

Nicholas Allen F. Baldwin, MA

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Summary of Qualifications

- Experience instructing in college classrooms and other settings
- Experience in higher education administration, recruitment, admission and advising
- Strong presentation and interpersonal skills.
- Strong data analytic and quantitative skills (R-Studio, Excel, SPSS, & SAS).
- Experience with Microsoft Office and Adobe Captivate, and Blackboard Learning Solutions.
- Experience working on several I-O related research and applied projects during graduate study.

Education

Ph.D. in I-O Psychology (ABD)- Roosevelt University, Chicago, IL

December 2019

M.A. in I-O Psychology- Roosevelt University, Chicago, IL

December 2014

B.S. in Psychology- Bowling Green State University, Bowling Green, OH

August 2011

Relevant Coursework

- Instructional Design/ Training (covered goal, task, and target population analysis, training strategies and module creation)
- Instructor Development Program (advanced pedagogy for higher education, peer critiques and reviews, topics applied specifically to teaching Psychology for whole class)
- Data Analysis in SPSS (Graduate Level; topics include syntax writing, data management and analysis strategies using SPSS).

Instructional Experience

Psychology 200; Introductory Statistics – Roosevelt University

Fall 2018

Psychology 530; Advanced Research Methods – Roosevelt University

Psychology 201; Intro to Psychology – Wilbur Wright College, City Colleges of Chicago

Spring 2018

Psychology 347; Health Psychology – Roosevelt University

Fall 2017

Psychology 201; Intro to Psychology – Wilbur Wright College, City Colleges of Chicago

Social Sciences 101; Intro to Psychology, Sociology, and Anthropology – Wilbur Wright College, City Colleges of Chicago

Psychology 220; Social Psychology – Roosevelt University

Spring 2017

Psychology 285; Research Methods – Roosevelt University

Fall 2016

Psychology 343; Motivation – Roosevelt University

Summer 2016

Psychology 200; Introductory Statistics – Roosevelt University

Fall 2015

Research Experience

Graduate Lab Assistant

I/O Psychology Program– Roosevelt University

2011 – Present

- Dr. Adrian Thomas, Ph.D.
 - Investigating discrimination of people with disabilities in hiring and other situations
 - Conducting research on implicit attitudes towards people with disabilities, cognitive load, disability classification and sources of discrimination

2016 – Present

- Dr. Toshio Murase, Ph.D.
 - Training in R-Studio
 - Social Networks research
 - Multi-level measurement theory

2015 – 2017

- Dr. Jacqueline Deuling, Ph. D.
 - Combining 19 different scales to create a survey to be administered via StudyResponse
 - Thesis study investigating the relationship of employer Power Motivations on employee Burnout, Organizational Commitment, and Job Satisfaction

2011 – Present

Research Experience (continued)

- Dr. Brian Siers, Ph.D **2011 – 2012**
 - Creating competency models, selection assessments, and performance management tools for call center agents in the automotive industry with the goal of improving call center agent satisfaction and performance and reducing turnover
 - Conducting research on construct validity of personality measures

Undergraduate Lab Assistant

Psychology Department– Bowling Green State University

2010-2011

- Dr. Jennifer Gillespie, Ph.D.
 - Assisted research on emotional labor and turnover within Nursing homes.
 - Proctored surveys on location, compiled data into spreadsheets, ran descriptive and correlation statistics.

Undergraduate Lab Assistant

Center for Neuroscience, Mind and Behavior– Bowling Green State University

2004-2009

- Dr. H.C. Cromwell, Ph.D.
 - Assisted research on the effects of prenatal injections of various hormones and amphetamines on the offspring
 - Conducted experiments on gating response, social behaviors, motor control; used equipment and chemicals to section out the brains of Long Evans Rats and prepare them as slides for later study.
 - Score videos for movement, vocalizations, searching and social behaviors
- Dr. J. Panksepp, Ph.D.
 - Score videos of mating, social and aggressive behaviors with vocalizations
 - Conduct experiments on searching behaviors
 - Create spreadsheets with findings to be used by principal investigator

Employment History

Assistant Professor of Psychology (NTT)

Fall 2018- Present

Psychology Dept., Roosevelt University, Chicago, IL

- Designing curriculum and instructing in varying courses in Psychology.
- Instructing at both MA and undergraduate levels
- Teaching a 3-3 course load
- Teaching mostly Statistics and Research Methods, as well as Personnel Psychology.

Program Director, MA IO program

Summer 2018- Present

Psychology Dep., Roosevelt University, Chicago, IL

- Assisting MA students in searching, preparing, interviewing, locating and earning internships/practicums.
- Recruitment of 30+ students per year for MA in IO program
- Advising of first year students
- Mentoring of 5+ MA students for internship/practicum and thesis capstones

Adjunct Instructor

Fall 2017- Summer 2018

Social Sciences Dept., Wilbur Wright College, City Colleges of Chicago, Chicago, IL

- Designing curriculum and instructing in Introductory Psychology and other Social Sciences
- Training for instruction in a diverse classroom setting
- Teacher of record for 90+ students.

Psychology Teaching Fellow (Instructor of record)

Fall 2015- Summer 2018

Psychology Dept., Roosevelt University, Chicago, IL

- Designing curriculum and instructing in Psychology, Statistics, and Research Methods, Health and Motivation
- Training in pedagogy for psychology and higher education
- Teacher of record for 60+ students.

Employment History (continued)

Interim Internship Coordinator, MA IO program Psychology Dep., Roosevelt University, Chicago, IL

2016

- Assisting MA students in searching, preparing, interviewing, locating and earning internships/practicums.
- Create, clean, and centralize data for all past and current students of the program
- Advising students in personal career plans and resume creation

Graduate Admission Counselor Office of Admission, Roosevelt University, Chicago, IL

2013-2015

- Planning and assisting in reorganization of Graduate Admission as part of the Strategic Planning Committee for Graduate Enrollment
- Traveling to recruit students to RU's 40+ Masters and Doctoral Programs in the College of Arts and Sciences, College of Education, Heller College of Business and Stone College of Professional Studies
- Increasing number of applicants during tenure

Graduate Assistant Office of Graduate Admissions, Roosevelt University, Chicago, IL

2011 – 2013

- Creating and implementing "Class Shadowing" system for potential graduate students to sit in on classes from instructors in programs of interest
- Recruiting and Advising potential students on RU Graduate programs, housing options, financing education and admission procedure via phone, email, information sessions, and one-on-one advising
- Assisting application process by maintaining materials and student records in student information system (BANNER)

Presentation Experience

Chicago IO Psychology (CIOP) Consulting Challenge 2017

- Proposed Leadership Development Assessment Center and Competency Model to change culture and work within current structures at Walgreens

Poster, (MPA) Annual Conference Midwestern Psychological Association 2016

- "Addressing Varied Levels of Readiness in the College Classroom"

Poster, (SIOP) Annual Conference Society for Industrial/Organizational Psychologists 2015

- "Leader Motivation Matters: Leader Power Motivation and Organizational Commitment"

Roosevelt University Consulting Challenge 2011

- Member of Winning Team
- Solution to simulation exercise resulted in creation of an 18 month plan and budget to combat adverse impact and create a new, more defensible, selection measures.

BGSU Undergraduate Research Symposium 2010

- "The effects of customer aggression on service workers: Is deep acting always superior?"
 - N=74; investigated relationship between customer aggression and job satisfaction, with emotional regulation as a moderator

Summary of Research Projects

Implicit Attitudes Towards People with Disabilities and Hiring Rate [Doctoral Dissertation Project, In Progress]

- Researching relationship between MDIAT scores and rates for hiring applicants with disabilities
- Investigating different disability dimensions' impact on implicit attitudes and hiring decisions
- Investigating boundary conditions influencing relationship (blind hiring vs. disability disclosure, previous exposure to people with disabilities, etc.)

Investigating Cognitive Load and Discrimination of People with Disabilities [In Progress]

- Researching the relationship between Cognitive Load and hiring decisions
- Review and editing of previous manuscript for publication
- Analysis and evaluation of ordinal and interval data using Hayes Macro for mediation and moderation models

Summary of Research Projects (continued)

Scale Creation and Validation; Power Motivation Scale (PMS) [In Progress]

- Creation of scale to measure Personalized and Socialized Power Motivations of responder
- Combing data across three studies for purposes of validation and improvement of scale
- Researching previous literature to explain theory behind different motivations to obtain power

Investigating Manager and Employee Relationships [Master's Thesis Project]

- Researched the relationship between Personalized and Socialized Power Motivations of managers with the Organizational Commitment of employees and the possible mediation of Perceived Supervisor Support
- Analyzed data, researched precedents in previous publications, coordinated data collection.
- Nominated for Outstanding Thesis Award, 2014

Construct Validity of Implicit Association Measures of Personality Traits- [Project Terminated]

- Assisted on a project evaluating the relationship between two approaches to assessing personality traits using Implicit Association Test (IAT) measures of personality.
- Coordinated data collection and analysis efforts.

Awards / Accolades

Wilbur Wright College Social Sci. Dept. Adjunct Faculty Recognition Awards

Spring 2018

- Teaching Award

Professional Memberships

Society for Industrial and Organizational Psychologists (SIOP), Chicago IO Psychologists (CIOP), American Psychological Association (APA), Midwestern Psychological Association (MPA), Association for Psychological Science (APS)