
Wendi L. Benson, Ph.D.

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EDUCATION

- 2013 Doctor of Philosophy
Major: Experimental (Industrial-Organizational) Psychology
University: Washington State University Vancouver
Faculty Advisor: Dr. Tahira M Probst
- 2010 Master of Science
Major: Experimental (Industrial-Organizational) Psychology
University: Washington State University Vancouver
Faculty Advisor: Dr. Armando X Estrada
- 2008 Bachelor of Arts
Major: Psychology
University: Ohio University Chillicothe
Faculty Advisor: Ann C Rumble
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SUMMARY OF RELEVANT PROFESSIONAL & ACADEMIC EXPERIENCE

- 2023-Now Assistant Professor of Psychology, Marshall University
- 2022-2023 Part-Time Instructor, Nevada State College
- 2019-2022 Associate Professor of Psychology, Nevada State College
- 2013-2019 Assistant Professor of Psychology, Nevada State College
- 2010-2013 Graduate Instructor, Washington State University Vancouver
- 2008-2013 Graduate Research Assistant, Washington State University Vancouver
- 2008-2011 Graduate Teaching Assistant, Washington State University Vancouver
- 2008-2011 Editorial Assistant, Military Psychology
- 2007-2008 Undergraduate Teaching Assistant, Ohio University Chillicothe
- 2007-2008 Psychology Lab Manager, Ohio University Chillicothe
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SPECIALIZED SKILLS

- Learning management and content creation with Canvas, Blackboard, Kahoot, Nearpod, & Top Hat
 - Video lecture production with Smart Board, Camtasia, Zoom, and Power Point
 - Descriptive and inferential data analysis with the SPSS statistical package and Microsoft Excel
 - Confirmatory factor analysis and structural regression analysis with the MPlus statistical package
 - Verbal and written presentation of analysis results using Microsoft Excel, Word, and PowerPoint
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RELEVANT CONSULTING EXPERIENCE

Program Analyst

2019-current **Nevada State NSF-MARCOS Scholars Program Evaluation (2019 - 2023)**

Examined: Differences (before/after program participation) and relationships between quantity/quality of faculty interactions, faculty mentorship, research experience, peer support, feeling like a scientist, and being prepared to apply for graduate school in biological or medical sciences

Survey Developer, Data Analyst, & Report Writer (with Student Research Assistants and Colleagues)

2023 **Shawnee Counseling Center Program and Organizational Effectiveness Evaluation**

Examined: relationship between treatment outcomes and client experiences, behaviors, attitudes/perceptions, barriers to success among male sober-living clients; Predictors of staff stress, motivation, performance, and wellness

2016 **Nevada State College Student Life Survey**

Examined: Demographic differences and relationships between quantity/quality of faculty interactions, perceived diversity, motivation, campus involvement, support seeking, and the use and evaluation of student support services on campus

RELEVANT CONSULTING EXPERIENCE (CONTINUED)

2015-2019 **Nevada State College Organizational Climate Survey**
Examined: Departmental and demographic differences and relationships between faculty and staff ratings of perceived fairness, diversity climate, leadership effectiveness, workgroup relations, challenges/hindrances, job satisfaction, and turnover intentions

Data Analyst & Report Writer (with Statistics Students)

2015-2022 **Foundation for an Independent Tomorrow**
Examined: Demographic differences in Workforce Reentry Program outcomes

2016 **Girls on the Run Las Vegas**
Examined: Impact of program participation on middle school girl's confidence, social connections, electronic use, and fitness.

2015 **Downtown Project: Las Vegas Container Park**
Examined: Trends in Attendance Based on Time and Weather

HONORS AND AWARDS

2023 Marshall University's Center for Student Success: Making Student Success a Reality
2020 Nevada State College's Teaching Academy Certificate: Foundations of Teaching
2020 Finalist for the 2020 Nevada State Higher Education Board of Regents Teaching Award
2016 Nevada State College Heritage Award for Service Excellence \$500
2015 NSF EPSCoR Grant for Student Research (\$4,000 Student; \$750 me as Faculty Mentor)
2015 Nevada State College iTeach Award for Teaching Excellence \$750
2015 Summer Scholarship Institute: Experiential Learning through Research \$4,000
2012 Reviewer of the Year for Stress & Health \$140
2011 Washington State University Vancouver Research Excellence Award \$200
2010 Washington State University Vancouver Graduate Student Travel Grant \$750
2007 Ohio University Student Travel Grant \$700
2007 American Association of University Women Scholarship \$2500
2006 Helen Elmer Klaus Memorial Scholarship \$1500
2005 Shoemaker Scholarship \$1000

IN-DEPTH ACADEMIC & PROFESSIONAL WORK EXPERIENCE

1/23-Now **Assistant Professor of Psychology**

Marshall University | 1 John Marshall Drive, Huntington, WV 25755

Most Recent Supervisor: Marianna Linz, Ph.D. (Department Chair)

Courses Taught: Experimental Psychology, Elementary Behavioral Statistics, Industrial/ Organizational Psychology (Graduate and Undergraduate)

Duties and Responsibilities:

- Being Quality Matters (QM) certified to teach online, developing course syllabi, learning goals, lectures, and course materials
- Ensuring student comprehension of course content through in-class activities, discussions, homework assignments, quizzes, and experiential learning opportunities
- Serving on committees, conducting research, and making community connections in an effort to elevate the university and promote student success
- Publishing and presenting industrial/organizational psychology and scholarship of teaching and learning research with undergraduates and graduate students from Marshall University

1/22-12/22 **Part-Time Instructor (Remote)**

6/19-12/21 **Associate Professor of Psychology**

8/13-6/19 **Assistant Professor of Psychology & Business**

Nevada State College | 1300 Nevada State Drive, Henderson, NV 89002

Most Recent Supervisor: Shantal Marshall, Ph.D. (Department Chair)

Courses Taught: Advanced Research Methods, Principles of Statistics, Introduction to Statistics I, Introduction to Statistics II, Introduction to Human Resource Management, Industrial & Organizational Psychology, Graduate School Preparation

Duties & Responsibilities:

- Developing course syllabi, learning goals, lectures, and course materials
- Ensuring student comprehension of course content through lectures, in-class activities, discussions, homework assignments, quizzes, and experiential learning opportunities
- Serving on committees, conducting research, and making community connections in an effort to support the college's successful growth
- Conducting, publishing, and presenting business management, industrial/organizational psychology, and scholarship of teaching and learning research with undergraduates from Nevada State College

6/10 - 8/13 **Graduate Instructor**

Washington State University Vancouver | 14204 NE Salmon Creek Ave., Vancouver, WA 98686

Supervisor: Michael Morgan, Ph.D. (2010-2011); J. P. Garofalo, Ph.D. (2011-2013)

Courses Taught: Elementary Statistics for the Behavioral Sciences, Industrial Psychology

Duties & Responsibilities:

- Developing course syllabus, lesson plans, learning goals, lectures, and course materials
- Ensuring student comprehension of course content through lectures, in-class activities, homework assignments, quizzes, and guest speakers from the community

8/08 - 6/13 **Graduate Research Assistant**

Washington State University Vancouver | 14204 NE Salmon Creek Ave.,
Vancouver, WA 98686

Supervisor: Armando X. Estrada, Ph.D. (2009-2011); Tahira M. Probst, Ph.D.

Duties & Responsibilities:

- Development of research projects, manuscripts, and presentations examining diversity climate, workplace harassment, workplace safety, job insecurity, and employee engagement in organizations
- Construction of empirically reliable survey measures
- Assisting with conducting organizational research and providing feedback reports for local organizations; conducting internet-based and library literature searches
- Preparing, manipulating, managing, and analyzing extensive databases with *SPSS* and *MPlus*

08/08 - 06/10 **Graduate Teaching Assistant**

Washington State University Vancouver | 14204 NE Salmon Creek Ave.,
Vancouver, WA 98686

Supervisor: Tahira M. Probst, Ph.D.

Duties and Responsibilities:

- Facilitating SPSS lab portion of Psych. 311 (Elementary Statistics for the Behavioral Sciences)
- Tutoring and holding office hours for students
- Grading; administering exams; ensuring student confidentiality

08/08 - 12/11 **Editorial Assistant, *Military Psychology***

Supervisor: Armando X. Estrada, Ph.D.

Duties & Responsibilities:

- Read, evaluate and edit manuscripts or other materials submitted for publication
- Confer with authors regarding changes in content, style or organization for publication
- Coordinate manuscript review process and correspond with editor, publisher, associate editors and manuscript authors
- Manage online submission portal

01/07-06/08 **Undergraduate Teaching Assistant**

Ohio University Chillicothe | 101 University Drive, Chillicothe, OH 45601

Supervisor: Ann C. Rumble, Ph.D.

Duties & Responsibilities:

- Facilitating SPSS lab portion of Psych. 221 (Elementary Statistics for the Behavioral Sciences)
- Tutoring, grading, and holding office hours for students

01/07 – 06/08 **Social Psychology Lab Manager**

Ohio University Chillicothe | 101 University Drive, Chillicothe, OH 45601

Supervisor: Ann C. Rumble, Ph.D.

Duties & Responsibilities:

- Scheduling experiments and research assistants; ensuring confidentiality of research participants' data
- Data entry and management

PAPERS, PRESENTATIONS, AND PROJECTS

Textbook

Benson, W. L. (2021). *The Statistics Survival Guide: Complete Protection from Statistics in the Wild (with Excel)*. Available at www.TopHat.com

Book Chapters

Probst, T.M., Jiang, L., & Benson, W. L. (2018). Job insecurity and anticipated job loss: A primer and exploration of possible interventions. In U. Klehe & E. van Hooft (Eds.) *The Oxford Handbook of Job Loss and Job Search* (pp. 31-53). Oxford, UK: Oxford University Press.

Dissertation

Benson, W. L. (2013). *Workplace Psychological Aggression: Resolving the Battle of Competing Constructs*. Dissertation, Washington State University Vancouver

Master's Thesis

Benson, W. L. (2010). The Relative Impact of Sexual and Nonsexual Forms of Workplace Aggression on Psychological, Health, and Job Outcomes of Reserve Military Personnel. Master's Thesis, Washington State University Vancouver.

Published Manuscripts

Benson, W. L., Dunning, J. D., & Barber, D. (2022). Using distributed practice to improve students' attitudes and performance in statistics. *Teaching of Psychology, 49* (1), 64-70. <https://doi.org/10.1177/0098628320979680>

Batiste, H., Benson, W. L., & Garcia, C. (2021). I am not worthy: How interpersonal experiences influence perceived value and worth of part- and full-time faculty. *Management in Education (online)*. <https://doi.org/10.1177%2F08920206211027633>

Eastridge, J. A., & Benson, W. L. (2020). Comparing two models of collaborative testing for teaching statistics. *Teaching of Psychology, 47*(1), 68–73. <https://doi.org/10.1177/0098628319888113>

Benson, W. L., Probst, T. M., Jiang, L. J., Olson, K. J., Graso, M. (2020). Insecurity in the ivory tower: The direct and indirect impact of budget cuts, pay stagnation, and job insecurity on faculty performance. *Economic and Industrial Democracy, 41*(3), 693-708. <https://doi.org/10.1177/0143831X17734297>

Jiang, L., Probst, T. M., Benson, W. L., & Byrd, J. (2018). Voices carry: Effects of verbal and physical aggression on injuries and accident reporting. *Accident Analysis & Prevention, 118*, 190-199 available at <https://www.sciencedirect.com/science/article/pii/S0001457518300757>

Jiang, L., Probst, T. M., & Benson, W. L. (2017). Organizational context and employee reactions to psychological contract breach: A multilevel test of competing theories. *Economic and Industrial Democracy*. Available at <http://eid.sagepub.com/content/early/2015/04/08/0143831X15579288.abstract>

Jiang, L., Probst, T. M., & Benson, W. L. (2014). Why me? The frog-pond effect, relative deprivation and individual outcomes in the face of budget cuts. *Work & Stress, 28*, 387-403.

Published Manuscripts (Continued)

Graso, M., Jiang, L., Probst, T. M., & Benson, W. L. (2014). Cross-level effects of procedural justice perceptions on faculty trust. *Journal of Trust Research*, 4, 147-166.

Manuscripts in Progress

Benson, W. L., Rodriguez-Barrera, V., Dunning, J. P., Petras, R., & Barber, D. (in preparation). The Impact of Live Interactions on College Student Attitudes, Perceptions, and Performance in an Online Class

Benson, W. L., Hampton, F. E. K., Howell, B., and Martinez, L. (in preparation). Racial Differences in Outcomes of Diverse Representation and Inclusion Among Employees in Higher Education

Technical Reports

Benson, W. L. (2023). Annual Project Report: Evaluating the Impact of the NSF sponsored MARCOS Scholars Program at Nevada State University. Results from a quantitative and qualitative survey examining the baseline of student's attitudes and perceptions about themselves, science, graduate school, research, and Nevada State University for a new cohort in the MARCOS Scholars Program.

Benson, W. L. (2022). Annual Project Report: Evaluating the Impact of the NSF sponsored MARCOS Scholars Program at Nevada State College. Results from a quantitative and qualitative survey examining the impact of the MARCOS Scholars Program on student's attitudes and perceptions about themselves, science, graduate school, research, and Nevada State College. MARCOS Scholars were compared before and after 1-4 years in the program and were compared to a control group of Biology majors.

Benson, W. L. (2021). Annual Project Report: Evaluating the Impact of the NSF sponsored MARCOS Scholars Program at Nevada State College. Results from a quantitative and qualitative survey examining the impact of the MARCOS Scholars Program on student's attitudes and perceptions about themselves, science, graduate school, research, and Nevada State College. MARCOS Scholars were compared before and after 1-3 years in the program and were compared to a control group of Biology majors.

Technical Reports (Continued)

Benson, W. L. (2020). Annual Project Report: Evaluating the Impact of the NSF sponsored MARCOS Scholars Program at Nevada State College. Results from a quantitative and qualitative survey examining the impact of the MARCOS Scholars Program on student's attitudes and perceptions about themselves, science, graduate school, research, and Nevada State College. Changes before/after participating in the MARCOS Scholars for 1-2 years were examined.

Benson, W. L., Barber, D., Collier, S., Fernandez, E., Garcia, C., Mandrutiu, O., & Tagora, R. (2019). Feedback Report: 2019 Nevada State College Organizational Climate Survey. Technical report on the background, methodology, and findings of a quantitative and qualitative survey study examining NSC faculty and staff attitudes and perceptions about diversity climate, workgroup relations, work stress, supervisor support, and fairness of procedures and decision making.

Benson, W. L. (2019). Annual Project Report: Evaluating the Impact of the NSF sponsored MARCOS Scholars Program at Nevada State College. Results from a quantitative and qualitative survey examining the impact of the MARCOS Scholars Program on student's attitudes and perceptions about themselves, science, graduate school, research, and Nevada State College. MARCOS Scholars were compared before and after their first year in the program and were compared to a control group of Biology majors.

Benson, W. L., Naumann, L. N., Marshall, S. M., Yao, R., Jenkins, M., Meyerowitz, K., & Mabbit, M. (2017). 2016 NSC Student Life Survey Feedback Report: An examination of student experiences and academic outcomes. Technical report on the background, methodology, and findings of a survey study examining NSC students' retention, performance, self-efficacy, sense of belonging, engagement in campus activities, use of student support services, quality/quantity of interactions with faculty, and group-based differences in attitudes, perceptions, and behaviors.

Benson, W. L., (2017). Understanding Differences in Girls on the Run Participants' Screen Time, Physical Activity, Personality, Self-Perceptions, and Behaviors Before and After Completion of the Program. Technical report detailing findings from the 2017 pre- and post-participation surveys completed by Girls on the Run Las Vegas participants.

Benson, W. L. & Shi, Q. (2016). Feedback Report: 2016 Nevada State College Organizational Climate Survey. Technical report on the background, methodology, and findings of a survey study examining NSC faculty and staff attitudes and perceptions about diversity climate, workgroup relations, work stress, supervisor support, and fairness of procedures and decision making.

Technical Reports (Continued)

Benson, W. L. & Fernandez, E. (2015). Feedback Report: 2015 Nevada State College Organizational Climate Survey. Technical report on the background, methodology, and findings of a survey study examining NSC faculty and staff attitudes and perceptions about diversity climate, workgroup relations, stress, supervisor support, and fairness of procedures.

Benson, W. L. (2014). Feedback Report for the 2013-14 Nevada State College Business Students Survey. Technical report on the background, methodology, and findings of a survey study asking students about the Nevada State College Business Administration program, class formats and schedule preferences, and interest in potential opportunities for business students.

Wadzita, M.* & Benson, W. L. (2012). Feedback Report for the 2012 WSU Vancouver Campus Smoking Survey. Technical report on the background, methodology, and findings from a study assessing student attitudes and perceptions regarding campus smoking behaviors and policies.

Probst, T. P., Benson, W. L., & Jiang, L. (2012). Feedback report on the results of the 2012 TriMet workplace environment survey. Technical report on the background, methodology, and findings of a study assessing competing organizational climates and supervisor safety values and enforcement as predictors of safety-related behaviors and incidents.

Probst, T. P., Benson, W. L., Graso, M., Jiang, L., Olson, K. J. (2011). Effects of Budget Cuts on Faculty, Staff, and Administrative Professionals: A Feedback Report to WSU. Technical report on the background, methodology, and findings of a study assessing predictors and outcomes of university budget cuts on university faculty and staff. Available at: <http://tinyurl.com/8gp65kl>

Estrada, A. X. & Benson, W. L. (2010). Results of the 2010 Campus Experiences Study. Technical report on the background, methodology, and findings of a study assessing diversity climate and academic outcomes for students on the Washington State University Vancouver campus.

Estrada, A. X., Benson, W. L., & Olson, K. J. (2010). Results of the Washington State Bar Association Work Experiences Study. Technical report on the background, methodology, and findings of a study assessing the impact of discrimination, harassment, and job stress on job satisfaction, commitment, and turnover intentions among female lawyers in Washington State.

Benson, W. L., Estrada, A. Z., & Olson, K. J. (2009). TMG Engagement Survey Feedback Report. Technical report on the background, methodology, and findings of a study assessing employee engagement and perceptions of organizational communication, rewards and recognition, training, and employee benefits for a local property management company.

Reviews

Estrada, A. X. & Benson, W. L. (2011). Home from Deployment: A Soldier's Challenge. PsycCRITIQUES Review for *Wheels Down: Adjusting to Life After Deployment* by Bret A. Moore & Carrie H. Kennedy (2010).

Conference Presentations

Benson, W. L. (2023). Rethinking Assessment: How Collaborative Learning and Dynamic Assessment Increase Mastery and Reduce Anxiety in Challenging Courses. Talk presented at Inquiring Pedagogies Regional Conference (iPED) in Huntington, WV. May, 2023

Hampton, F. E. K., Howell, B. J., Benson, W. L., & Martinez, L. (2023). Implementation Over Representation: Racial Differences in Employee Outcomes of Diverse Representation and Inclusion. Talk presented at the Society for Industrial and Organizational Psychology (SIOP) annual conference in Boston, MA. April, 2023

Benson, W. L. & Jewell, S. (2022). Nevada State MARCOS Scholar Program Outcomes: Mentoring to Accelerate Retention and Change Outcomes in Science. Poster presented at the NSF AAAS S-STEM Conference in Washington, DC. September, 2022

Bottello, M., Petras, R., Carrillo-Marroquin, A., Glover, M., Benson, W., & Naumann, L. P (2021, April). Gender Differences in Academic Faculty Workload. Poster submitted to the Western Psychological Association 2021 virtual conference.

Carrillo-Marroquin, A., Glover, M., Bottello, M., Petras, R., Benson, W., & Naumann, L. P (2021, April). Cultural Differences in Perceptions of Organizational Justice among Academic Faculty. Poster submitted to the Western Psychological Association 2021 virtual conference.

Hampton, F. E. K., Howell, B. J. , & Benson, W. L. (2020) Implementation Over Representation: How Fulfilling Specific Diversity-Related Promises Influences Employee Attitudes and Perceptions. Talk presented at Conference on Academic Research in Education (CARE), Flamingo Hotel and Conference Center in Las Vegas NV. February 2020. Virtual poster presented at the Western Psychological Association Conference in October 2020.

Conference Presentations (Continued)

Tagora, R., Barajas, J., & Benson, W. L. (2020). Tapped Out! Differences in Exhaustion Based on Employment Contract, Time Pressure and Detachment. Talk presented at Conference on Academic Research in Education (CARE), Flamingo Hotel and Conference Center in Las Vegas NV. February 2020. Virtual poster presented at the Western Psychological Association Conference in October 2020.

Benson, W., Kebede, K., Weislogel, D., & Porter, L. (accepted 2020). The Emotional Effects of Cadaver Dissection on Undergraduate Students & Their Coping Mechanisms. Poster accepted into the Human Anatomy and Physiology Society Conference (conference canceled due to COVID-19).

Garcia, C., & Benson, W. L. (2019). I Quit! Predictors of Turnover Intentions Among Full and Part-Time Faculty. Poster presented at the NSC Undergraduate Research Showcase in Henderson NV in April 2019.

Mandrutiu, O., Tagora, R., & Benson W. L. (2019). Negotiated Deals and Employee Outcomes: Differences Based on Employment Type. Poster presented at the NSC Undergraduate Research Showcase in Henderson NV in April 2019.

Eastridge, J., & Benson, W. L. (2019). The Case for Collaborative Testing. Talk presented at the Conference on Academic Research in Education (CARE), Flamingo Hotel and Conference Center in Las Vegas NV in February 2019

Mandrutiu, O., Garcia, C., Tagora, R.*, & Benson W. L. (2018). Effects of Perceived Career Stagnation on Full and Part-Time Faculty. Poster presented at the NSC Undergraduate Research Showcase in Henderson NV in April 2018, at the UNLV Undergraduate Research Conference in Las Vegas NV in April 2018, and at the Western Psychological Association Conference in Pasadena CA in April 2019.

Benson, W. L. (2018). Creating an Approachable and Skills-Based Online Statistics Course that Students Actually Enjoy. Talk presented at the 2018 Intermountain Teaching for Learning Conference in Henderson NV. March 16, 2018.

Benson, W. L., Dunning, J. P., & Barber, D. (2018). Using Distributed Practice with Excel to Improve Students' Attitudes, Perceptions, and Performance in Statistics. Poster presented at the 2018 National Institute for the Teaching of Psychology (NITOP) conference in St. Petersburg FL. January 5, 2018.

Conference Presentations (Continued)

Meyerowitz, K., Jenkins, M. R., Townley, M., Benson, W. L., Naumann, L. P., Yao, R., & Marshall, S. (2017). Assessing Predictors of Student Success at a Minority-Serving Institution. Poster presented at the 2017 Western Psychological Association Conference in Sacramento CA. April 28, 2017

Fink-Armold, A., Benson, W. L., Marshall, S. (2017). Using Representative Expert Models to Increase Implicit Personal Associations with Science, Technology, Engineering, and Math (STEM). Poster presented at the 2017 NSC Undergraduate and Creative Works Conference in Henderson NV. April 21, 2017

Barber, D., Benson, W. L., Hignite, L., & Meyerowitz, K. (2017). Getting Students to “Buy-In” and Perform Well in Statistics Classes. Paper presented at the 2017 Annual Gateway Course Experience Conference in Las Vegas NV. February 28, 2017

Barber, D., Benson, W. L., Sharp, G., Cresiski, R. & Round J. (2017). Undergraduate Students’ Perceptions of Factors Affecting Acceptance into Graduate Programs: Differences in Accuracy Based on Race and Type of Undergraduate Institution. Poster presented at the First Annual Conference on Academic Research in Education (CARE), Flamingo Hotel and Conference Center in Las Vegas NV. January 30, 2017

Benson, W. L. & Peters A. (2016). Does Context Matter? A Study of Common Job Related Outcomes of Workplace Psychological Aggression. Paper presented at the 2016 Academy of Management conference in Anaheim, CA. August 18, 2016

Jiang, L., Probst, T. M., Byrd, J. L., & Benson, W. L. (2016). Voices carry: Effects of verbal and physical aggression on safety. Paper presented in B. Erdogan (Chair), Workplace safety research: What is next? Symposium at the 2016 Society for Industrial and Organizational Psychology conference, Anaheim, CA. April 24, 2016

Benson, W. L., & Naumann, L. P. (2015). Considering Diversity to Foster a Positive Work Environment. Workshop presented at the 2015 NSHE Diversity Summit, Henderson, NV. October 2, 2015

Probst, T. M., Benson, W. L., & Petery, G. (2012). Silent Generation to the Millennials: Generational implications of job insecurity. In T. M. Probst & M. Debus (Chairs), Who is most affected by job insecurity and why? Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.

Conference Presentations (Continued)

Probst, T. M., Benson, W. L., Jiang, L., Olson, K. J., & Graso, M. (2012). Insecurity in the ivory tower: Budgetary effects of pay and job insecurity on faculty outcomes. Poster presented at the 2013 Work, Stress & Health Conference, Los Angeles, CA.

Benson, W. L., Burch, K. A., Dewar, L. R., Dai, H., Williams, C. E., & Probst, T. M. (2012) Testing the JD-R Model: Are Demands and Resources Both Linked to Engagement and Burnout? Poster presented at the Western Psychological Association Conference in San Francisco CA April 29, 2012

Graso, M., Jiang, L., Probst, T. M., & Benson, W. L. (2012). Cross-level effects of procedural justice perceptions on faculty job outcomes. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA April 27, 2012.

Jiang, L., Probst, T. M., & Benson, W. L. (2012). Multilevel predictors of employee reactions to psychological contract breach. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA April 27, 2012.

Jiang, L., Probst, T. M., & Benson, W. L. (2012). The frog's pond matters: Budget cuts and faculty job outcomes. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA April 27, 2012.

Benson, W. L. & Estrada, A. X. (2011) The Impact of Sexual and Nonsexual Aggression for Women and Minorities in the Military Reserves. Poster presented at the National Multicultural Conference and Summit in Seattle WA January 27, 2011

Manu, H. E., Hafdahl, R. J., Benson, W. L., & Estrada, A. X. (2011). Acculturation, Diversity Climate, Academic Self-Efficacy, and Institutional Commitment of Latino College Students. Poster presented at the National Multicultural Conference and Summit in Seattle WA January 27, 2011

Benson, W. L. & Estrada, A. X. (2011). Academic Engagement as a Mediator of the Personality-Outcome Relationship. Poster presented at the Washington State University Vancouver Research Showcase in Vancouver Washington April 14, 2011

Potwora, J., Benson, W. L., & Estrada, A. X. (2011). Perceived Severity of Specific Types of Sexual Harassment: The Role of Gender Beliefs. Poster presented at the Washington State University Vancouver Research Showcase in Vancouver Washington April 14, 2011

Benson, W. L. & Estrada, A. X. (2010). Job Outcomes of Sexual Versus Nonsexual Workplace Aggression among Reservists. Talk was given at the Annual American Psychological Association Convention in San Diego CA August 14, 2010.

Estrada, A. X., Harbke, C. R., Berggren, A. W., & Benson, W. L. (2009). Effects of Sexual Harassment and Gender Discrimination on Swedish Women's Job Outcomes. Poster presented at the Annual American Psychological Association Convention in Toronto, Ontario, Canada August 7, 2009.

Benson, W. L. & Rumble, A. C. (2007). Social Justice and the Koran. Poster presented at the Midwestern Psychological Conference in Chicago IL May 3, 2007.