Wendi L. Benson, PhD

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EDUCATION

- 2013 Doctor of Philosophy
  Major: Experimental (Industrial-Organizational) Psychology
  University: Washington State University Vancouver
  Faculty Advisor: Tahira M Probst, PhD

- 2010 Master of Science
  Major: Experimental (Industrial-Organizational) Psychology
  University: Washington State University Vancouver
  Faculty Advisor: Armando X Estrada, PhD

- 2008 Bachelor of Arts
  Major: Psychology
  University: Ohio University Chillicothe
  Faculty Advisor: Ann C Rumble, PhD

SUMMARY OF ACADEMIC EXPERIENCE

- 2026-current Co-Director for the Psychology Master's Program: Marshall University
- 2023-current Assistant Professor of Psychology: Marshall University
- 2022-2023 Part-Time Instructor (Remote): Nevada State
- 2019-2021 Associate Professor of Psychology: Nevada State
- 2013-2019 Assistant Professor of Psychology and Business: Nevada State
- 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 and Lab Manager: Ohio University Chillicothe

SUMMARY OF PROFESSIONAL CONSULTING EXPERIENCE

- 2025-current Program Evaluator: SAMHSA-Grant to Benefit Homeless Individuals - Wellness Project
- 2023-current Principal Investigator: Marshall University Online Student Belongingness Study
- 2023-current Program Evaluator: Shawnee Counseling Center
- 2019-current Program Evaluator: Nevada State NSF-MARCOS Scholars Program
- 2016 Principal Investigator: Nevada State Student Life Survey
- 2015-2019 Principal Investigator: Nevada State Organizational Climate Survey
- 2015-2022 Program Evaluator: Foundation for an Independent Tomorrow
- 2016 Program Evaluator: Girls on the Run Las Vegas
- 2015 Program Evaluator: Downtown Project: Las Vegas Container Park

TECHNICAL SKILLS

- Learning management and content creation with Top Hat, Canvas, Blackboard, and Kahoot
- Video lecture production with Panopto, Smart Board, Camtasia, Teams, Zoom, PowerPoint, and Canva
- Descriptive and inferential data analysis with the *SPSS* statistical package and Microsoft Excel
- Verbal and written presentation of analysis results using Microsoft Excel, Word, PowerPoint, and Canva

HONORS AND AWARDS

- 2026 Marshall University Student Success Champion
- 2024 Stephen and Sue Zemba Excellence in Online Teaching Award: Inaugural Winner $1000
- 2023 Marshall University's Center for Student Success: Making Student Success a Reality
- 2020 Nevada State CTLE Teaching Academy Certificate: Foundations of Teaching
- 2020 Finalist for the 2020 Nevada State Higher Education Board of Regents Teaching Award
- 2016 Nevada State Heritage Award for Service Excellence $500
- 2015 NSF EPSCoR Grant for Student Research ($4,000 Student; $750 me as Faculty Mentor)
- 2015 Nevada State iTeach Award for Teaching Excellence $750
- 2015 Summer Scholarship Institute: Experiential Learning through Research $4,000
- 2012 Reviewer of the Year for Stress and Health $140
- 2011 Washington State University Vancouver Research Showcase Excellence Award $200
- 2007 American Association of University Women Scholarship $2500
- 2006 Helen Elmer Klaus Memorial Scholarship $1500
- 2005 Shoemaker Scholarship $1000

ACADEMIC EXPERIENCE

2026-current **Co-Director for the Psychology Master's Program**
Marshall University: 1 John Marshall Drive, Huntington, WV 25755
Department Chair: Marianna Linz, PhD

Responsibilities:

- Lead a committee to develop the curriculum and complete the paperwork for the applied research in psychology area of emphasis
- Develop marketing materials and update the psychology master's program website
- Advise master's students on course schedules and campus involvement
- Assist with revising and reprograming the graduate comprehensive exams

2023-current **Assistant Professor of Psychology**
Marshall University: 1 John Marshall Drive, Huntington, WV 25755
Department Chair: Marianna Linz, PhD

Courses Taught:

- Experimental Psychology
- Elementary Behavioral Statistics
- Industrial/ Organizational Psychology (Graduate and Undergraduate)
- Intermediate Behavioral Statistics (Graduate and Undergraduate)
- Research in Psychology Capstone (Graduate and Undergraduate)

Responsibilities:

- Serving as a Faculty Liaison and Principal Investigator for Marshall Online
- Program development for Applied Research in Psychology area of emphasis for Psychology Master's
- Developing course syllabi, learning goals, lectures, tutorials, assessments, and resources
- Ensuring student comprehension through in-class activities, discussions, and experiential learning
- 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 undergraduate and graduate students from Marshall University

2022 **Part-Time Instructor (Remote)**

2019-2021 **Associate Professor of Psychology**

2013-2019 **Assistant Professor of Psychology and Business**

Nevada State University: 1300 Nevada State Drive, Henderson, NV 89002
Department Chair: Shantal Marshall, PhD

Courses Taught:

- Advanced Research Methods
- Principles of Statistics (Psychology)
- Introduction to Statistics I and 2 (Economics)
- Introduction to Human Resource Management
- Industrial and Organizational Psychology
- Graduate School Preparation

Responsibilities:

- Leading the Nevada State Organizational Climate Survey team
- Program development for the Psychology and Business undergraduate degrees
- Developing course syllabi, learning goals, lectures, tutorials, assessments, and resources
- Ensuring student comprehension through in-class activities, discussions, and experiential learning
- Serving on committees, conducting research, providing free consulting, 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 undergraduate students from Nevada State

2010-2013 **Graduate Instructor**

Washington State University: 14204 NE Salmon Creek Ave., Vancouver, WA 98686
Department Chair: Michael Morgan, PhD (2010-2011); J. P. Garofalo, PhD (2011-2013)

Courses Taught:

- Elementary Statistics for Behavioral Sciences
- Industrial Psychology

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

2008-2013 **Graduate Research Assistant**
Washington State University: 14204 NE Salmon Creek Ave., Vancouver, WA 98686
Advisor: Armando X. Estrada, PhD (2009-2011); Tahira M. Probst, PhD (2011-2013)

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*

2008-2011 **Graduate Teaching Assistant**
Washington State University: 14204 NE Salmon Creek Ave., Vancouver, WA 98686
Instructor: Armando X. Estrada, PhD and Tahira M. Probst, PhD

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

2008-2011 **Editorial Assistant: Military Psychology Journal**
Journal Editor: Armando X. Estrada, PhD

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

2007-2008 **Undergraduate Teaching Assistant and Lab Manager**
Ohio University Chillicothe: 101 University Drive, Chillicothe, OH 45601
Instructor: Ann C. Rumble, PhD

Responsibilities:

- Facilitating SPSS lab portion of Psych. 221 (Elementary Statistics for the Behavioral Sciences)
- Tutoring, grading, and holding office hours for students
- Scheduling experiments and research assistants; ensuring confidentiality of research participants' data
- Data entry and management

PROFESSIONAL CONSULTING EXPERIENCE

2024-current **Program Evaluator: SAMHSA-Grant to Benefit Homeless Individuals - Wellness Project**
Marshall University: 1 John Marshall Drive, Huntington, WV 25755
Program Coordinator: Marianna Linz, PhD

Responsibilities:

- Program digital Qualtrics versions of the CSAT-GPRA and SUPRT data collection tool for client intake, discharge, and follow-up
- Coordinate with community partners for data collection
- Batch upload data into SPARS for data analysis and reporting to SAMHSA
- Complete annual reports of trends in client demographics and progress toward program outcomes

2023-current **Principal Investigator: Marshall University Online Student Belongingness Study**
Marshall University: 1 John Marshall Drive, Huntington, WV 25755
Assistant Provost of Online Education and Certification: Julia Spears, PhD

Responsibilities:

- Intervention development, survey development, recruitment, online data collection, and data analysis
- Mentor undergraduate and graduate student collaborators
- Annual report detailing the impact of an empirically validated belongingness interventions on improving Marshall University Online students' retention, sense of belonging, growth mindset, comfort with online learning, interactions with faculty, and satisfaction with their experience

2023-current **Program Evaluator: Shawnee Counseling Center**
Shawnee Counseling Center: 519 Court Street, Portsmouth, OH 45662
Clinical Directors: Lynn Hempill and Mental Health Counselor: Justin Delong

Responsibilities:

- Survey development, focus groups with clients and staff, online data collection, and data analysis
- Reports detailing predictors of staff stress, motivation, performance, and wellness
- Reports examining the relationship between treatment outcomes and client experiences, behaviors, attitudes/perceptions, barriers to success among male sober-living clients
- Presentations to staff

2019-current **Program Evaluator: Nevada State NSF-MARCOS Scholars Program**
Nevada State University: 1300 Nevada State Drive, Henderson, NV 89002
Project Director: Samantha Jewell, PhD

Responsibilities:

- Survey development, online data collection, and data analysis
- Annual report detailing differences (before/after program participation and between MARCOS Scholars and a matched control group) 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.
- Presentations for S-STEM and Mentoring conferences

2016 **Principal Investigator: Nevada State Student Life Survey**
Nevada State University: 1300 Nevada State Drive, Henderson, NV 89002
Provost: Erika Beck, PhD

Responsibilities:
- Survey development, sample recruitment, online data collection, and data analysis
- Mentor undergraduate student collaborators
- Report detailing 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

2015-2019 **Principal Investigator: Nevada State Organizational Climate Survey**
Nevada State University: 1300 Nevada State Drive, Henderson, NV 89002
Vice President of College and Community Engagement: Edith Fernandez, PhD

Responsibilities:
- Survey development, sample recruitment, online data collection, and data analysis
- Mentor staff and undergraduate student collaborators
- Annual reports detailing changes over time, 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
- Annual presentations at faculty development and convocation

2015-2022 **Principal Investigator: FIT Workforce Reentry Outreach and Outcomes**
Foundation for an Independent Tomorrow: 1931 Stella Lake St, Las Vegas, NV 89106
Program Coordinator: Jennifer Casey

Responsibilities:
- Data cleaning and data analysis
- Bi-annual reports detailing demographic representation and differences in workforce reentry program outcomes based and job readiness training completion rates based on zip code, sex, race/ethnicity, and referral source
- Mentor undergraduate student collaborators on reports and presentations for FIT

2016-2017 **Principal Investigator: Changes Over Time for Girls on the Run Las Vegas**
Girls on the Run Las Vegas: 3615 S Town Center Dr #100, Las Vegas, NV 89135
Program Director: Bridgette Kirvin

Responsibilities:
- Data cleaning and data analysis
- Reports examining the impact of program participation on middle school girls' confidence, social connections, electronic use, and fitness.
- Mentor undergraduate student collaborators on reports and presentations for Girls on the Run

2015 **Principal Investigator: Downtown Project for Downtown Container Park**
Downtown Container Park: 707 E Fremont St, Las Vegas, NV 89101
Project Coordinator: Dylan Jorgensen

Responsibilities:

- Data cleaning and data analysis
- Reports examining differences in Container Park attendance based on day, time, and weather
- Mentor undergraduate student collaborators on reports

PAPERS, PRESENTATIONS, AND PROJECTS

Textbook

Benson, W. L. (2021). *The Statistics Survival Guide: Complete Protection from Statistics in the Wild (with Excel)*. Available in the Top Hat Marketplace.

Book Chapters

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

Dissertation and Master's Thesis

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

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 (*Undergraduate Research Assistant)

Benson, W. L., *Hampton, F. E. K., Martinez, L., and *Howell, B. (2026). Racial differences in outcomes of diverse representation and inclusion among employees in higher education. , Advance online publication. *Journal of Education Human Resources.* https://doi.org/10.3138/jehr-2024-0059

Benson, W. L., Barber, D., Dunning, J. P., and *Petras, R. (2026). Same screen, different story: modality matters in online learning communities. *Teaching of Psychology,* Advance online publication. https://doi.org/10.1177/00986283261491761

Estrada, A. X., **Benson, W. L.**, & Abbasi, J. A. (2026). Effects of general and sexual aggression on the job, health and psychological outcomes of women Reservists in the U.S. Armed Forces. Behavioral Sciences, 16(3), 393. https://doi.org/10.3390/bs1603039

Jewell, S., Naumann, L. P., **Benson, W. L.**, Rider, E., & Velaquez, C. (2025). Science identity and career intentions: A matched-control study of MARCOS scholars. *The Chronicle of Mentoring & Coaching, 9*(3), 778-783. doi.org/10.62935/s2405p

Batiste, H., **Benson, W. L.**, and *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

Benson, W. L., Dunning, J. D., and Barber, D. (2020). Using distributed practice to improve students' attitudes and performance in statistics. *Teaching of Psychology, 49* (1), 64-70. https://doi.org/10.1177/0098628320979680

Eastridge, J. A., and **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.,** and Byrd, J. (2018). Voices carry: Effects of verbal and physical aggression on injuries and accident reporting. *Accident Analysis and Prevention. 118,* 190-199 available at https://www.sciencedirect.com/science/article/pii/S0001457518300757

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

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

Technical Reports (*Undergraduate Research Assistant)

Benson, W. L. (2026). Wheelersburg Parent Teacher Organization (PTO) 2026 Evaluation & Needs Assessment Survey Report. Results from a survey study examining parent and staff attitudes toward the PTO, perceived value of PTO activities, and funding priorities.

Benson, W. L., *Jones, H. N. D., *****Ramey, M. D., Fertig, B. M., & *Marsingill, K. B. (2025). Shawnee Counseling Center Client Survey Report of Findings and Recommendations. Results from a quantitative and qualitative survey examining client evaluations of how well the services they receive help them recover fully, satisfaction with services, treatment motivation and barriers, employment attitudes and work performance, level of functional support, situational confidence to resist drug use, recovery markers, recovery goals, and perceived wellness.

Benson, W. L. (2024). Evaluation Report for The Wellness Project Year One. Charts and explanations presenting demographics and baseline (at intake) levels of substance use, treatment for opioid use disorder, overdoses, mental health symptoms and suicide, perceived quality of life, mental health diagnoses, and housing status among a sample of n = 23 clients receiving grant-funded services through The Wellness Project grant at Harmony House or The Huntington City Mission in Huntington, West Virginia.

Benson, W. L. Benamar, A., Casey, G., *Alderman, M., *Berger, R., *Brown, C., *Conner, J., *Cook, C, *Doty, B., *Elliot, S., *Green, E., *Hager, L., *Hamlet, K., *Henson, B., *Hoskins, A., *Kingston, R., *Legg, K.,

Marsingill, K., *Morris, R., *Ramey, M., & *Rose, D. (2024). Marshall Online Student Belonging Intervention: Study Results. Results from an experimental study examining the impact of a video-based belongingness intervention, text-based belongingness intervention, and reflection-based intervention on Marshall University Online students attitudes and perceptions about the transition to college, growth mindset, perceptions about faculty feedback and support, and retention intentions.

Benson, W. L. (2024). Annual Project Report: Evaluating the Impact of the NSF sponsored MARCOS Scholars Program at Nevada State. 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. 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., *Cadd, E., *Smith, M.-E., and *Wilburn, E. (2023). Marshall University Online Student Belonging Intervention: Pilot Study Results. Results from an experimental study examining the impact of a belongingness intervention (compared to an online readiness condition) on Marshall University Online students attitudes and perceptions about the transition to college, growth mindset, perceptions about faculty feedback and support, and retention intentions.

Benson, W. L., *Cadd, E., *Smith, M.-E., and *Wilburn, E. (2023). 2023 Shawnee Counseling Center Staff Survey: Feedback Report of Findings. Results from a program evaluation survey for staff at a recovery focused counseling and sober living facility. Correlations and differences among staff job roles are presented for job satisfaction, dedication, procedural justice, perceived supervisory support, assessment of recovery support, performance, turnover intentions, work stress, burnout, and life satisfaction.

Benson, W. L. (2023). Annual Project Report: Evaluating the Impact of the NSF sponsored MARCOS Scholars Program at Nevada State. 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. 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. 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. 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. MARCOS Scholars were compared before and after 1-3 years in the program and were compared to a control group of Biology majors.

Benson, W. L. (2020). Annual Project Report: Evaluating the Impact of the NSF sponsored MARCOS Scholars Program at Nevada State. 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. 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., and *Tagora, R. (2019). Feedback Report: 2019 Nevada State 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. 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. 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., and *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, elf-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. and Shi, Q. (2016). *Feedback Report: 2016 Nevada State 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.

Benson, W. L. and Fernandez, E. (2015). *Feedback Report: 2015 Nevada State 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.

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

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

Probst, T. P., **Benson, W. L.**, and 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. and **Benson, W. L**. (2010). *Results of the 2010 Campus Experiences Study.* Technical report on the background, methodology, and findings of a study assessing university diversity climate and academic outcomes for students on the Washington State University Vancouver campus.

Estrada, A. X., **Benson, W. L.**, and 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., and 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. and **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 and Carrie H. Kennedy (2010).

Conference Presentations (*Undergraduate Research Assistant)

Lukhmanov, J. Cook, J., & **Benson, W. L.** (2026, October). *Organizational Factors that Influence Quality of Care, Burnout, and Secondary Traumatic Stress*. [Research poster]. Appalachian Translational Research Network (ATRN) Health Summit, Columbus, OH, United States.

Benson, W. L. (2026, April). *Internet Connection: Faculty Support in the Digital Age of Education*. [Keynote address]. Lewis College of Business Teaching and Learning Conference, Huntington, WV, United States

Harless, S., Garcia, K., & **Benson, W. L.** (2026, April). *Perceived Supervisor Support and Fun at Work: Effects on Performance and Retention*. [Research presentation]. Marshall University Student Research & Creativity Symposium and Marshall University College of Liberal Arts Research & Creativity Conference, Huntington, WV, United States.

Elliott, S. & **Benson, W. L.** (2026, April). *Stigma, Self-Reliance, and Stories: A Qualitative Study of Mental Health Help-Seeking in Appalachia*. [Research poster]. Marshall University College of Liberal Arts Research & Creativity Conference, Huntington, WV, United States.

Jewell, S., Naumann, L.P., **Benson, W. L.**, Rider, E., & Velazquez, C. (2025, October) *Science Identity and Career Intentions: A Matched-Control Study of MARCOS Scholars*. [Research presentation]. University of New Mexico Mentoring Institute, Albuquerque, NM, United States

Benson, W. L., Barber, D., Petras, R., & Dunning, J. P. (2025, May). *Student Learning and Satisfaction in Online Communities of Inquiry*. [Research presentation]. Lilly Evidence-Based Teaching & Learning conference, Austin, TX, United States

Benson, W. L., Casey, G., Miller-Mace, S., Welch, M., & Morrison, M. (2025, April). *Testing the immediate impact of an online student belongingness intervention* [Research poster]. Midwestern Psychological Association Conference, Chicago, IL, United States.

Benson, W. L., *Berger, R. D., *Doty, B. D., & *Spoor, M. E. (2025, April). *Faculty support and understanding moderate neurodivergence's impact on belonging and transition difficulty in online programs* [Research

poster]. Marshall University Student Research & Creativity Symposium and Marshall University College of Liberal Arts Research & Creativity Conference, Huntington, WV, United States.

**Benson, W. L., ***Hager, L., & *Rose, D. (2025, April). *Student proximity as a predictor of belonging, transition difficulty, and excitement about joining Marshall Online* [Research poster]. Marshall University Student Research & Creativity Symposium and Marshall University College of Liberal Arts Research & Creativity Conference, Huntington, WV, United States.

*Elliott, S. & **Benson, W. L.** (2025, April). *Exploring the role of self-reliance, stigma, and cultural factors in mental health utilization in southern Appalachia* [Research presentation]. Marshall University Student Research & Creativity Symposium (virtual) and Marshall University College of Liberal Arts Research & Creativity Conference (in-person), Huntington, WV, United States.

*Marsingill, K. B., Fertig, B. M., *Jones, H. N. D., *Ramey, M. D., & **Benson, W. L.** (2025, April). *Satisfaction and support as predictors of residential treatment outcomes in Appalachia* [Research presentation]. Marshall University Student Research & Creativity Symposium (virtual) and Marshall University College of Liberal Arts Research & Creativity Conference (in-person), Huntington, WV, United States.

Morrison, M., & **Benson, W. L.** (2025, March*). Beyond the screen: Cultivating connection and belonging in the online learning experience* [Virtual Presentation]. University of Pittsburg Mentoring and Advising Summit, Virtual.

Jewell, S. & **Benson, W. L.** (2024, November): *Empowering Futures: Insights from the Nevada State University MARCOS Scholar S-STEM Program* [Research poster]. NSF AAAS S-STEM Conference, Chicago, IL, United States.

Welch, M., Morrison, M., Miller-Mace, S., Stapleton, L., and **Benson, W. L.** (2024, May). *Introducing the H.O.M.E. framework: designing courses as experiences* [Roundtable discussion]. Inquiring Pedagogies on Teaching and Learning (iPED) Teaching Conference, Huntington, WV, United States.

*Wilburn, E., *Cadd, E., and **Benson, W. L.** (2024, April). *Helping the helpers: Outcomes of stress, satisfaction, and dedication among residential treatment staff* [Research poster]. Marshall University Student Research and Creativity Symposium and College of Liberal Arts Research and Creativity Conference, Huntington, WV, United States.

*Cadd, E., *Wilburn, E., *Smith, M. E., **Benson, W. L.,** and Hempill, C. L. (2023, October). *Predictors of turnover, performance, and life satisfaction among clinical and non-clinical recovery support staff* [Research poster]. West Virginia Psychological Association (WVPA) Conference, Charleston, WV, United States.

Benson, W. L. (2023, August). *Rethinking assessment: How collaborative learning and dynamic assessment increase mastery and reduce anxiety in challenging courses* [Research presentation]. Inquiring Pedagogies Regional Conference (iPED), Huntington, WV, United States.

Hampton, F. E. K., Howell, B. J., **Benson, W. L.,** and Martinez, L. (2023, April). *Implementation over representation: Racial differences in employee outcomes of diverse representation and inclusion* [Research presentation]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Benson, W. L. and Jewell, S. (2022, September). *Nevada State MARCOS Scholar Program outcomes: Mentoring to accelerate retention and change outcomes in science* [Research poster]. NSF AAAS S-STEM Conference, Washington DC, United States.

*Bottello, M., *Petras, R., *Carrillo-Marroquin, A., *Glover, M., **Benson, W.**, and Naumann, L. P (2021, April). *Gender differences in academic faculty workload* [Research poster]. Western Psychological Association Conference, Virtual.

*Carrillo-Marroquin, A., *Glover, M., *Bottello, M., *Petras, R., **Benson, W.**, and Naumann, L. P (2021, April). *Cultural differences in perceptions of organizational justice among academic faculty* [Research poster]. Western Psychological Association Conference, Virtual.

*Hampton, F. E. K., *Howell, B. J. , and **Benson, W. L.** (2020, October*) Implementation over representation: How fulfilling specific diversity-related promises influences employee attitudes and perceptions* [Research poster]. Western Psychological Association Conference, Virtual.

*Tagora, R., *Barajas, J., and **Benson, W. L.** (2020, October). *Tapped out! Differences in exhaustion based on employment contract, time pressure and detachment* [Research poster]. Western Psychological Association Conference, Virtual

*Tagora, R., *Barajas, J., and **Benson, W. L.** (2020, February). *Tapped out! Differences in exhaustion based on employment contract, time pressure and detachment* [Research presentation]. Conference on Academic Research in Education (CARE), Flamingo Hotel and Conference Center, Las Vegas, NV, United States.

Benson, W. **L.**, Kebede, K., *Weislogel, D., and *Porter, L. (accepted 2020). *The emotional effects of cadaver dissection on undergraduate students and their coping mechanisms*. Poster accepted into the Human Anatomy and Physiology Society Conference (conference canceled due to COVID-19).

*Garcia, C., and **Benson, W. L.** (2019, April). *I quit! Predictors of turnover intentions among full and part-time faculty* [Research poster]. Nevada State Undergraduate Research Showcase, Henderson, NV, United States.

*Mandrutiu, O., *Tagora, R., and **Benson W. L.** (2019, April). *Negotiated deals and employee outcomes: Differences based on employment type* [Research poster]. Nevada State Undergraduate Research Showcase, Henderson, NV, United States.

Eastridge, J., and **Benson, W. L.** (2019, February). *The case for collaborative testing* [Research presentation]. Conference on Academic Research in Education (CARE), Las Vegas, NV, United States.

Bhowmick, N. and **Benson, W. L.** (2018, July). *The impact of a growth mindset lecture on traditional and non-traditional statistics students' attitudes, perceptions, performance, and retention* [Research presentation]. American Statistics Association Joint Statistics Meetings, Vancouver, BC, Canada.

*Mandrutiu, O., *Garcia, C., *Tagora, R., and **Benson W. L.** (2018, April). *Effects of perceived career stagnation on full and part-time faculty* [Research poster]. Nevada State Undergraduate Research Showcase, Henderson, NV, United States and University of Las Vegas Undergraduate Research Conference, Las Vegas, United States.

*Mandrutiu, O., *Garcia, C., *Tagora, R., and **Benson W. L.** (2018, April). *Effects of perceived career stagnation on full and part-time faculty* [Research poster]. Western Psychological Association Conference, Pasadena, CA, United States.

Benson, W. L. (2018, March). *Creating an approachable and skills-based online statistics course that students actually enjoy* [Research presentation]. Intermountain Teaching for Learning Conference, Henderson NV, United States.

Benson, W. L., Dunning, J. P., and *Barber, D. (2018, Janurary). *Using distributed practice with excel to improve students' attitudes, perceptions, and performance in statistics* [Research poster]. National Institute for the Teaching of Psychology (NITOP) Conference, St. Petersburg, FL, United States.

*Meyerowitz, K., *Jenkins, M. R.,* Townley, M., **Benson, W. L.,** Naumann, L. P., Yao, R., and Marshall, S. (2017, April). *Assessing predictors of student success at a minority-serving institution* [Research poster]. Western Psychological Association Conference, Sacramento CA, United States.

*Fink-Armold, A., **Benson, W. L**., Marshall, S. (2017, April). *Using representative expert models to increase implicit personal associations with science, technology, engineering, and math (STEM)* - funded by NSF EPSCoR [Research poster]. Nevada State Undergraduate and Creative Works Conference, Henderson, NV, United States.

*Barber, D., **Benson, W. L.,** Hignite, L., and *Meyerowitz, K. (2017, February). *Getting students to "buy-in" and perform well in statistics classes* [Research presentation]. Annual Gateway Course Experience Conference, Las Vegas, NV, United States.

*Barber, D., **Benson, W. L.**, Sharp, G., Cresiski, R. and Round J. (2017, January). *Undergraduate students' perceptions of factors affecting acceptance into graduate programs: Differences in accuracy based on race and type of undergraduate institution* [Research poster]. Annual Conference on Academic Research in Education (CARE), Las Vegas, NV, United States.

Benson, W. L. and Peters A. (2016, August). *Does context matter? A study of common job-related outcomes of workplace psychological aggression* [Research presentation]. Academy of Management Conference, Anaheim, CA, United States.

Jiang, L., Probst, T. M., Byrd, J. L., and **Benson, W. L.** (2016, April). *Voices carry: Effects of verbal and physical aggression on safety* [Research presentation]. Presented in B. Erdogan (Chair), *Workplace safety research: What is next?* Symposium. Society for Industrial and Organizational Psychology Annual Conference, Anaheim, CA, United States.

Benson, W. L., and Naumann, L. P. (2015, October). *Considering diversity to foster a positive work environment* [Workshop]. Nevada State Higher Education Diversity Summit, Henderson, NV, United States.

Probst, T. M., **Benson, W. L.**, and *Petery, G. (2012, April). *Silent generation to the millennials: Generational implications of job insecurity* [Research presentation]. Presented in T. M. Probst and M. Debus (Chairs), *Who is most affected by job insecurity and why?* Symposium. Society for Industrial and Organizational Psychology Annual Conference, Houston, TX, United States.

Probst, T. M., **Benson, W. L.**, Jiang, L., Olson, K. J., and Graso, M. (2012, May). *Insecurity in the ivory tower: Budgetary effects of pay and job insecurity on faculty outcomes* [Research poster]. Work, Stress and Health Conference, Los Angeles, CA, United States.

**Benson, W. L., ***Burch, K. A., *Dewar, L. R., *Dai, H., *Williams, C. E., and Probst, T. M. (2012, April) *Testing the JD-R model: Are demands and resources both linked to engagement and burnout?* [Research poster]. Western Psychological Association Conference, San Francisco, CA, United States.

Graso, M., Jiang, L., Probst, T. M., and **Benson, W. L**. (2012, April). *Cross-level effects of procedural justice perceptions on faculty job outcomes* [Research poster]. Society for Industrial and Organizational Psychology Annual Conference, San Diego, CA, United States.

Jiang, L., Probst, T. M., and **Benson, W. L.** (2012, April). *Multilevel predictors of employee reactions to psychological contract breach* [Research poster]. Society for Industrial and Organizational Psychology Annual Conference, San Diego, CA, United States.

Jiang, L., Probst, T. M., and **Benson, W. L**. (2012, April). *The frog's pond matters: Budget cuts and faculty job outcomes* [Research poster]. Society for Industrial and Organizational Psychology Annual Conference, San Diego, CA, United States.

Benson, W. L. and Estrada, A. X. (2011, January) *The impact of sexual and nonsexual aggression for women and minorities in the military reserves* [Research poster]. National Multicultural Conference and Summit, Seattle, WA, United States.

*Manu, H. E., *Hafdahl, R. J., **Benson, W. L.**, and Estrada, A. X. (2011, January). *Acculturation, diversity climate, academic self-efficacy, and institutional commitment of Latino college students* [Research poster]. National Multicultural Conference and Summit, Seattle, WA, United States.

Benson, W. L. and Estrada, A. X. (2011, April). *Academic engagement as a mediator of the personality-outcome relationship* [Research poster]. Washington State University Vancouver Research Showcase, Vancouver, WA, United States.

Potwora, J., **Benson, W. L.**, and Estrada, A. X. (2011, April). *Perceived severity of specific types of sexual harassment: The role of gender beliefs* [Research poster]. Washington State University Vancouver Research Showcase, Vancouver, WA, United States.

Benson, W. L. and Estrada, A. X. (2010, August). *Job outcomes of sexual versus nonsexual workplace aggression among reservists* [Research presentation]. American Psychological Association Convention, San Diego, CA, United States.

Estrada, A. X., Harbke, C. R., Berggren, A. W., and **Benson, W. L.** (2009, August). *Effects of sexual harassment and gender discrimination on Swedish women's job outcomes* [Research poster]. American Psychological Association Convention, Toronto, Ontario, Canada.

Benson, W. L. and Rumble, A. C. (2007, May). *Social justice and the Koran* [Research poster]. Midwestern Psychological Conference, Chicago, IL, United States.

PROFESSIONAL REFERENCES

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