

# MORGAN T. MCDONALD

## Curriculum Vitae

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## RESEARCH INTERESTS

Multiracial Identity/Authenticity, Social Identity/Belonging, Functional DEI, Bias Intervention, Identity Threat.

## EDUCATION

**Harvard University Extension**, Cambridge, MA (2022 – 2024)  
A.L.M. Industrial-Organizational Psychology

**Florida Atlantic University**, Boca Raton, FL (2015 – 2019)  
B.A. General Psychology

## UNPUBLISHED MANUSCRIPTS

**McDonald, M.** & Garrett, J. G. (In preparation). *Does Having Multiracial Identities Affect Our Sense of Self and Authenticity?*

## RESEARCH EXPERIENCE

### Independent Researcher (2023 – Present)

*Research Advisor: Dr. John Garrett, Ph.D., St. John's University*

Focus: Multiracial identity, authenticity, belonging, and self-perception

- Conduct independent research on multiracial identity, authenticity, and belonging under the mentorship of Dr. John Garrett.
- Designed mixed-method studies, including interview protocols, survey instruments, and thematic coding frameworks.
- Analyzed qualitative and quantitative data (SPSS; thematic coding) to examine how identity-based authenticity threats influence belonging.
- Preparing a conceptual manuscript synthesizing research on authenticity, identity integration, and psychosocial outcomes.

### Harvard Extension School – Graduate Research Training (2022 – 2024)

- Completed graduate-level projects integrating qualitative and quantitative approaches to identity and workplace dynamics.
- Conducted analyses using MEIM-R and thematic coding to examine ethnic identity development and cultural socialization patterns.
- Developed literature syntheses and case studies on identity shifts and organizational inequality.
- Produced a capstone paper integrating research on prejudice, structural inequality, and workplace discrimination.

**Rice University, Diversity & Discrimination in the Workplace Lab (2021)**  
**Research Assistant**

*Supervisors: Mikki Hebl, Ph.D., Eden King, Ph.D., Naomi Fa-Kaji, Ph.D., Shannon Cheng, Ph.D.*

- Synthesized a comprehensive literature review on strategies for confronting bias, incivility, and harassment in the workplace.
- Assisted with meta-analytic coding of empirical studies on bias, incivility, and confronting strategies.
- Conducted content analysis of news articles and social media posts to investigate the role of forgiveness in racial bias and inequality maintenance.

**TEACHING & MENTORSHIP EXPERIENCE**

**Florida Atlantic University, Boca Raton, FL (2018 – 2019)**

*Peer Mentor*

- Mentored students with learning disabilities and neurological differences.
- Facilitated confidence-building activities and academic skill development.
- Assisted with group activities designed to support first-year student adjustment.

**Guest Lecturer – Understanding Identity Threat and Authenticity**

*St. John's University (2024)*

- Delivered a guest lecture for an upper-level psychology course, introducing students to research on identity threat, authenticity, and belonging.

**PROFESSIONAL EXPERIENCE**

**Mentor Academics (2024 – Present)**

*Academic Support Assistant*

- Provide academic coaching for undergraduate students in writing, study skills, and research-related tasks.
- Assist students applying for mentored research roles.
- Coordinate advocacy and communication initiatives for student support.

**GAOTek, Inc., New York, NY (2021 – 2024)**

*Administrative Support (remote)*

- Assisted with administrative coordination across multiple teams.
- Supported data entry and organizational tasks for internal projects.
- Gained experience working in a fast-paced, distributed virtual environment.

**VOLUNTEER EXPERIENCE**

**Helping Hands for Puerto Rico, Isabela, PR (2020 – 2023)**

*Program Support & Data Assistant*

- Researched corporate and government grant opportunities and supported proposal preparation for disaster-relief programs.
- Analyzed demographic and community-impact data to inform outreach and educational initiatives.
- Prepared data summaries and reports tracking volunteer activities and program reach.
- Assisted with volunteer recruitment, job description drafting, and organizational support.
- Contributed to outreach campaigns that increased the organization's online engagement and donor visibility.

## CERTIFICATIONS

CITI Human Subjects Research (Social/Behavioral) — Renewed 2024

## AWARDS

Presidential Volunteer Service Award – Gold (2024)

## TECHNICAL SKILLS

### Data Analysis & Programming

- SPSS: Regression, ANOVA, reliability analysis, factor analysis, data coding and cleaning
- R: Data wrangling (dplyr), data visualization (ggplot2), basic statistical analysis (psych)
- Python: Foundations in pandas/numpy, data cleaning, exploratory analysis

### Survey & Experiment Platforms

- Qualtrics: Survey design, branching logic, embedded data
- REDCap: Participant tracking, longitudinal survey logic
- Google Forms: Survey development

### Research Methods

- Survey design (cross-sectional; closed-ended)
- Thematic analysis
- Interview protocol development
- Participant recruitment and sampling (purposive; convenience)
- Literature review synthesis

### Experimental & Laboratory Tools

- PsychoPy: Beginner to intermediate proficiency
- MTurk / Prolific: Familiarity with participant recruitment platforms

### Professional & Communication Skills

- Scientific writing; APA-7 formatting
- Report writing
- Participant interviewing
- DEI communication
- Professional presentation

## PROFESSIONAL AFFILIATIONS

American Psychological Association.

Society for Personality and Social Psychology.

Society for the Psychological Study of Social Issues.

## REFERENCES

**Shelley H. Carson, Ph.D.** — Harvard University

**Eden King, Ph.D.** — Rice University

**John Garrett, Ph.D., MBA, M.Ed.** — St. John's University