

Wiston A. Rodriguez

Doctoral Candidate – Department of Psychology
The Graduate Center & Baruch College – The City University of New York

✉ Wiston.Rodriguez@baruch.cuny.edu |  [Scholar](#) |  [LinkedIn](#)

Education

Ph.D., Industrial-Organizational Psychology Expected: 5/2024

The Graduate Center & Baruch College, City University of New York (CUNY)

Dissertation title: *Antecedents and Outcomes of Selective Incivility Towards LGBTQ+ Employees*

Dissertation chair: Dr. Zhiqing Zhou

M.Phil., Psychology and M.A., Psychology 5/2022

The Graduate Center & Baruch College, CUNY

Thesis title: *How supervisor incivility begets employee silence: A moderated-mediation model*

Thesis chair: Dr. Zhiqing Zhou

M.S., Industrial-Organizational Psychology 5/2018

California State University (CSU), Long Beach

Graduate advisor: Dr. Amy Wax

B.A., Psychology 12/2014

Minor: Political Science

San Diego State University

Academic Appointments

Adjunct Lecturer, Brooklyn College, CUNY, New York, NY 8/2022-present

Adjunct Lecturer, Baruch College, CUNY, New York, NY 8/2019-present

Adjunct Lecturer, Fashion Institute of Technology, New York, NY 8/2019-8/2022

Adjunct Lecturer, York College, CUNY, New York, NY 1/2019-8/2022

Graduate Lab Assistant, CSU Long Beach, Long Beach, CA 8/2016-8/2017

Student Teaching Assistant, San Diego State University, San Diego, CA 1/2013-5/2013

Research Interests

- Occupational health psychology (e.g., workplace mistreatment, non-work interface, and illegitimate tasks)
- Diversity, equity, and inclusion (e.g., experiences of minorities in the workplace).

Peer Reviewed Publications (5)

* Denotes equal author contribution.

1. Nadal, K. L. Y., **Rodriguez, W. A.**, Tejada, E., Almanzar, D., Sissoko, G., & Hussain, S. (in press). Did it get better? The realities of queer and trans youth of color in K-12 schools. *Journal of School Violence*.
2. **Rodriguez, W. A.**, & Zhou, Z. E. (2023). How supervisor incivility begets employee silence: The role of trust in supervisor and perceived organizational support. *Occupational Health Science*, 1-26. <https://doi.org/10.1007/s41542-023-00159-7>

3. **Rodriguez, W. A.**, Zhou, Z. E., Busse, K. A., & Che, X. X. (2023). Family-to-work conflict and instigated incivility. *Stress and Health*. 1-13. <https://doi.org/10.1002/smi.3282>
4. *Wax, A., ***Rodriguez, W. A.**, & *Ascencio, R. (2022). Spilling tea at the water cooler: A meta-analysis of the literature on workplace gossip. *Organizational Psychology Review*. <https://doi.org/10.1177/20413866221112383>
5. **Rodriguez, W. A.**, Cheban, Y., Shah, S., & Watts, L. L. (2020). The general factor of personality and creativity: Diverging effects on intrapersonal and interpersonal idea evaluation. *Personality and Individual Differences*, 167, 110229. <https://doi.org/10.1016/j.paid.2020.110229>

Book Chapters and Other Publications

1. Steele, L. M., Busse, K., **Rodriguez, W.A.**, Gonzalez, M., Cohen-Charash, Y. (2022). A tale of two departments: Examining differences between I-O psychology and management Programs ([SIOP TIP article](#)).
2. Zhiqinq, Z. E., Che, X. X., & **Rodriguez, W. A.**, (2020). Nurses' experiences of workplace mistreatment. *Handbook of Research on Stress and Well-Being in the Public Sector*.

Manuscripts Under Review (4)

* Denotes equal author contribution. Titles excluded for blind review.

1. Sissoko, G., Hussain, S., Arevelo, A., **Rodriguez, W.A.**, Soni, S., Tejada, E., & Nadal, K. L. (R&R 1 under review). Colorist microaggressions. *American Behavioral Scientist*.
2. **Rodriguez, W.A.**, Nguyen K., & Zhou, Z. E. (under review). Health outcomes of Illegitimate tasks. *Journal of Occupational Health Psychology*.
3. ***Rodriguez, W. A.**, *Hussain, S., *Nadal, K. L., Sissoko, G., Almanzar, D., Ealey, D. & Tejada, E. (under review). Recommendations for LGBTQ+ population. *Family Court Review*.
4. Busse, K., Zhou, Z. E., & **Rodriguez, W.A.** (under review). Interpersonal conflict and employee silence. *Stress and Health*.

Manuscripts in Progress (11)

* Denotes equal author contribution. Titles excluded for blind review.

1. **Rodriguez, W.A.** & Zhou, Z. E. (Writing). Email incivility outcomes. Target journal: *Journal of Organizational Behavior*.
2. Nguyen, K., **Rodriguez, W. A.**, & Zhou, Z. E. (Writing). Daily Diary of FWC. Target journal: *Journal of Occupational Health Psychology*.
3. **Rodriguez, W. A.** & Zhou, Z. E. (Writing). Effects of follower ostracism. Target journal: *Journal of Applied Psychology*.
4. *Dinh, J., *Gutierrez, A., *Hao, C., *Reyes, D., ***Rodriguez, W. A.**, & *Shah, S (Writing). Volunteerism behaviors. Target journal: *Current Psychology*.
5. Dinh, J. V., Traylor, A., Kayga, L., * Rainone, N. A., * **Rodriguez, W. A.**, * Nagel, J., * Shah, S., * & Salas, E. (Writing). Cultural training meta-analysis. Target journal: *Organizational Psychology Review*.
6. **Rodriguez, W.A.** & Nadal, K. (Proposal under review). Building a more inclusive future for queer and trans people of color. *Cambridge University Press*.
7. **Rodriguez, W. A.**, Busse, K, Weglarz, L., Golding, M., Shah, S., & Dinh, J. (Data collection). DE&I statements in I-O graduate programs. Target journal: *Journal of Business and Psychology*.

8. **Rodriguez, W.A.**, Busse, K., & Zhou, Z. E. (Data analysis). Appraisals of illegitimate tasks. Target journal: *Journal of Occupational Health Psychology*.

Research Grants and Fellowships

NIOSH NY/NJ ERC Pilot Project Grant (\$11,795) 4/2023

Antecedents and Outcomes of Selective Incivility Towards LGBTQ+ Employees

Role: PI

Competitive research grant funded by the National Institute for Occupational Safety and Health (NIOSH)

Carell Dissertation Fellowship (\$25,000) 3/2023

Antecedents and Outcomes of Selective Incivility Towards LGBTQ+ Employees

Role: PI

Competitive fellowship that is awarded to a few students across all graduate programs meant to help students complete their dissertation.

Doctoral Student Research Grant (\$1,075) 3/2023

Antecedents and Outcomes of Selective Incivility Towards LGBTQ+ Employees

Role: PI

Internal research grant meant for graduate students across different colleges within the City University New York (CUNY) system.

PSC-CUNY Grant Award (\$3,500) 4/2022

When Do Transgressive Acts Become Morally Injurious?: The Role of Individual Differences and Contextual Antecedents

Role: Co-PI with Dr. Matt Crayne and Dr. Julie Dinh

Internal research grant voted on by current faculty.

PSC-CUNY Grant Award (\$3,500) 4/2021

When Are Work Tasks "Illegitimate"? Effects of Personal and Contextual Factors on Illegitimate Tasks Perception

Role: Co-PI with Dr. Zhiqing Zhou

Internal research grant voted on by current faculty.

Doctoral Student Research Grant (\$1,000) 3/2020

How Supervisor Incivility Begets Silence: A Moderated-Mediation Model

Role: PI

Internal research grant meant for graduate students across different colleges within the City University New York (CUNY) system.

Awards

Graduate Center Travel Award (\$300) 4/2023

The Graduate Center, City University of New York (CUNY)

Limited travel award, awarded to graduate students across all doctoral programs.

Annual Doctoral Consortia (\$500) 10/2022

Southern Management Association

Competitive travel grant, awarded to doctoral students to attend a 1-day program focusing on future faculty success in research, teaching, and service.

Graduate Center Travel Award (\$300) 9/2022
 The Graduate Center, City University of New York (CUNY)
 Limited travel award, awarded to graduate students across all doctoral programs.

Graduate Center Travel Award (\$300) 4/2019
 The Graduate Center, City University of New York (CUNY)
 Limited travel award, awarded to graduate students across all doctoral programs.

Professional Development Workshops and Certifications

Doctoral Consortia Scholar, Southern Management Association Fall 2023
 Fostering Student Engagement, Teaching & Learning Center Spring 2022
 Teaching Online Workshop, Baruch College Winter 2020
 Open Educational Resources Seminar, Teaching & Learning Center Winter 2020
 Teach @ CUNY Summer Institute, Teaching & Learning Center Summer 2019

Courses Taught

Undergraduate Courses

Psychology of Gender Fall 2023
 Diversity in the Workplace Spring 2023
 Psychology of Career Development and Planning Spring 2022
 Advanced Organizational Psychology 2020-present
 Introduction to I-O Psychology 2019-present
 Industrial Psychology 2019-2021
 Leadership, Motivation, and Power 2019-2021
 Personality Psychology Spring 2019

Graduate Courses

Occupational Health Psychology Seminar 2022-present

Conferences Presentations (23)

1. **Rodriguez, W. A.** & Zhou, Z. E. (2023, November). *The effect of perceived follower ostracism on instigated incivility: The role of OBSE and CSE*. Poster to be presented at the 2023 Work, Stress, and Health Conference, Miami, FL.
2. **Rodriguez, W. A.** (Co-chair), Weglarz, E. (Co-chair), Cao, T. (Co-chair), Dinh, J. V. (Co-chair), Bandelli, A. C., Carter, D., Garcia, S., O’Leary, A., Vazquez, M. (2023, April). *Leading connection at work: using relational skills to strengthen organizations*. Panel co-chaired at 38th Annual Conference of the Society for Industrial Organizational Psychology, Boston, MA.
3. **Rodriguez, W. A.**, Ray, E., & Zhou, Z. E. (2023, April). Effect of email incivility on family leisure activities: Detachment as a mediator. Poster presented at 38th Annual Conference of the Society for Industrial Organizational Psychology, Boston, MA.
4. **Rodriguez, W. A.**, Cao, T., & Bandelli, A. C. (2023, April). *Development and validation of a measure of relational intelligence*. Poster presented at 38th Annual Conference of the Society for Industrial Organizational Psychology, Boston, MA.

5. Nguyen, K. M., **Rodriguez, W. A.**, & Zhou, Z. E. (2023, April). *Effect of daily family-work conflict on work-family conflict through negative affect*. Poster presented at 38th Annual Conference of the Society for Industrial Organizational Psychology, Boston, MA.
6. **Rodriguez, W.A.**, Nguyen, K. M., & Zhou, Z. E. (2023, January). *Effect of illegitimate tasks on couples' unhealthy eating: A spillover-crossover model*. Poster presented at Israel Organizational Behavior Conference, Tel Aviv, Israel.
7. **Rodriguez, W. A.**, Busse, K., & Zhou, Z. E. (2022, July). *How supervisor incivility begets employee silence: A moderated mediation model*. Oral presentation presented at the Biannual Conference of the European Academy of Occupational Health, Bordeaux, France.
8. Busse, K., **Rodriguez, W. A.**, & Zhou, Z. E. (2022, July). *Eating stress away? The spillover and crossover effects of job insecurity on employee and spousal stress and unhealthy eating*. Oral presentation presented at the Biannual Conference of the European Academy of Occupational Health, Bordeaux, France.
9. **Rodriguez, W. A.**, Busse, K., Weglarz, E., Che, X., & Zhou, Z. E. (2022, April). *How family-work conflict triggers silence at work through motivation and exhaustion*. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
10. **Rodriguez, W. A.**, Weglarz, E., Busse, K., Che, X., & Zhou, Z. E. (2022, April). *The roles of negative rumination and self-control in the link between WFC and CWB*. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
11. Sutphin, J., **Rodriguez, W.**, Shah, S., Dinh, J. V. (2022, April). *Patient trust in healthcare: An integrative review using organizational science*. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
12. Kayga, L., **Rodriguez, W.A.**, Sutphin, J., Dinh, J. V. (2022, April). *Clarifying cultural training: A theoretical operationalization and narrative review*. Poster presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
13. Weglarz, E. R. (Chair), Busse, K. (Co-Chair), **Rodriguez, W.A.** (Co-Chair), & Cohen-Charash, Y. (Co-Chair) (2022, April). *Bridging I & O Psychology: An application to the study of selection*. Symposium presented at the 37th Annual Conference of the Society of Industrial and Organizational Psychology, Seattle, WA.
14. **Rodriguez, W.A.**, Busse, K.A., & Zhou, Z. E. (2021, November). *The differential effect of family-to-work conflict and enrichment on OCB: The role of exhaustion and FSSB*. Poster presented at the 2021 Work, Stress, and Health Conference, Virtual.
15. Busse, K., **Rodriguez, W.A.**, Gonzalez, M. F., & Cohen-Charash, Y. (2021, August). *Chairs. Psych'ed up for business school: Preparing I-O psychologists for business school careers*. Professional Development Workshop conducted at the 81st annual meeting of the Academy of Management, Virtual.
16. **Rodriguez, W. A.**, Weglarz, E., Busse, K. A., Che, X. X., & Zhou, Z. E. (2021, April). *Family-to-work conflict and incivility: The role of affect and supervisor behaviors*. Poster presented at the 36th Annual Conference of Society for Industrial and Organizational Psychology, New Orleans, LA.
17. Wax, A., **Rodriguez, W. A.**, & Ascencio, R. (2021, April). *Spilling tea at the water cooler: A meta-analysis on workplace gossip*. Poster presented at the 36th Annual Conference of Society for Industrial and Organizational Psychology, Virtual.
18. Busse, K. A., Weglarz, E., **Rodriguez, W. A.**, Che, X. X., & Zhou, Z. E. (2021, April). *When home stress translates to work: The impact of home conflict on employee silence*. Poster Presented at the 36th Annual Conference of Society for Industrial and Organizational Psychology, Virtual.
19. **Rodriguez, W. A.**, Cheban, Y., Shah, S., & Watts, L. L. (2020, April). *When does personality inhibit idea evaluation?* Poster presented at the 35th Annual Conference of the

Society for Industrial/Organizational Psychology, Austin, TX. (Conference cancelled due to the COVID-19 pandemic).

20. **Rodriguez, W.A.**, Zhou, Z. E., & Lu, C-Q. (2020, April). *Incivility and employee silence: A serial mediation model*. 35th Annual Conference of the Society for Industrial/Organizational Psychology, Austin, TX. (Conference cancelled due to the COVID-19 pandemic)
21. Shah, S., **Rodriguez, W. A.**, Ray, E., Che, X. X., & Zhou, Z. E. (2020, April). *Workplace incivility and work-family conflict: Effects of negative rumination and mindfulness*. Poster to be presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. (Conference cancelled due to the COVID-19 pandemic)
22. Wald, D., Zhou Z., & **Rodriguez W. A.**, (2019, April). *Illegitimate tasks and CWB-O: Psychological contract violation as a mediator*. Poster presented at 34th Annual Conference of the Society for Industrial and Organizational Psychologist, Washington D.C.
23. Rehmann, C., Cheban, Y., **Rodriguez W. A.**, & Wax, A. (2018, April). *We can do it! Efficacy as a driver of learning in interdisciplinary teams*. Poster presented at 98th annual Western Psychological Association Conference, Portland, Oregon.

Media Coverage and/or Blogs

1. The Graduate Center. (2023). [What makes a happier, more inclusive workplace.](#)
2. Rodriguez, W.A. & Herter, R. (2022). [Reflection at work: Why it's such a powerful practice.](#) *Ketchum*.
3. **Rodriguez, W.A.** (2021). [Experiencing job burnout? How managing your energy can help.](#) *Ketchum*.

Academic and Research Experience

Editorial Assistant 8/2019-8/2022
Journal of Managerial Psychology, Emerald Publishing

Lab Assistant 8/2018-present
 Workplace Mistreatment and Employee Well-Being Lab
 Psychology Department, Baruch College
 PI: Zhiqing Zhou, Ph.D.

Graduate Research Assistant 4/2016-5/2018
 Interdisciplinary Teams Lab
 Psychology Department, CSU Long Beach
 PI: Amy Wax, Ph.D.

Research Assistant 8/2014-1/2015
 Child and Adolescent Services Research Center (CASRC)
 Rady Children's Hospital, San Diego, CA
 PI: Lauren Brookman-Frazee, Ph.D., BCBA-D.

Applied and Consulting Experience

Senior Learning Specialist 3/2021-present
 Ketchum

- Designed and implemented comprehensive learning and development programs for employees at all levels (e.g., individual contributors, managers, and leaders) aimed at enhancing employee engagement and promoting career growth.
- Improved employee well-being at Ketchum by developing evidence-based workplace interventions that raised the engagement score (key drivers: feelings of burnout and ability to disconnect during non-working hours) by 10 points in less than a year.
- Developed and enhanced the manager curriculum from a single offering to five evidence-based training modules that address essential competencies for managers.

REU Program Evaluator

6/2021-Present

Baruch College, City University of New York

- Conducted comprehensive pre- and post-program data collection to evaluate the effectiveness of the Research Experience for Undergraduate (REU) program, using both qualitative and quantitative methods.
- Analyzed and interpreted data collected from program participants, including surveys, interviews, and focus groups, to assess the impact and outcomes of the REU program.
- Authored a detailed technical report presenting evaluation findings, methodologies, and recommendations, providing actionable insights to program stakeholders for program improvement and future planning.

Associate Consultant

6/2021-3/2023

Bandelli & Associates

- Assisted in developing a new scale (relational intelligence) by supporting the planning, coordination, and execution of the test development process (e.g., item pretesting, item analysis, etc.) to build a new validated measure that is now used across the firm.
- Shadowed Dr. Adam Bandelli during executive coaching engagements such as Hogan assessments and interactions with C-level executives to help them craft their personal development plans.
- Led all phases (e.g., idea generation, data collection and analysis, presenting findings, etc.) of a two-wave study quantitative study assessing the outcomes of relational intelligence.

Talent Management Intern

5/2019-8/2019

Yoox Net-A-Porter Group

- Assisted in the development and implementation of a global onboarding experience for all global offices.
- Contributed to the design and delivery of employee training and development programs (e.g., new hire orientation), including creating training materials, coordinating logistics, and facilitating seminars.
- Collaborated with cross-functional teams to streamline HR processes, enhance communication, and improve overall talent management practices within the organization.

Global Learning & Development Consultant

6/2017-8/2018

Panasonic Avionics Corporation

- Increased the number of learning opportunities for all leaders and individual contributors globally, by launching new E-learning programs in order to improve performance, productivity, and efficiency.
- Administered needs assessments to identify the needs for learning and development across the global organization and follow through by facilitating focus groups.

- Conducted data collection procedures by designing new surveys that generate return on investment (ROI) reports in order to optimize strategic training programs.

Exam Analyst

12/2016-4/2017

City of Los Angeles

- Performed validation studies by conducting job analyses utilizing a competency model approach for all job classifications within the City of Los Angeles.
- Scheduled and facilitated job analysis and examination development meetings with subject matter experts (SMEs).
- Developed test questions for multiple-choice tests, interviews, and Training and Experience (T&E) Questionnaires.

Professional Activities and Service

Ad-Hoc Reviewer – Peer reviewed Journals

Journal of Managerial Psychology

5/2023-present

Stress and Health

5/2023-present

Journal of School Violence

4/2023-present

Conference Reviewing

Society for Industrial & Organizational Psychology Annual Meeting

2021-present

Southern Management Association Annual Meeting

2022-present

Department & University

Chair, Mentorship Program, Baruch College (CUNY)

2019-2022

Student member, Executive Committee Meeting, The Graduate Center

2019-2020

Field & Profession

Volunteer, Diversifying I-O Psychology Committee, SIOP

2023-present

Professional Membership

Academy of Management

2020-present

Latinos in I-O

2021-present

American Psychological Association

2018

Society for Industrial-Organizational Psychology

2017-present

Professional Skills

Software: SPSS, R

Languages: English and Spanish native written and oral fluency

Educational Software: Blackboard