

Arturia T. Melson-Silimon

arturiam@vt.edu

EMPLOYMENT

Visiting Assistant Professor of Psychology August 2024-present
Virginia Tech

EDUCATION

University of Georgia: Athens, GA
Doctor of Philosophy August 2024
Industrial/ Organizational Psychology

University of Georgia: Athens, GA
Master of Science December 2021
Industrial/Organizational Psychology

University of Georgia: Athens, GA
Bachelor of Science, *first honors* and *summa cum laude* May 2018
Psychology with English minor

RESEARCH INTERESTS

- Stereotypes of Black Women in the Workplace
- Diversity, Equity, and Inclusion
- Experiences of Marginalized Employees (e.g., code-switching, identity management, discrimination)

FUNDED GRANTS

Role: Principle Investigator

Project: **Melson-Silimon, A.** (PI), *Gender transition and incivility: Does post-transition gender identity predict differences in experienced workplace incivility*

Source: National Science Foundation Graduate Research Fellowship Program (2020)

Status: Funded

Amount: \$128,000

Role: Principle Investigator

Project: **Melson-Silimon, A.** (PI), *Capturing the dynamic nature of code-switching and racial identity management among Black workers*

Source: Center for Research and Engagement in Diversity Seed Grant (2021)

Status: Funded

Amount: \$500

Role: Principle Investigator

Project: **Melson-Silimon, A.** (PI), *Effects of the strong Black woman schema in the workplace*

Source: Dan Mack Diversity Grant (2023)

Status: Funded

Amount: \$1040

PUBLICATIONS

Melson-Silimon, A., Spivey, B., & Skinner-Dorkenoo, A. (2023). The construction of racial stereotypes and how they serve as racial propaganda. Manuscript accepted for publication at *Social and Personality Psychology Compass*. <https://doi.org/10.1111/spc3.12862>

- Lefevre-Levy, R., **Melson-Silimon, A.**, Harmata, R., Hulett, A., & Carter, N.T. (in press). Neurodiversity in the workplace: Looking at neurological disability from a diversity perspective. Manuscript accepted at *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
<https://doi.org/10.1017/iop.2022.86>
- Melson-Silimon, A.**, Harmata, R., Lefevre-Levy, R., Behrend, T.S., & Carter, N.T. (2023). Diversity in the digital age: Cybervetting, doxxing, and employment discrimination. In E.B. King, Q.M. Roberson, & M.R. Hebl (Eds) *Research in Social Issues in Management: The Future of Scholarship on Diversity & Inclusion*.
- Melson-Silimon, A.**, Salter, N.P., & Carter, N.T. (2020). A historical review of industrial-organizational psychology's role in the study of LGBTQ employees' workplace experiences. In L.L. Koppes Bryan, J. Cleveland, & K. Murphy (Eds) *Historical Perspectives in Industrial and Organizational Psychology* (2nd ed.).
- Melson-Silimon, A.**, & Carter, N.T. (2019). On the legal front: Considering supreme court justice Brett Kavanaugh's record on employment law. *The Industrial-Organizational Psychologist*, 56. Retrieved <https://www.siop.org/Research-Publications/TIP/TIP-Back-Issues/563/ArtMID/25322/ArticleID/1328/On-the-Legal-Front-Considering-Supreme-Court-Justice-Brett-Kavanaugh%E2%80%99s-Record-on-Employment-Law>
- Melson-Silimon, A.**, Harris, A.M., Shoenfelt, E.L., Miller, J.D., & Carter, N.T. (2019). Personality testing and the ADA: concern as normal and abnormal models are integrated. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 119-132. <https://doi.org/10.1017/iop.2018.156>
- CHAired SYMPOSIA**
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- Melson-Silimon, A. (Co-Chair), Outland, N. (Co-Chair), & Thomas, K. M. (Discussant) (2024, April). *More Than Its Sum: Workplace Experiences of People with Intersectional Identities*. Symposium accepted at Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Sarmal, A., & **Melson-Silimon, A.** (2023, June). Bringing Nuance: *Examining Stereotyping of Intersectional Identities*. Symposium accepted at Society for the Psychological Study of Social Sciences annual conference. Denver, CO.
- Salter, N., & **Melson-Silimon, A.** (2023, April). *Identity Management: Different People, but Similar Experiences*. Symposium presented at the 38th annual society for Industrial and Organizational Psychology Conference. Boston, MA.
- Lumbreras, J., **Melson-Silimon, A.**, & Radhakrishnan, P. (Discussant) (2022, April). *Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities*. Symposium presented at the 37th annual Society for Industrial and Organizational Psychology Conference. Seattle, WA.
- Melson-Silimon, A.**, Salter, N.P., & Carter, N.T., Martinez, L.R. (Discussant) (2021, April). *Digging deeper into Disclosure: Coming Out as LGBTQ at Work*. Symposium presented virtually at the 36th annual Society for Industrial and Organizational Psychology Conference.
- Burrows, D., **Melson-Silimon, A.**, & King, D.D. (2021, April). *Intersectionality at Work: Navigating Multiple Stigmatized Identities*. Symposium presented virtually at the 36th annual Society for Industrial and Organizational Psychology Conference
- Melson-Silimon, A.**, Salter, N.P., & Carter, N.T., Hebl, M., R., Martinez, L.R., Ragins, B.R., & Sawyer, K.B., (2020, June). *Looking Back and Moving Forward: Understanding the Past, Present, and Future of LGBTQ Research*. Alternative session and panel presented virtually at the 35th annual Society for Industrial and Organizational Psychology Conference.

Melson-Silimon, A., & Carter, N.T. (2020, June). *Research in the MeToo Era: Novel Approaches to Studying Workplace Sexual Harassment*. Symposium presented virtually at the 35th annual Society for Industrial and Organizational Psychology Conference.

ORAL PRESENTATIONS

Lumbreras, J., **Melson-Silimon, A.**, Outland, N., & Korsak, M. *A Grounded Theory Exploration of Code-Switching in the Workplace*. In Melissa-Ann Lagunas (Chair). *The Psychological Experience of Minoritized Professionals at Work* [Symposium]. American Psychological Association 2024 Annual Conference, Seattle, WA, United States.

Melson-Silimon, A. (2024, April). A Person-Centered Approach to Identity Management Strategies of Black Women. In A. Melson-Silimon and N. Outland (chairs), *More Than Its Sum: Workplace Experiences of People with Intersectional Identities*. Symposium accepted at Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Lumbreras, J., **Melson-Silimon, A.**, Robertson, M.M., & Outland, N. (2023, August). Multiverse of racial/ethnic identity: Exploring code-switching in the workplace. In R. Ramani (chairs), *Recognizing, Measuring, and Addressing Racial Biases in Organizations*. Symposium presented at Academy of Management Conference: Boston, MA.

Melson-Silimon, A., Spivey, B., Sarmal, A., & Skinner-Dorkenoo, A. L., (2023, June). Effects of the strong Black woman schema in the workplace: In A. Sarmal & A. Melson-Silimon (chairs), *Bringing nuance: Examining stereotyping of intersectional identities*. Symposium presented at the Society for the Psychological Study of Social Issues Conference: Denver, CO.

Melson-Silimon, A., Skinner-Dorkenoo, A. L., & Spivey, B. (2023, June). The construction of racial stereotypes and how they serve as racial propaganda. In A. Sarmal & A. Melson-Silimon (chairs), *Bringing nuance: Examining stereotyping of intersectional identities*. Symposium presented at the Society for the Psychological Study of Social Issues Conference: Denver, CO.

Melson-Silimon, A., Lumbreras, J., Robertson, M.M., & Outland, N. (2023, April). Multiverse of racial/ethnic identity: Exploring code-switching in the workplace. In N. Salter & A. Melson-Silimon (chairs), *Identity Management: Different People, but Similar Experiences*. Symposium presented at Society for Industrial and Organizational Psychology Conference: Boston, MA.

Berger, R. H., **Melson-Silimon, A.**, & Le, V. (2023, March) *Preschool teachers workplace self-care and their use of social and emotional learning practices during COVID-19*. Flash talk presented at Society for Research in Child Development Biennial Meeting, Salt Lake City, UT.

Melson-Silimon, A., Lumbreras, J., Lefevre-Levy, R., & Carter, N.T. (2022, April). “Too strong:” Effects of the strong Black woman stereotype on supervisor perceptions of Black women with depression. In E. Jenkins, E. Edoga, & M. Bergman (chairs), *Superwoman and The Office B*TCH: An Examination of Black Women’s Stereotypes at Work*. Symposium presented at the 37th annual Society for Industrial and Organizational Psychology Conference: Seattle, WA.

Melson-Silimon, A., Lumbreras, J., Robertson, M.M., & Carter, N.T. (2022, April). Capturing the dynamic nature of code-switching among Black workers. In A. Melson-Silimon & J. Lumbreras (chairs), *Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities*. Symposium presented virtually at the 37th annual Society for Industrial and Organizational Psychology Conference.

Harmata, R., **Melson-Silimon, A.**, Lumbreras, J., Marriaga, H., & Carter, N.T. (2022, April). Intersectional microaggressions at work: Scale development and construct Validation. In A. Melson-Silimon & J. Lumbreras (chairs), *Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities*.

Symposium presented virtually at the 37th annual Society for Industrial and Organizational Psychology Conference.

Robertson, M., Lumbrellas J., & **Melson-Silimon, A.** (2022, April). The effects of protégé race/ethnicity on mentoring relationships: A grounded theory review. In A. Melson-Silimon & J. Lumbrellas (chairs), *Beyond the Margins: Workplace Experiences of Racial and Ethnic Minorities*. Symposium presented virtually at the 37th annual Society for Industrial and Organizational Psychology Conference.

Melson-Silimon, A., Salter, N.P., & Carter, N. T. (2021, April). Gender transition and incivility: Exploring whether post-transition identity differentially predicts likelihood of incivility instigated by new gendered in-groups. In A. Melson-Silimon, N.P. Salter, & N.T. Carter (chairs), *Digging deeper into disclosure: Coming out as LGBTQ at work*. Symposium presented virtually at the 36th annual Society for Industrial and Organizational Psychology Conference.

Melson-Silimon, A., Salter, N.P., & Carter, N.T. (2020, June). I/O psychology's role in the study of LGBTQ workers. In A. Melson-Silimon, & N.P. Salter (chairs), *Looking Back and Moving Forward: Understanding the Past, Present, and Future of LGBTQ Research*. Alternative session presented virtually at the 35th annual Society for Industrial and Organizational Psychology Conference.

Melson-Silimon, A., Conley, K.M., & Carter, N.T. (2020, June). Time's up: exploring employee resilience following experiences of workplace sexual harassment. In A. Melson-Silimon and N.T. Carter (chairs), *Research in the MeToo Era: Novel Approaches to Studying Workplace Sexual Harassment*. Symposium presented at the 35th annual Society for Industrial and Organizational Psychology Conference: Austin, TX.

POSTER PRESENTATIONS

Melson-Silimon, A., Salter, N.P., & Carter, N. T. (2022, January). *Gender transition and incivility: Exploring whether post-transition identity differentially predicts likelihood of incivility instigated by new gendered in-groups*. Poster accepted for the 20th annual European Association of Work and Organizational Psychology Congress.

*Harmata, R., Lumbrellas, J., Stern, C., **Melson-Silimon, A.**, & Carter, N.T. (2021, April). *Attraction to policing: The influence of symbolic and instrumental signaling*. Poster presented at the 2021 Georgia Psychological Association Annual Meeting and Poster Session.

*Received best poster award

***Melson-Silimon, A.**, & Carter, N.T. (2019, May). *Sex role theory and personality: Sex differences in personality-income relationships*. Poster presented at the 19th annual European Association of Work and Organizational Psychology Congress: Turin, Italy.

*Finalist for best practitioner poster award

Conley, K.M., **Melson-Silimon, A.**, & Carter, N.T. (2019, May). *Time's up: exploring employee resilience following experiences of workplace sexual harassment*. Poster presented at the 19th annual European Association of Work and Organizational Psychology Congress: : Turin, Italy.

Melson-Silimon, A., Harris, A.M., Shoenfelt, E.L., Miller, J.D., & Carter, N.T. (2018, April). *Personality testing and the ADA: Concern as normal and abnormal models are integrated*. Poster presented at the 33rd annual Conference of the Society for Industrial and Organizational Psychology: Chicago, IL.

PAPERS IN PREPARATION

Melson-Silimon, A., & Thomas, K.T (forthcoming). *Wearing Many Faces: Experiences of Identity Management Among Black Women*. Chapter invited for inclusion in M. Williams (Ed) *Elevating the Voices of Women of Color in the Workplace*.

Melson-Silimon, A., Carmichael-Tanaka, N., Lumbreras, J., & Outland, N. (revise and resubmit). A model of Intersectional Identity Management. Manuscript is currently under review for consideration at *Organizational Psychological Review*.

*Alvarez, M., Lumbreras, J., & **Melson-Silimon, A.** (forthcoming). Implications and Future directions for Experiences of Workplace Code-Switching. Chapter invited for inclusion in N. Salter (Ed) Diversity, Equity, and Inclusion in the Workplace. Edward Elgar Publishing.

*Student author

Lumbreras, J., **Melson-Silimon, A.**, & Carmichael-Tanaka, N. (in preparation). Experiences of Code-Switching among Workers of Color: A Qualitative Analysis. Manuscript will be submitted for consideration at *Journal of Management*.

Melson-Silimon, A., Spivey, B., & Skinner-Dorkenoo, A. (data collection). Too strong: Exploring differences in supervisor perceptions and recommendations of Black women with clinical depression.

TEACHING EXPERIENCE

Instructor of Record

Course: Senior Seminar: Psychology of the Workplace (PSYC 4364), *Virginia Tech* Summer 2024

Instructor of Record

Course: Research Design in Psychology (PSYC 3980), *University of Georgia* Spring 2024

Instructor of Record

Course: Psychology of the Workplace (PSYC 4230), *University of Georgia* Fall 2023

Guest Lecturer

Course: The Psychological Study of Prejudice (PSYC 5100), *University of Georgia* Spring 2023

Graduate Teaching Assistant

Course: Research Analysis in Psychology (PSYC 3990), *University of Georgia* Spring 2020

Graduate Teaching Assistant

Course: Psychology of Intimate Relationships (PSYC 3250), *University of Georgia* Fall 2019

AWARDS AND HONORS

Visiting Future Faculty Program (VITAL), *University at Buffalo* October 2023

Visiting Future Faculty Diversity Program, *Virginia Tech* October 2023

Academy of Management Organizational Behavior Doctoral Consortium August 2023

Racial Equity and Inclusion Scholar, *NORC at the University of Chicago* September 2021-August 2022

Dan Mack Diversity Graduate Research Award, *University of Georgia* May 2019

Osborne Graduate Assistantship, *University of Georgia* August 2018

Judge Horace B. Russell Award for Best Written Work in Psychology May 2018

SERVICE & LEADERSHIP

Graduate Mentor

Psychology Undergraduate Mentorship Program, University of Georgia: Athens, GA August 2022-June 2024

Alumni Mentor

Mentorship Program, University of Georgia: Athens, GA August 2018-present

Graduate Judge

Psi Chi Undergraduate Research Convention, University of Georgia: Athens, GA April 2019

PROFESSIONAL AFFILIATIONS

Academy of Management, Member

Georgia Association for Industrial and Organizational Psychology, Student Member

Society of Industrial and Organizational Psychology, Member

Society for the Psychological Study of Social Issues, Member