Stigma, Social Influence, Gender Inequality, Cultural Division, and Social Inequity.

MANUSCRIPTS

McDonald, M. & Garrett, J. G. (2024). *Impact of Multiracial Identity on Authentic Selfhood* (In Preparation to be submitted to the Journal of Personality and Social Psychology).

RESEARCH EXPERIENCE

Independent Researcher <i>Advisor: Dr. John Garrett, Ph.D., MBA, M.Ed., Mercy University</i> <ul style="list-style-type: none">Examine race and gender-based inequalities in higher educationPresent research as a guest lecturer in Dr. Garrett's graduate social psychology courseStudy discrimination against Hispanic women in the workplace during COVID-19Conduct case study among a cross-sectional examination of the populationObserve correlation between multiracial identity and sense of belonging	Sept 2021 – Present
Rice University, Houston, TX Diversity & Discrimination in the Workplace Lab Research Assistant <i>Supervisors: Mikki Hebl, Ph.D., Eden King, Ph.D., Naomi Fa-Kaji, Ph.D., Shannon Cheng, Ph.D.</i> <ul style="list-style-type: none">Conducted comprehensive literature review on strategies for confronting bias, incivility, and harassment in the workplacePerformed meta-analysis of studies, coding for various bias types (e.g., racism, sexism, homophobia)Applied quantitative research methods to analyze data on confronting strategies in psychology and management literature	Jan 2021 – Aug 2021

- Investigated role of forgiveness in racial bias and inequality maintenance through content analysis of news articles and social media posts

PROFESSIONAL EXPERIENCE

Mentor Academics, Remote Jun 2022 – Present

Recruitment and Advocacy Manager

- Spearhead the recruitment and selection of talented students from diverse backgrounds to pursue mentored research
- Conduct signature drives of letters to elected officials concerning educational advocacy positions

GAOTek, Inc., New York, NY Aug 2022 – Nov 2024

HR Team Lead Intern

- Filled open requisitions and generated reports to enable leaders to make data-driven decisions
- Updated and innovated onboarding checklists, training manuals, disciplinary guidelines and disputed resolution strategies
- Tracked and exceeded HR KPIs (Key Performance Indicators) including conflict resolution (improved by 45%) and training efficiency (improved by 30%)

Mar 2021 – Aug 2022

HR Supervisor Intern

- Managed talent acquisition process developing new initiatives (reduced turnover by 24%; 38 full-time HR interns recruited; 60 technical sales positions filled in 1 month)
- Conducted training to ensure company policy compliance (>100 hours)
- Organized 18 annual virtual global conferences and led discussions on sexual harassment prevention

VOLUNTEER EXPERIENCE

Helping Hands for Puerto Rico, Isabela, PR Jan 2020 – Oct 2022

Research Intern

- Responsible for determining vacancies across the organization and writing job descriptions for each available position
- Researched 100+ corporate grants and submitted financial proposals for government funding, corporate sponsorship, and individual donations
- Collected data and kept records of statistical reports on all demographics to fully address the severity of recent natural disasters, earthquakes, and blackouts

Florida Atlantic University, Boca Raton, FL Oct 2016 – Dec 2018

Peer Mentor

- Implemented confidence-building activities, organizing group activities, provided a comprehensive day-in-the-life experience
- Provided interactive activities to promote learning and developed career readiness skills
- Assisted students with learning disabilities and neurological disorders

PRESS

<https://theindustrytimes.com/morgan-mcdonald-bridges-research-and-reality-in-dei-initiatives/>

CERTIFICATIONS

Social and Behavioral Research Investigators
CITI Program

Issued 2021 – Renewed 2024

Communicating About Culturally Sensitive Issues
LinkedIn

Issued 2020

PROFESSIONAL AFFILIATIONS

American Psychological Association
American Psychological Society
Society for Industrial and Organizational Psychology
Society for Personality and Social Psychology
Society for the Psychological Study of Social Issues
Society for the Psychology of Women
Society for the Psychological Study of Culture, Ethnicity and Race

AWARDS

Presidential Volunteer Service Award (Gold)

Nov 2024

TECHNICAL SKILLS

Computational: SPSS, Qualtrics, R, C, Python, SQL, HTML, CSS, JavaScript, and Microsoft Office 360

REFERENCES

Dr. Shelley H. Carson, Ph.D.
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Cambridge, MA 02138

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Dr. Eden King, Ph.D.
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