

# STEFAN V. DUMLAO

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## EDUCATION

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Texas A&M University, College Station, TX	08/2017 - Present
Ph.D., Industrial-Organizational Psychology	Expected 08/2022
M.S., Industrial-Organizational Psychology	Expected 08/2021
Advisor: Stephanie C. Payne, Ph.D.	
Research areas: electronic monitoring, occupational safety, performance appraisal, workplace motivation	
Macalester College, Saint Paul, MN	09/2006 - 05/2011
B.A., Psychology	

## PUBLICATIONS

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- Mendoza, A. M. & **Dumlao, S. V.** (2020). Integrating electronic performance monitoring with digital procedure systems: Considerations and psychological outcomes. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 64(1), 1510. <https://doi.org/10.1177/1071181320641361>
- Mendoza, A. M., Liu, S.-N. C., **Dumlao, S. V.**, Hendricks, J. W., Son, C., Sasangohar, F., & Peres, S. C. (2020). Where two ends meet: Operator and stakeholder perceptions of procedures. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 64(1), 1350-1354. <https://doi.org/10.1177/1071181320641322>
- Dumlao, S. V.**, Mendoza, A. M., & Payne, S. C. (2020). Performance monitoring in the 21st century. In S. Fisher & T. Bondarouk (Eds.), *The encyclopedia of electronic HRM* (pp. 182-187). de Gruyter. <https://doi.org/10.1515/9783110633702>

## RESEARCH PRESENTATIONS

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- Dumlao, S. V.**, Peres, S. C., Mehta, R. K., & Al Kader, A. (2020, October 20-21). *Validation of the Fatigue Risk Assessment and Management in High-Risk Environments (FRAME) survey* [Poster presentation]. 23rd Annual Process Safety International Symposium, College Station, TX.
- Payne, S. C. & **Dumlao, S. V.** (2020, October 20-21). *How much does safety culture change over time?* [Poster presentation]. 23rd Annual Process Safety International Symposium, College Station, TX.
- Mendoza, A. M. & **Dumlao, S. V.** (2020, October 5-9). *Integrating electronic performance monitoring with digital procedure systems: Considerations and psychological outcomes* [Poster presentation]. 64th Annual Meeting of the Human Factors and Ergonomics Society, Chicago, IL.
- Mendoza, A. M., Liu, S.-N. C., **Dumlao, S. V.**, Hendricks, J. W., Son, C., Sasangohar, F., & Peres, S. C. (2020, October 5-9). *Where two ends meet: Operator and stakeholder perceptions of procedures* [Poster presentation]. 64th Annual Meeting of the Human Factors and Ergonomics Society, Chicago, IL.
- Payne, S. C., & **Dumlao, S. V.** (2020, June 16-30). *Should we be concerned about careless responding in safety surveys?* [Poster presentation]. 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
- Payne, S. C., **Dumlao, S. V.**, Holland, D. B., He, Y., Mulcahy, A. M., & Hernández-Muñoz, J. J. (2020, June 16-30). Reporting and disclosing medical errors: The role of a just culture. In S. C. Payne & **S. V. Dumlao** (Chairs), *Promoting a culture of reporting health concerns* [Symposium]. 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

- Payne, S. C., **Dumlao, S. V.**, Holland, D. B., Mulcahy, A. M., & Hernández-Muñoz, J. J. (2020, June 16-30). Implementing a near miss reporting system into medical training called Whoops! In T. W. Casey (Chair), *Investigations into factors that build positive safety capacity* [Symposium]. 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
- Dumlao, S. V.**, Payne, S. C., Holland, D. B., Hernández-Muñoz, J. J., & Mulcahy, A. M. (2019, October 23). *Whoops! Interprofessional near miss reporting in simulations* [Poster presentation]. 5th Annual Interprofessional Education & Research Symposium, Bryan, TX.
- Dumlao, S. V.**, Payne, S. C., & George, F., Jr. (2019, April 4-6). *Employee attitudes towards wearable technologies in the workplace* [Poster presentation]. 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.
- Dumlao, S. V.**, Payne, S. C., He, Y., Holland, D. B., Hernández-Muñoz, J. J., & Mulcahy, A. M. (2018, November 1). *Whoops! Implementing a near miss database in the TAMHSC CLRC* [Poster presentation]. 4th Annual Interprofessional Education & Research Symposium, Bryan, TX.
- Payne, S. C., **Dumlao, S. V.**, Holland, D. B., He, Y., Hernández-Muñoz, J. J., & Mulcahy, A. M. (2018, October 17). *Why healthcare providers do not report medical errors and implementing a near miss reporting system* [Poster presentation]. Human Systems Engineering Forum, College Station, TX.
- Mendoza, A. M., Payne, S. C., & **Dumlao, S. V.** (2018, August 10-14). *The meaning of "having it all": In their own words* [Paper presentation]. 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Dumlao, S. V.**, & No, S. (2011, May 26-29). *Priming minority identity reduces white guilt in multiracial individuals* [Poster presentation]. 23rd Annual Convention of the Association for Psychological Science, Washington, D.C.
- Dumlao, S. V.** (2011, April 16). *Priming minority identity reduces white guilt in multiracial individuals* [Poster presentation]. Minnesota Undergraduate Psychology Conference, Northfield, MN.

## SUBMITTED GRANTS & FELLOWSHIPS

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- Dumlao, S. V.** (2019, May). *Employee reactions to wearable monitors: A self-deterministic perspective*. The National Institute for Occupational Safety and Health, Pilot Projects Research Training Program. [\$10,000 - Not Awarded]
- Payne, S. C., Ahn, C. R., Behzadan, A. H., **Dumlao, S. V.**, & Kim, N. (2018, October). *Using wearable technology to make safer workplaces*. Texas A&M University, PESCA Research Seed Grant Program. [\$25,000 - Not Awarded]
- Payne, S. C., Holland, D. B., & **Dumlao, S. V.** (2018, July). *Enhancing medical provider self-efficacy for medical error reporting by implementing a near miss reporting system in a simulation center*. Texas A&M University, CLLA Seed Grant Program. [\$14,981 - Awarded]
- Dumlao, S. V.**, & Payne, S. C. (2018, June). *Attitudes towards wearable monitors in the workplace*. Society for Industrial & Organizational Psychology, SIOP Small Grant Program. [\$5,000 - Not Awarded]
- Payne, S. C., Martin, S. E., & **Dumlao, S. V.** (2017, October). *Applicant reactions to organization-issued wearables*. Texas A&M University, PESCA Research Seed Grant Program. [\$18,000 - Not Awarded]
- Dumlao, S. V.** (2017, October). National Science Foundation, Graduate Research Fellowship Program. [\$138,000 - Not Awarded]
- Sabat, I. E., Payne, S. C., Mendoza, A. M., **Dumlao, S. V.**, Johnson, J., Lehman, S., Salinas, K., & Vela, A. (2017, September). *Who will stand with me? The impact of organizational responses to anti-immigration policies on Latinx employees*. Texas A&M University, The Carlos H. Cantu Hispanic Education and Opportunity Endowment. [\$8,120 - Not Awarded]

## OTHER GRANT ACTIVITY

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Payne, S. C., Sasangohar, F., & Mehta, R. (2020-2022). *EMPOWER safety dashboards: Evaluate, measure, and promote offshore worker engagement and readiness*. Gulf Research Program of the National Academies of Science, Engineering, and Medicine, Grant #200011061. [\$943,008 - Awarded]

**Roles:** Project Manager, Research Assistant

## AWARDS AND HONORS

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**Student Award**, HFES System Development Technical Group, \$250 10/2020  
**Travel Award**, National Science Foundation Game-based Assessment Workshop, \$500 06/2019  
**Best Poster Presentation**, 4th Annual IPER Symposium, \$300 11/2018

## TEACHING EXPERIENCE

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**Texas A&M University**, College Station, TX  
PSYC 301: Elementary Statistics for Psychology 01/2019 - 05/2019  
Graduate Teaching Assistant - Supervisor: Patrick Bolger, Ph.D.

- Full responsibility for a lab section of 22 undergraduate students. Coursework introduced students to statistics, statistical inference, and data analysis in SPSS and jamovi. Maintained, updated, and presented lecture material; graded assignments; held office hours; and provided timely feedback to students.

PSYC 340: Psychology of Learning 07/2018 - 08/2018  
Graduate Teaching Assistant - Supervisor: Timothy Regan, M.A.

- Proctored and graded exams for a summer section of an undergraduate psychology of learning course.

PSYC 302: Research Methods and Design in Psychology 01/2018 - 05/2018  
Graduate Teaching Assistant - Supervisor: Stephanie Payne, Ph.D.

- Full responsibility for a lab section of 15 undergraduate students. Coursework included data analysis in SPSS and writing an APA format research report. Maintained, updated, and presented lecture material; graded assignments; held office hours; and provided timely feedback to students.

PSYC 302: Research Methods and Design in Psychology 08/2017 - 12/2017  
Graduate Teaching Assistant - Supervisor: Vani Mathur, Ph.D.

- Full responsibility for a lab section of 18 undergraduate students. Coursework included data analysis in SPSS and writing an APA format research report. Maintained, updated, and presented lecture material; graded assignments; held office hours; and provided timely feedback to students.

## RESEARCH EXPERIENCE

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**Texas A&M University**, College Station, TX  
Graduate Research Assistant - Supervisor: Stephanie C. Payne, Ph.D. 11/2019 - Present

- Create marketing materials to recruit organizational partners for a four-week ESM study
- Program study materials to be compatible for data collection in an isolated, offshore oil rig
- Provide on-shore logistical support for researchers collecting data on an offshore oil rig
- Assist with analyzing multi-source data (i.e., physiological, psychological, psychomotor) collected daily from participants for four weeks

Graduate Research Assistant - Supervisor: S Camille Peres, Ph.D. 09/2019 - Present

- Designed and executed two validation studies for a measure of fatigue in offshore oil and gas workers
- Analyzed data and evaluated the psychometric properties (i.e., reliability, validity) of the fatigue measure
- Assisted researchers with the planning of future data collection efforts

- Graduate Research Assistant - Supervisor: Stephanie C. Payne, Ph.D. 05/2019 - 05/2020
- Assisted with preparing prompts designed to assess the safety climate of a multinational gas company
  - Traveled to Qatar and the United Arab Emirates to facilitate on-site employee focus groups
  - Managed a team of research assistants to assist with the transcription and coding of focus group data
- Graduate Research Assistant - Supervisor: Stephanie C. Payne, Ph.D. 05/2018 - 12/2018
- Drafted Institutional Review Board submissions and responded to requests for additional information
  - Managed study materials in Qualtrics, compensated participants after study completion
  - Drafted, proofread, and/or edited grant applications prior to submission
  - Developed and presented materials to engage organizational stakeholders in research projects
- Macalester College**, Saint Paul, MN  
 Research Assistant - Supervisor: Sun No, Ph.D. 10/2009 - 05/2013
- Proofread and edited Institutional Review Board forms before submission
  - Recruited and tracked participants as they completed different stages of studies
  - Analyzed data in SPSS and assisted in drafting manuscripts for publication

## SELECTED SERVICE

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### National

- Member - 2022 Game-based Assessment Conference Planning Committee 10/2019 - Present

### Texas A&M University, College Station, TX

- Volunteer Panelist - McNair Scholar Visit: Graduate Student Panel 11/2019
- Senator - Graduate and Professional Student Government 2019 - Present
- Officer - Psychology Department Organization of Graduate Students 2019 - Present
- Volunteer Panelist - Psychology Graduate School Panel 11/2018

### Macalester College, Saint Paul, MN

- Invited Panelist - Psychology Alumni Panel 11/2016
- Career Helper - Alumni Office 06/2015 - Present
- Invited Panelist - Careers in Psychology Panel 02/2012

## PROFESSIONAL AFFILIATIONS

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- Student Affiliate - Human Factors and Ergonomics Society 2019 - Present
- Student Member - Academy of Management 2018 - Present
- Student Affiliate - Society for Industrial and Organizational Psychology 2017 - Present
- Student Member - American Society of Safety Professionals 2018 - 2019
- Graduate Student Affiliate - Association for Psychological Science 2011 - 2019

## INDUSTRY EXPERIENCE

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- U.S. Bank, NA**, Minneapolis, MN 06/2015 - 08/2017  
 Recruiter II, Officer - Talent Acquisition
- Trained and mentored a team of five Recruiters to support business lines across Operations Services
  - Consulted with business lines on difficulties with the acquisition and retention of talent
  - Assisted hiring managers with talent sourcing, evaluation, and acquisition
- Canadian Pacific Railway**, Minneapolis, MN 07/2014 - 04/2015  
 Recruiter (Contract) - Staffing Services
- Pre-screened, interviewed, and delivered offers of employment to selected applicants
  - Ordered background checks, pre-hire medical screenings, and physical ability tests

- Wells Fargo**, Roseville, MN 02/2014 - 06/2014  
 Customer Service Representative (Contract) - Health Benefit Services
- Assisted Wells Fargo Advisors, Bankers, and Customers with the maintenance of HSAs
- South Metro Human Services**, Saint Paul, MN 06/2011 - 07/2013  
 Mental Health Counselor II - Residential Supportive Services
- Assisted clients with meeting behavioral goals outlined in Individual Treatment Plans
  - Utilized crisis assessment tools to identify and de-escalate crisis situations

## PROJECTS AND CONSULTING EXPERIENCE

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- Texas A&M University**, College Station, TX
- Subject Matter Expert - Supervisor: Winfred Arthur Jr., Ph.D. 11/2020
- Worked with a team of subject matter experts to create a coding key for an in-basket prioritizing task for use in a research study
- Subject Matter Expert - Supervisor: Olabisi Atoba, Ph.D. 10/2020
- Piloted the comprehensive exam for the Texas A&M Masters in I-O Psychology program in order to provide subjective feedback and ratings of item quality and difficulty
- Project Coordinator - Supervisor: S Camille Peres, Ph.D. 07/2019 - Present
- Drafted and revised by-laws for the Consortium for Next Generation Advanced Procedures (NGAP)
  - Manage logistics and planning for quarterly NGAP Board meetings
  - Coordinate monthly NGAP webinars to disseminate research conducted by academic members of NGAP
  - Draft communications to be sent to NGAP Board Member companies
  - Review and edit manuscripts prior to submission for publication
  - Travel to industry sites to assist with the scoping and planning of research collaborations
- Research Consultant - Supervisor: Murray Barrick, Ph.D. 05/2019
- Assessed over 3,200 cases of P-O fit between accounting students and four large accounting firms to assist researchers in the Mays School of Business
- Research Consultant - Supervisor: Murray Barrick, Ph.D. 10/2017 - 11/2017
- Assessed over 2,500 cases of P-O fit between accounting students and five large accounting firms to assist researchers in the Mays School of Business
- U.S. Bank, NA**, Minneapolis, MN
- Recruiting SME 06/2016 - 08/2017
- Evaluated tools used during the sourcing, evaluation, and onboarding of new talent; designed and piloted a set of best practices; and monitored effects on retention during the first 90 days of employment.
- Training Designer 11/2015 - 08/2017
- Developed a set of training sessions to empower participating partners in human resources to be readily able to perform ad hoc analyses for their business partners. Trainings focused on increasing participants' skill with Excel to an intermediate level and sharing commonly used metrics in HR reporting.

## TECHNICAL REPORTS

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- Payne, S. C., Ashraf, A. M., **Dumlao, S. V.**, Vechot, L., & Olewski, T. (2020). *Integrated safety culture project phase 2 focus group report* [Technical report]. Health, Safety, Environment, and Security Department at Dolphin Energy Limited, Qatar.

## TECHNICAL SKILLS

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Programming languages and statistical packages:

- Proficient in SPSS, jamovi
- Basic knowledge of R, Stata, MPlus, and Python

Other technologies:

- Proficient in MS Office (Word, Excel, PowerPoint)
- Basic knowledge of L<sup>A</sup>T<sub>E</sub>X, HTML5, CSS3, Qualtrics, GIMP, Tableau, and Adobe Photoshop CS6