

HUDSON J. BARTHES

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OBJECTIVE Graduate-level research position related to Industrial-Organizational Psychology.

EDUCATION

Master of Arts, Industrial-Organizational Psychology, May 2024

University of West Florida, Pensacola, FL

Thesis: Sensory Processing and Work Engagement: An Exploratory Study

Bachelor of Science, Psychology, December 2021

Florida State University, Tallahassee, FL

Bachelor of Arts, Creative Writing, December 2021

Florida State University, Tallahassee, FL

HONORS/AFFILIATIONS

University of Georgia Graduate School Doctoral Fellow, 2024 - present

University of West Florida UKCOH Outstanding Graduate Assistant Award, 2024

Society for Industrial and Organizational Psychology, 2023 - present

Society for Human Resource Management, 2023 - 2024

National Society of Collegiate Scholars, 2020 - present

Summa Cum Laude, 2022

Florida State University President's List, Spring 2019, 2020, 2021 - Fall 2021

Florida State University Dean's List, Fall 2018, 2020

Florida State University Honors College Scholar, 2018 - 2022

RESEARCH INTERESTS

Diversity, Equity, and Inclusion in the Workplace

Disability (specifically Autism Spectrum Disorder and Sensory Processing)

Artificial Intelligence in the Workplace

Secularized Religion in the Workplace

Employment-Related Legal Issues

Corporate Social Responsibility

TEACHING INTERESTS

Undergraduate psychology courses including General Psychology, Industrial

Psychology, and Organizational Behavior

RELATED EXPERIENCE

Research

Creating Our Future For Equitable Employment (COFFEE) Lab, under the supervision of Dr. Jeffrey Olenick, Department of Psychology, University of Georgia, Athens, GA, June 2024 - present

- Investigated how diversity both positively and negatively interacts with the workplace
- Interviewed and screened undergraduate research applicants
- Piloted experiments and surveys before launching to participants
- Conducted extensive literature reviews on focal topics such as Deaf/Hard-of-Hearing experiences in the workplace

Master's Research, Department of Psychology, University of West Florida, Pensacola, FL, July 2023 - May 2024

- Formulated and executed a thesis project investigating the correlation between sensory processing and job engagement, a relatively unexplored area, potentially providing valuable insights furthering the enhancement of neurodiverse and neurotypical employee engagement and well-being.
- Formulated comprehensive Qualtrics surveys, utilizing logic, pathways, and embedded data to facilitate accurate and automated data collection.
- Performed in-depth data analysis utilizing SPSS, specifically multiple and stepwise regressions, to inform evidence-based conclusions.

Cognitive Development Laboratory, under the supervision of Dr. Vanessa Rainey, Department of Psychology, University of West Florida, Pensacola, FL, May 2023 - May 2024

- Investigated the connections between sensory processing and executive functioning, particularly within the post-secondary institution setting, paving the way for the implementation of tailored interventions and Universal Design for Learning strategies.
- Translated complex research findings into visually accessible formats, enabling easier comprehension for interdisciplinary teams and facilitating quicker decision-making processes.
- Corresponded extensively with community for outreach and recruitment, building strong relationships with a pool of research participants.
- Developed automated Excel functions for grading and standardization of psychological measures, streamlining data management processes, resulting in a more efficient workflow for the research team.
- Mentored and oversaw undergraduate laboratory assistants, fostering a supportive learning environment by providing one-on-one aid and contributing to the professional development of future researchers within the field.

Journal of Business and Psychology, Ad hoc Reviewer, August 2023 - September 2023

Society for Industrial and Organizational Psychology, Symposium Co-Chair

- Morganson, V. J., Barthes, H. J., Phillips, R. N. (Co-Chairs), & Finkelstein, L. M. (Discussant) (2024, April 17). *Work-family dynamics across the lifespan: Supporting workers at every career stage*. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Teaching

Mentor, Graduate students as Emerging Mentors Program (GEM), Pensacola, FL, December 2023

- Mentored undergraduate research students through conducting research projects, offering guidance, and supporting their academic and professional growth.
- Bridged the communication gap between faculty members and undergraduate research students, ensuring smooth communication and alignment of research objectives.
- Assisted faculty in managing research teams by running day-to-day operations, enabling faculty to focus on the broader research program.
- Facilitated regular meetings and discussions to guidance tailored to individual undergraduate students' needs and larger research objectives.

Graduate Assistant, University of West Florida, Pensacola, FL, August 2022 - May 2024

- Managed various administrative responsibilities, including the oversight of the Psychology Research Pool, ensuring efficient participant recruitment and allocation
- Administered undergraduate exams during proctoring sessions, upholding academic integrity standards.
- Evaluated assignments and exams, providing fair assessments and constructive feedback to further student personal and professional growth.
- Provided personalized tutoring to students based on their individual needs, fostering a supportive “open-door” environment and contributing to the academic success and confidence of future leaders in their fields.
- Presented a compelling 20-minute lecture on Disability in the Workplace to 80 undergraduate students, exploring the implications of the ADA and practical takeaways for HR professionals and general workers alike.
- Presented a 20-minute “Stats Boot Camp” lecture covering Excel, SPSS, Frequencies, Descriptives, Individual and Correlated T-Tests, and One-way and Factorial ANOVAs
- Undergraduate courses: *Capstone in Psychology: A CURE for the Science of Learning*, *Industrial Psychology*, *Psychology of Learning*, *Capstone in Psychology: Cognition in Everyday Life*, *Memory & Cognition*, *Research Methods in Psychological Science I*, *General Psychology*

Consulting

Consultant, Center for Applied Psychology, University of West Florida, Pensacola, FL, August 2022 - May 2023

- Developed and administered service awareness survey for University of West Florida’s Career Development and Community Engagement office in three months (02/23-05/23) by conducting literature review of career counseling research, devised Qualtrics survey to quantify awareness of offered career services, facilitated 70-minute focus group to record qualitative data; developed presentation and report explaining results in detail.

- Conducted job analysis of Outpatient Counselor II/III positions for Lakeview Center, and delivered technical report with PowerPoint presentation and Q&A session overviewing results of five months (8/22-12/22) while at University of West Florida (UWF); developed task and knowledge, skills, and abilities (KSA) statements, performed linkage analysis, and distributed job analysis questionnaire. Results highlighted key differences between Outpatient and Mobile Response Counselor Positions.
- Delivered updated training material and key recommendations for Baptist Hospital Medical Assistants in five months (8/22-12/22) by performing training needs assessment; conducting interviews with SMEs; observing workplace behavior on-site, developing task and knowledge, skills, and abilities (KSA) statements; and developing survey to support statements; used results to identify and fulfill training needs for client.

Consultant, PAS Consulting Group, March 2023 - June 2023

- Crafted written examination items for police and firefighter promotional exams, ensuring the fair assessment of candidates' competencies that aided in promoting qualified individuals.
- Implemented rigorous quality control and assurance measures on key deliverables, strengthening the integrity and legal defensibility of the examination materials.
- Ensured strict adherence to all relevant legal and professional guidelines governing the development of public safety testing procedures, championing ethicality for all future participants candidates.

PUBLICATIONS

- Barthes, H. J., Rainey, V. R., & Schantz, A. D. (2024). Insights into work engagement: Exploring correlations with sensory processing, autism spectrum disorder, and attention-deficit/hyperactivity disorder [Manuscript submitted for publication]. Psychology Department, University of West Florida.
- Barthes, H. J. (2024). *Sensory processing and work engagement: An exploratory study* [Unpublished master's thesis]. University of West Florida.
- Rainey, V. R., Barthes, H. J., & Halonen, J. S. (2024). Recognition and implications of sensory differences in the college classroom from a psychological perspective. *Scholarship of Teaching and Learning in Psychology*, online ahead of print. <https://doi.org/10.1037/stl0000420>
- Barthes, H. J. (2024, April 18). *Insights into Work Engagement: Exploring Sensory Processing, Autism Spectrum Disorder, and Attention-Deficit/Hyperactivity Disorder Correlations* [Poster Presentation]. University West Florida Student Scholar Symposium, Pensacola, Florida, United States.
- Barthes, H. J. (2024, April 8-9). *Insights into Work Engagement: Exploring Sensory Processing, Autism Spectrum Disorder, and Attention-Deficit/Hyperactivity Disorder Correlations* [Poster Presentation]. Conference of Florida Graduate Schools, Pensacola, Florida, United States.
- Rainey, V. R., Barthes, H. J., Fenger, N., & Ngafeeson, L. (2024, March 13-16). *Sensory sensitivities and executive functioning in the college classroom* [Poster Presentation]. Southeastern Psychological Association, Orlando, Florida, United States.