

Megan Snoeyink, M.S.
Research Associate, Pacific Research and Evaluation, LLC
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Education

Expected 2024	Ph.D.: Industrial Organizational Psychology, Portland State University, Portland, Oregon
2021	M.S.: Industrial Organizational Psychology, Portland State University, Portland, Oregon
2017	B.S.: Psychology, Michigan State University, East Lansing, Michigan

Professional Experience

8/2024-Present Research Associate

Pacific Research & Evaluation, LLC, Portland, Oregon

- Design, implement, and manage mixed methods research and program evaluation projects
- Develop data collection tools, procedures and databases
- Manage data collection efforts, analyze qualitative and quantitative data, and prepare reports and presentations that translate and visualize this data for diverse audiences to understand and act on
- Collaborate with a multidisciplinary team of researchers to meet and exceed the needs of clients
- Build and maintain positive relationships with clients and prepare high-quality proposals to develop new business opportunities

8/2018-Present Graduate Research Assistant

Portland State University

- Designs and implements research programs focused on organizational diversity and inclusion.
- Manages and analyzes data from surveys, interviews, and field experiments.
- Assists with the evaluation and validation of organizational training and scale development projects.
- Manages and mentors multiple research assistants across multiple projects.
- Writes and publishes multiple peer-reviewed empirical research and theoretical papers.
- Executes research grant action items while working with organizational partners.
- *Awarded 2019 Professional Training Opportunities Program Grant (\$7,799)*
- *Awarded 2019 President's Diversity Mini-Grant (\$300)*

5/2023 - 8/2024 Consultant

APTMetrics

- Provided expert I/O guidance to clients across a variety of industries and projects.
- Managed multiple projects simultaneously, met deadlines, and delivered results on time and within budget.
- Led focus groups with subject matter experts to develop and validate job content.
- Conducted comprehensive literature reviews and summarizes findings into actionable insights.
- Developed and refined psychometric assessments and tests.

2/2022 - 5/2024 Social Sustainability Project Manager

SAP SE

- Developed and managed a project aimed to use technology to promote people and social sustainability.
- Directed project tasks and proactively solved problems to avoid project delays.
- Communicated and coordinated with diverse individuals across departments and expertise.
- Built strong relationships with internal and external consulting partners.
- Wrote technical papers and presented customer demos.

8/2016-5/2018 Undergraduate Research Assistant

Michigan State University

- Searched for relevant literature while assisting in writing an introduction for a project
- Co-authored a publication and a presentation on gender representation in the field of I/O
- Assisted in study design by developing measures and manipulations and recruiting participants
- Independently coded multiple sources for quantitative data
- Presented findings to lab and undergraduate research conference

8/2016-5/2018 Undergraduate Research Assistant

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- Searched for relevant literature while assisting in writing an introduction for a project
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- Independently coded multiple sources for quantitative data
- Presented findings to lab and undergraduate research conference

4/2016-9/2016 Riding Camp Instructor

Northfork Farms, Webberville, MI

- Taught horseback riding lessons, focusing on safety, technique, and building riders' confidence and skills
- Led educational field trips, providing engaging experiences related to American cowboy history, agriculture, animal care, and ranch operations
- Cared for animals, ensuring their health and well-being through regular feeding, grooming, and monitoring
- Supervised and mentored campers, fostering a supportive and positive environment

2008-2016 Farmhand

Sue Lynn Farms Dairy, Dorr MI

- Fed and cared for calves, ensuring proper nutrition and monitoring health to support growth and well-being
- Milked cows, maintaining high standards of cleanliness and efficiency in the process
- Managed the milking parlor, overseeing equipment operation, sanitation, and milk quality control
- Assisted with general farm operations, including animal husbandry and routine maintenance tasks

Publications & Presentations

Publications:

Goodman, R. E., **Snoeyink, M. J.**, & Martinez, L.R. (2022). Conceptualizing Sexual Pleasure at Home as a Work-Related Stress Recovery Activity. *Journal of Sex Research*.

Martinez, L. R., Smith, N. A., **Snoeyink, M. J.**, Noone, B. M., & Shockley, A. (2022). Unhoused and unhireable? Examining employment biases in service contexts related to perceived warmth and competence of people experiencing houselessness. *Journal of Community Psychology*, 50, 3504– 3524.
<https://doi.org/10.1002/jcop.22849>

Snoeyink, M. J. (2021). "*B-ing flexible*": *Examining creativity in bisexual employees* [Unpublished master's thesis]. Portland State University.

Martinez, L. R., **Snoeyink, M. J.**, & Hamilton, K. M. (2021). An Ally Skill-Building Workshop. In *Innovative Stigma and Discrimination Reduction Programs Across the World* (pp. 265-277). Routledge.

Martinez, L. M., Bernard, L., & **Snoeyink, M.** (2020). Gender and Affect: Expression, Experiences, and Display Rules. In Yang, L.-Q, Cropanzano, R., Daus, C., & Martinez-Tur, V., *The Cambridge Handbook of Workplace Affect*, Cambridge: Cambridge University Press.

Hamilton, K. M., **Snoeyink, M. J.**, & Martinez, L. R. (2019). Blurred Lines: How to approach sexual harassment training when sexual harassment isn't always about sex. *Industrial and Organizational Psychology*, 12, 345–349. <https://doi.org/10.1017/iop.2019.64>

Gardner, D. M., Ryan, A. M., & **Snoeyink, M.** (2018). How are we doing? An examination of gender representation in industrial and organizational psychology. Focal Article for *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

Presentations:

Smith, N. A., Hammer, L. B., Brockwood, K. J., Robles-Saenz, F., **Snoeyink, M. J.**, Martinez, L. R., Martinez-Medina, J., Cuello-Martinez, I., & Colon, J. (2024, June). Organizing change through incorporating active engagement with focus groups among Latinx farmworkers. [Presentation]. Association of European Qualitative Researchers in Psychology Conference 2024, Milan, Italy.

Smith, N. A., Hammer, L. B., Brockwood, K. J., Robles-Saenz, F., **Snoeyink, M. J.**, Martinez, L. R., Martinez-Medina, J., Cuello-Martinez, I., & Colon, J. (2024, June). Saludables juntos: A community-based participatory examination of the implementation of overtime legislation for Latinx farmworkers' health & well-being. [Poster Presentation]. European Academy of Occupational Health Psychology Conference 2024, Granada, Spain.

Snoeyink, M.J., Martinez, L. R., & Dover, T. (2024). Bypassing backlash in bias-based trainings: Acknowledging allyship approaches. In ^Ready, E. J. (Co-Chair), **Snoeyink, M.J.** (Co-Chair), Smith, N. A. (Co-Chair), & Ruggs, E. R. (Discussant). (2024). *A rising tide: How allyship elevates employee experiences*. Symposium accepted to the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL, United States.

Snoeyink, M. J., Robles-Saenz, F., Hammer, L., Martinez, L. R., Brockwood, K., Smith, N. A., & Martinez-Medina, J. (2024). Stronger and louder together: Organizing and advocating to remove barriers for low-income farmworkers. Ready, E. J. (Co-Chair), Bardwell, T. (Co-Chair), & Bazzoli, A. (Co-Chair) (2024). *Unsiloeing economic and financial stressors research*. Symposium accepted to the 39th annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL, United States.

Robles-Saenz, F., **Snoeyink, M.J.**, #Castellanos Regalado, J., Wolburg-Martinez, F., Saucedo, J., Guerrero, A., & Martinez L. R. (2023). Trabajo peligroso: How migrant farmworkers negotiate hazardous working conditions. In Smith, N. A. (Co-Chair), Waterbury, C. J. (Co-Chair), & Dullum, M. C. (Co-Chair) (2023). *Forgotten but not gone: Workplace insights from under-researched employees*. Symposium accepted to the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.

Ready, E. J., **Snoeyink, M. J.**, Martinez, L. R., Hamilton, K., & Carsey, T. (2023). The predictive validity of two allyship scales. In Egler, K. D., & Nittrouer, C., *Advancing allyship research and practice: Theory, methodology, and training*. Symposium accepted to the 38th annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA, United States.

Snoeyink, M. J., & Martinez, L. R. (2022). Thinking outside the binary: Employees with liminal identities demonstrate greater creativity. In Smith, N.A. & Quan, S. (Co-chairs), *Neither In nor Out: Lessons from Workers with Liminal Identities*. Symposium accepted to the 37th annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA, United States.

Lascano, J. J. (Co-Chair), Baytalskaya, N. (Co-Chair), Goro, M. (Discussant), Jacobs, R. R. (Speaker), Gallagher, P. (Speaker), Acosta, J. D. (Speaker), **Snoeyink, M.** (Speaker). (2022). Want data? Have data? Bridging the Scientist-Practitioner Gap, Match.com style [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Goodman, R., **Snoeyink, M. J.**, & Martinez, L. R. (2021). *Was it good for you? Satisfying sex as a stress recovery experience*. Poster at The Society for the Scientific Study of Sexuality 2021 Annual Conference, San Juan, Puerto Rico.

Snoeyink, M. J., Castellanos Regalado, J., Robles-Saenz, F., Wolburg-Martinez, F., Saucedo, J., Guerrero, A., & Martinez L. R. (2021, October). Examining Psychological Health Among Oregon Migrant & Seasonal Farm Workers. In Professional training opportunities program presentations. Symposium conducted at Northwest Occupational Health Conference, Remote.

Snoeyink, M. J., Martinez, L. R., & Smith, N. A. (2020). Examining hiring bias towards individuals experiencing houselessness using the stereotype-content model. In Fox, S. & Martinez, L.R. (Co-chairs), *Important but Unexamined: Lessons from Niche and Intersectional Employees*. Symposium accepted to the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Carsey, T. A., Park, L. S., Martinez, L. R., Hamilton, K. M., & **Snoeyink, M.** (2020, August). *Disclosure and stereotype congruence among gay and lesbian employees*. Paper accepted to the 80th annual meeting of the Academy of Management, Vancouver, BC.

Snoeyink, M. J., Martinez, L. R., Hamilton, K. M., & Smith, N. A. (2020). Support and Advocacy as Ally Behaviors: The Creation and Validation of a Scale. In Gardner, D. M. & Ryan, A. M. (Co-chairs), *Allyship: What Works and What Doesn't*. Symposium accepted to the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

Snoeyink, M. J., Chatterjee, D., & Ford, J. K., (2020). Effect of Time Pressure on Creative Performance: Role of Creative Self-Efficacy. Poster presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

Snoeyink, M. (April, 2017) Objective and Subjective Time Pressure's Effect on Creativity and the Role of Creative Self-Efficacy. Poster presented at University Undergraduate Research and Art Forum in East Lansing, MI.

Snoeyink, M. (April, 2017) How are we doing? A look at Gender Representation in Industrial and Organizational Psychology. Poster presented at University Undergraduate Research and Arts Forum in East Lansing, MI.

Gardner, D. M., Ryan, A. M. & **Snoeyink, M.** (February 2017). How are we doing? An audit of gender representation in industrial and organizational psychology. Poster presented at the 9th Annual Graduate Academic Conference in East Lansing, MI.

INVITED TALKS & TRAININGS

Invited Speaker. "Conducting culturally inclusive research: A study of MSFW Psychological Health" Presenter at 2022 Northwest Occupational Health Conference, Kennewick, WA.

Workshop Facilitation. **Snoeyink, M. J.**, Ready, E., & Martinez, L. R. (2022). Becoming Allies for Health and Safety. Short course presented to Northwest Occupational Health Conference, Kennewick, WA.

Invited Panelist. Graduate Student Panel, San Jose State University Psi Chi. Remote Presentation. October 2021.

Workshop Facilitation Assistant/Project Manager. Martinez, L. R., Hamilton, K. M. & **Snoeyink, M. J.** (2021, April). An Ally Skill-Building Workshop. Friday Seminar presented to the 36th annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

Invited Speaker. "Heat and Smoke: Worker Safety Briefing" OSHA Rulemaking Briefing, PDX Climate Jobs, Jobs with Justice Northwest. Portland, OR. March, 2021.

Workshop Facilitation Assistant/Project Manager. "Being an Effective Ally in the Workplace." Occupational Therapist Association of Oregon. Portland, OR. October, 2018.

Teaching Experience

2018-20 Teaching Assistant

Psychology Department, Portland State University

Awards

IHSA National All Academic Award- First Team (All eligible semesters)

Professional Affiliations

Society for Industrial and Organizational Psychology (SIOP)