

Matthew D. Hanson, Ph.D.

University of Rhode Island • matthew.hanson@uri.edu • matthewdhanson.com

Education

University at Albany, State University of New York

Doctor of Philosophy

Industrial-Organizational Psychology • 2017–2023

Dissertation: *Barking up the Wrong Need: How Basic Psychological Need Satisfaction at and Outside of Work Interact to Influence Work Recovery*

Committee: Dr. Jason Randall (chair), Dr. Lisa Baranik, Dr. Kevin Williams

University of Wisconsin Oshkosh

Master of Science

Experimental Psychology • 2014–2017

Thesis: *Anxiety, Attention, and Mindfulness Following Focused Attention and Open-Monitoring Mindfulness Meditation*

Committee: Dr. Phan Hong (chair), Dr. David Lishner, Dr. Anca Miron

Bachelor of Science

Psychology (Neuroscience Minor) • 2011–2014

University of Wisconsin Fond du Lac

Associate of Arts and Science

Business Emphasis • 2009–2011

Academic and Professional Appointments

Fred '78 and Sue Newton Assistant Professor of Human Resource Management – University of Rhode Island

College of Business, Kingston, RI, August 2026–Present

Conducts research on leadership assessment, AI-assisted developmental feedback, training effectiveness, and employee motivation and recovery. Director of the ANCHOR Lab, which involves undergraduate and graduate students in applied research on assessment, psychological needs, competencies, and resilience. Co-Director of the College of Business Behavioral Lab at the Coastal Institute. Teaches undergraduate and graduate courses in human resource management and labor relations.

Research Psychologist, Industrial-Organizational Psychology – Center for the Army Profession and Leadership

September 2024–August 2026

Led research initiatives focused on leadership assessment and development, including the design, validation, and delivery of large-scale assessment programs that informed Army talent management decisions. Developed and validated two leadership assessments integrated into an enterprise platform, contributing to \$250,000 in annual cost savings through reduced reliance on external vendors and earning a command-level award for program impact. Spearheaded mapping of more than twelve Army-wide data sources to key study variables, establishing a systematic data access strategy adopted across the research team. Applied advanced statistical methods including regression modeling, structural equation modeling, ANOVA, and hierarchical linear modeling to evaluate assessment functioning and validity. Served as an internal subject matter expert on assessment design, feedback report development, and professional writing, and briefed senior military leaders to support evidence-based assessment decisions.

Research Scientist, Industrial-Organizational Psychology – Leidos, contracted to the Naval Submarine Medical Research Laboratory

Groton, CT, October 2021–September 2024

Secured and managed \$395,000 in multi-year federal grant funding across research initiatives, including a longitudinal study on burnout and psychological need satisfaction in high-stress military training environments.

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Applied advanced psychometric methods to develop and validate psychological assessments measuring personality, attitudes, and leader competencies tailored to the unique requirements of the U.S. Submarine Force. Contributed to the development of a validated leadership assessment program modeled after the Army's Command Assessment Program, providing evidence-based input to submarine officer promotion decisions. Facilitated in-person assessment feedback sessions with submarine trainees and briefed senior military leaders on research findings at professional conferences and internal program reviews.

Research Project Assistant – SUNY Research Foundation, University at Albany

Albany, NY, September 2019–May 2023

Contributed to multiple faculty-led research projects including a study of refugee job search obstacles and privacy concerns, informal learning in the workplace, and self-regulation during training. Responsibilities included conducting factor analyses, coding qualitative data, performing structured interviews with working professionals, and presenting findings to academic and stakeholder audiences.

Research Interests

- Improving the accuracy and equity of HR selection and development systems
- Leader assessment and scalable developmental feedback using AI tools
- Employee motivation, recovery, and well-being
- Evidence-based training and learning that support performance and retention

Peer-Reviewed Publications

- Randall, J. G., Zajac, S. A., & **Hanson, M. D.** (2025). Mindful training: Integrating mindfulness into workplace learning. *Human Resource Development Review*, 0(0). <https://doi.org/10.1177/15344843251395914>
- Randall, J. G., **Hanson, M. D.**, & Nassrelgrawi, A. S. (2022). Staying focused when nobody is watching: Self-regulatory strategies to reduce mind wandering during self-directed learning. *Applied Psychology: An International Review*, 71(4), 1428-1464. <https://doi.org/10.1111/apps.12366>
- Ulatowska, J., Olszewska, J., & **Hanson, M. D.** (2020). Does test type influence false recognition in the DRM paradigm? Comparison of the yes/no recognition test and two-alternative forced-choice test. *American Journal of Psychology*, 133(1), 49-62. <https://doi.org/10.5406/amerjpsyc.133.1.0049>
- Steinert, S. W., **Hanson, M. D.**, Weiss, N., Berg, J. V., Hong, P. Y., & Lancaster, R. (2020). A critical analysis of student nurses' knowledge and use of the American Psychological Association's Publication Manual. *TNNMC Journal of Nursing Education and Administration*, 8(1), 31-39.
- Lee, S. Y., **Hanson, M. D.**, & Cheung, H. K. (2019). Incorporating bystander intervention into sexual harassment training. *Industrial and Organizational Psychology*, 12(1), 52–57. <https://doi.org/10.1017/iop.2019.8>
- Hong, P. Y., **Hanson, M. D.**, Lishner, D. A., Kelso, S. L., & Steinert, S. W. (2018). A field experiment examining mindfulness on eating enjoyment and behavior in children. *Mindfulness*, 9(6), 1748–1756. <https://doi.org/10.1007/s12671-018-0916-1>
- Atherton, R. P., Chrobak, Q. M., Rauscher, F. H., Karst, A. T., **Hanson, M. D.**, Steinert, S. W., & Bowe, K. L. (2018). Shared processing of language and music: Evidence from a cross-modal interference paradigm. *Experimental Psychology*, 65(1), 40–48. <https://doi.org/10.1027/1618-3169/a000388>

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Ulatowska, J., Olszewska, J., & **Hanson, M. D.** (2016). Do format differences in the presentation of information affect susceptibility to memory distortions? The three-stage misinformation procedure reconsidered. *The American Journal of Psychology*, 129(4), 407–417. <https://doi.org/10.5406/amerjpsyc.129.4.0407>

Book Chapters

Hanson, M. D., Randall, J. G., Danna, G. C., & Le, H. Q. (2020). Enhancing workplace learning through mindfulness. In S. K. Dhiman (Ed.), *The Routledge Companion to Mindfulness at Work*. Abingdon, England: Routledge.

Technical Reports

Bizarro, A., Dilweg, D., Hernandez, D., **Hanson, M. D.**, & Louie, J. (2023). *Development of a leadership competency model for submarine command triads* (Publication No. AD1217151). Defense Technical Information Center.

Bizarro, A., Hernandez, D., **Hanson, M. D.**, Peltier, C., & Handy, J. (2022). *Development of the Submarine Environment Fit (SUBFIT) Assessment: Psychometric review and comparison of enlisted and officer trainees* (Publication No. AD1183611). Defense Technical Information Center.

Manuscripts Under Review

Hanson, M. D., Randall, J. G., & Banfi, J. T. (1st review). Practice, Label, or Placebo? An Experimental Test of Mindfulness Effects in Organizational Training. Under review at *Human Resource Development International*.

Hanson, M. D., Randall, J. G., & Banfi, J. T. (1st review). Basic Psychological Need Satisfaction Across Life Domains: Implications for Work Recovery and Well-Being. Under review at *Human Performance*.

Hanson, M. D., & Hong, P. Y. (1st review). Brief Focused-Attention and Open-Monitoring Mindfulness Meditation: A Randomized Controlled Experiment on Mindfulness, Anxiety, Affect, and Attention. Under review at *Mindfulness*.

Hong, P. Y., **Hanson, M. D.**, Lishner, D. A., Kelso, S., Steinert, S. (1st review). A randomized field experiment examining the effect of mindfulness in children's, parent's, and teacher's rating of children's mood and behavior. Under review at *Mindfulness*.

Manuscripts in Preparation

Cheung, H., **Hanson, M. D.**, Nitttrouer- Carr, C., Randall, J. G., & Maingidze, H. T. (in preparation). An experimental test of the effectiveness of mindfulness-based diversity training. Target Journal: *Journal of Applied Psychology*.

Randall, J. G., **Hanson, M. D.**, Le, H. Q., Danna, G. C., & Arredondo, M. L. (in preparation). Frustrated and bored: Predicting self-regulation failures in training. Target Journal: *Learning and Individual Differences*.

Hanson, M. D., & Hong, P. Y. (in preparation). Mindfulness is as mindfulness does: Attentional and memory benefits in coursework. Target Journal: *Mindfulness*.

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Grant Activity

Awarded

Submariner Training Success: Developing a Statistical Model of Cognitive and Psychological Health for Predicting who will Graduate from the Submarine Training Pipeline

- Role: Co-Investigator
- Funding Source: Defense Health Program
- Amount Awarded: \$265,000
- Funding Period: May 2024–September 2025

How Psychological Need Satisfaction and Motivation Influence Burnout in Submariners

- Role: Co-Investigator
- Funding Source: Defense Health Program
- Amount Awarded: \$130,000
- Funding Period: October 2023–September 2025

Barking up the Wrong Need: How Basic Psychological Need Satisfaction at and Outside of Work Interact to Influence Work Recovery

- Role: Co-Investigator
- Funding Source: University at Albany Benevolent Association
- Amount Awarded: \$480
- Funding Period: January 2023–April 2023

Privacy-Preserving Mobile Data Collection for Social and Behavioral Research

- Role: Research Assistant
- Funding Source: National Science Foundation
- Amount Awarded: \$ 315,997
- Funding Period: September 2018–June 2021

Promoting Informal Self-Regulated Learning: A Multi-Level Approach

- Role: Research Assistant
- Funding Source: U.S. Army Research Institute for the Behavioral and Social Sciences
- Amount Awarded: \$181,896
- Funding Period: July 2019–July 2023

Unfunded

Promoting Informal Learning and Team Adaptability in Long-Duration Space Exploration Missions

- Role: Co-Investigator
- Funding Source: National Aeronautical and Space Administration Human Research Program
- Amount Proposed: \$138,745
- Submission Year: 2023
- Invited to submit a second-round proposal; ultimately not submitted due to external constraints from partnering military sponsor

Preventing Burnout and Ill-Being via Psychological Need Nourishment in Long-Duration Missions

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- Role: Co-Investigator
- Funding Source: National Aeronautical and Space Administration Human Research Program
- Project Title:
- Submission Year: 2023
- Not funded

Sponsored Research & Project Leadership

Leader Behavior, Command Climate & Harmful Behaviors Study (Co-Investigator, 2025–2026)

Co-led a study from conceptualization through data collection, analysis, and reporting, overseeing contractors on all aspects of execution including development of a data lake consolidating Army-wide sources; Findings aim to equip leaders with actionable steps to improve command climate and reduce harmful behaviors.

AI-Driven Leadership Assessment & Feedback Platform (Principal Investigator, 2025–2026)

Independently developed a proof-of-concept platform integrating large language model technology with validated assessment science to deliver conversational assessment administration and personalized developmental feedback. Designed to consolidate fragmented contractor-controlled systems into a single Army-owned accessible platform, expanding access to high-quality leadership development across a large organization.

Leadership Assessment Optimization (Co-Investigator, 2024–2025)

Led development, validation, and enterprise integration of two leadership assessments, coordinating contractors and managing pilot studies to ensure technical accuracy and actionable feedback. The assessments generated an estimated \$250K in annual cost savings and received a command-level award for effective execution.

Leadership Competency Validation & Performance Linkage (Co-Investigator, 2023–2024)

Designed and executed a validation study linking a new submarine leader competency model to key performance indicators. Built a rigorous framework informed by prior Army research, giving the organization a defensible, data-driven foundation for talent decisions and development investments.

Evaluating the Impact of Submarine Environment Fit Assessment Feedback on Occupational Well-Being (Co-Investigator, 2022–2024)

Designed a study testing whether personalized feedback on personality attributes linked to fleet success improves submarine trainees' job satisfaction and self-efficacy. Assessed how assessment feedback can function not only as a selection tool but as a developmental intervention that supports long-term occupational well-being and person–environment fit.

Criterion-Related Validity Evidence for the Submarine Force Leadership Competency Model (Co-Investigator, 2022–2024)

Designed and implemented a methodology to gather criterion-related validity evidence for the Submarine Force Leadership Competency Model. Authored measurement items and developed a content validation approach for submarine-specific leadership competencies. The resulting methodology was later adopted by the Navy to support validation efforts across multiple leadership competency models.

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Teaching Experience

MGT 342 – Human Resource Management

University of Rhode Island • Fall 2026

LHR 500 / MBA 571 – Labor Relations and Human Resources

University of Rhode Island • Fall 2026

MGT 491 – Directed Study (ANCHOR Lab)

University of Rhode Island • Fall 2026

Instructor of Record – Industrial/Organizational Psychology

University at Albany, SUNY • Spring 2021

- Number of students: 122
- Modality: Asynchronous
- Instructor overall ratings: 4.63/5.00
- Course overall ratings: 4.58/5.00

Instructor of Record – Industrial/Organizational Psychology

University at Albany, SUNY • Fall 2020

- Number of students: 130
- Modality: Asynchronous
- Instructor overall ratings: 3.84/5.00
- Course overall ratings: 3.70/5.00

Instructor of Record - Learning

University at Albany, SUNY • Summer 2019

- Number of students: 22
- Modality: Asynchronous
- Instructor overall ratings: 4.80/5.00
- Course overall ratings: 4.40/5.00

Professional Presentations

Hanson, M. D., & Daugherty, J. (2025). *Development and Validation of an Army Reading Assessment*

[Presentation]. Center for Army Leadership, Leadership Research, Assessment, and Doctrine Division
Brown Bag, Leavenworth, KS.

Hanson, M. D., & Daugherty, J. (2025). *Overview of the Reading Exercise for Awareness and Development.* [Brief
to Director, Center for Army Leadership]. Center for Army Leadership, Leavenworth, KS.

Hanson, M. D. (2025). *MASTR-E 72-Hour Field Study: Findings and Relevance for the Center for Army Leadership.*
[Presentation]. Center for Army Leadership, Leadership Research, Assessment, and Doctrine Division
Brown Bag, Leavenworth, KS.

Clark, D., Hernandez, D., Dilweg, D., **Hanson, M. D.**, & Bizarro, A. (2024). *Associations Between Submarine Officer
Personality and Operational Outcomes.* [Presentation]. Military Health System Research Symposium,
Kissimmee, FL, United States.

Hernandez, D. B., Dilweg, D. R., & **Hanson, M. D.**, (2024). *Building a Competency Model for the Submarine Force
Leadership.* [Program Review Presentation]. Office of Naval Research Annual Manpower, Personnel,
Training, and Education Program Review, Annapolis, MD.

Hernandez, D., Dilweg, D., **Hanson, M. D.**, & Clark, D. A. (2024). *SUBFOR Research Progress and Results.*
[Presentation]. Office of Naval Research Annual Manpower, Personnel, Training, and Education Annual
Workshop, San Diego, CA.

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- Hernandez, D. B., **Hanson, M. D.**, Dilweg, D. R., & Clark, D. A. (2023). *Talent Management Efforts in the Submarine Force*. [Brief to Naval Talent Management Center of Excellence]. Naval Submarine Medical Research Laboratory, Groton, CT.
- Dilweg, D. R., **Hanson, M. D.**, Handy, J. D., & Louie, J. F. (2023). *Overview of Submarine Talent Management Modernization*. [Brief to Defense Advanced Research Projects Agency (DARPA)]. Naval Submarine Medical Research Laboratory, Groton, CT.
- Louie, J. F., **Hanson, M. D.**, & Handy, J. D. (2023). *Overview of Psychological Screening for Submarine and Nuclear Field Duty: Submarine Talent Management Modernization*. [Brief to Defense Health Agency (DHA)]. Naval Submarine Medical Research Laboratory, Groton, CT.
- Hernandez, D. B., **Hanson, M. D.**, Dilweg, D. R., Clark, D. A., & Louie, J. F. (2023). *Psychological Readiness Screening and Building a Tough and Resilient Force*. [Brief to Bureau of Medicine and Surgery (BUMED) Director of Medical Information and Research and Development]. Naval Submarine Medical Research Laboratory, Groton, CT.
- Hanson, M. D.**, Louie, J. F., Bizarro, A., Dilweg, D., Hernandez, D., & Clark, D. A. (2023). *Building a Competency Model for the Submarine Force Leadership*. [Program Review Presentation]. Office of Naval Research Annual Manpower, Personnel, Training, and Education Program Review, Arlington, VA.
- Hanson, M. D.**, Baranik, L. E., Smith, R. W., & Fan, L. (2021). *Development of the refugee job search stressor scale*. Symposium presented virtually at the 81st Annual Meeting of the Academy of Management.
- Hanson, M. D.**, & Randall, J. G. (2021). Training on purpose: Mindfulness in a training environment. In M. D. Hanson & J. G. Randall (Chairs), *Training and self-regulation: Advances in the field* [Symposium]. Society for Industrial and Organizational Psychology 36th Annual Convention (virtual).
- Baranik, L. E., **Hanson, M. D.**, Mian, M. & Yeo, A. (2021). *Refugee Roundtable Survey: Supporting Economic Stability*. Capital Region Refugee Roundtable, Albany, NY.
- Hanson, M. D.**, & Smith, J. (2020). *Predicting Vaping Topography: The Roles of Demographics, Product Usage, and Day of the Week*. Reynolds American Intern Presentation Series, Winston-Salem, NC.
- Randall, J., **Hanson, M. D.**, Neuburger, A., Shaju, S. (2020). Training evaluation efforts to help professionalize direct support professionals. In K. M. Williams & H. J. Kell (Chairs), *Career Technical Education: Academic and Workplace Participation and Training*. Symposium conducted at the annual meeting of the Society for Industrial Organizational Psychology, Austin, TX.

Professional Conference Posters

- Handy, J., Clark, D. A., Hernandez, D. B., **Hanson, M. D.**, Marshall, J., & Harris, E. (2024). *Non-clinical personality indices and stress coping behaviors predict attrition from the Navy nuclear training pipeline*. Poster presented at the annual meeting of the Military Health System Research Symposium, Kissimmee, FL.
- Handy, J., Bizarro, A., Clark, D. A., **Hanson, M. D.**, Hernandez, D., & Smallidge, T. (2022). *Warrior toughness improves outcomes for enlisted sailors at naval nuclear power training command*. Poster presented at the annual meeting of the Military Health System Research Symposium, Kissimmee, FL.

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- Hanson, M. D.,** Randall, J. G., & Nassrelgrgawi, A. S. (2019). *Self-Regulation interventions in a self-directed learning environment*. Poster presented at the annual meeting of the Society for Industrial Organizational Psychology, National Harbor, MD.
- Randall, J. G., **Hanson, M. D.,** Arredondo, M. L., & Jandrew, M. (2019). *Predicting self-regulation failures in training*. Poster presented at the annual meeting of the Society for Industrial Organizational Psychology, National Harbor, MD.
- Zimmerman, C., Hong, P. Y., Lishner, D. A., Ebert, A., **Hanson, M. D.,** Steinert, S., & Kelso, S., (2017). *Mindfulness, academic performance, and mood*. Poster presentation at the annual convention of the Society for Personality and Social Psychology, San Antonio, TX.
- Hong, P. Y., Zimmerman, C. N., Lishner, D. A., & **Hanson, M. D.** (2017). *Mindfulness and eating enjoyment and behavior in preschool children*. Poster presented at the 18th annual meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- Ebert, A., **Hanson, M. D.,** Rapp, E., Wenzel, T., Bagley, A., & Hong, P. Y. (2016). *The effect of perceived child intelligence on public perception of hyper-parenting: A replication study*. Poster presentation at the annual convention of the Association for Psychological Science, Chicago, IL.
- Hanson, M. D.,** Ebert, A., Voskuil, T., Barbieri, A., Schlueter, A., Steinert, S. W., Kelso, S., Zimmerman, C., Hong, P. Y., & Lishner, D. A. (2016). *Anxiety, Attention, and Mindfulness Following Focused Attention and Open-Monitoring Mindfulness Meditation*. Poster presentation at the annual convention of the International Conference on Mindfulness, Rome, Italy.
- Steinert, S., **Hanson, M. D.,** Kelso, S., Lishner, D. A., Hong, P. Y., & Vitacco, M. J. (2015). *A replication of psychopathic callous affect as a predictor of empathic concern and positive affect toward those in need*. Poster presentation at the annual convention of Association of Behavioral and Cognitive Therapies, Chicago, IL.
- Ebert, A., Kelso, S., Steinert, S., **Hanson, M. D.,** Hong, P.Y., & Lishner, D. A. (2015). *An examination of the role of source credibility on invalidating messages on affect*. Poster presentation at the annual convention of Association of Behavioral and Cognitive Therapies, Chicago, IL.
- Hanson, M. D.,** Steinert, S., Kelso, S., Ebert, A., Lishner, D. A., Hong, P. Y., & Vitacco, M. J. (2015) *Psychopathy and ability emotional intelligence: A re-analysis of Lishner, Swim, Hong, & Vitacco (2011)*. Poster presentation at the annual convention of American Psychological Association, Toronto, Canada.
- Miller, T., Pionk, T., Kelso, S., Steinert, S., **Hanson, M. D.,** Lishner, D. A., Hong, P. Y. & Vitacco, M. J. (2015). *Psychopathic callous affect as a predictor of empathic concern and happiness toward those in need*. Poster presentation at the annual convention of Midwestern Psychological Association, Chicago, IL.

Service

Conference Submission Subcommittee Co-Lead SIOP Military and Veterans Inclusion Committee • 2025–present

- Contribute to efforts supporting the inclusion and visibility of military-connected professionals within the field
- Currently developing a conference submission examining the use of large language models to translate competency models, such as the Army Leadership Requirements Model, into actionable resume guidance for transitioning service members

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Volunteer

Girls Inc. EUREKA! Program, University at Albany, SUNY • Summer 2019

- Helped prepare and facilitate activities introducing high school girls from underrepresented minority groups to the field of Industrial-Organizational Psychology as part of a university-supported STEM outreach program

Assistant Editor

Journal of Business and Psychology • 2017–2018

- Reviewed each incoming manuscript for scope, plagiarism, contribution, APA style, quality of writing, and appropriateness of methods and analyses
- Identified the strengths and weaknesses of each manuscript
- Developed an initial decision about the next steps in processing the manuscript
- Exchanged thoughts with the Editor-in-Chief
- Drafted decision letters, as needed

Graduate Student Panelist

University at Albany, State University of New York • 2018

- Fielded questions from undergraduate students regarding graduate school and the application process
- Elucidated the field of Industrial/Organizational Psychology for undergraduate students
- Advised undergraduate students regarding graduate school in general and how to pursue a graduate degree in Industrial/Organizational Psychology

McNair Scholar Mentor

University of Wisconsin Oshkosh McNair Scholarship Program • 2015

- Coached the McNair scholars in conducting statistical analyses using SPSS
- Assisted the McNair scholars in conducting thorough literature reviews

Credentials, Affiliations, and Tools

Credentials: Secret Security Clearance (inactive since August 2026), Hogan Assessment Certification (Foundational, Advanced Interpretation & Feedback), CITI Human Subjects Research Certification (Investigators and Advisors; Social and Behavioral Research; Responsible Conduct of Research)

Professional Affiliations: Academy of Management (2022–present); American Psychological Association (2014–present); Society for Human Resource Management (2020–present); Society for Industrial-Organizational Psychology (2018–present)

Tools: R, SQL, SPSS, Power BI, Mplus, E-Prime, Microsoft Copilot, ChatGPT, Claude