

GUILLERMO WATED, MBA, PHD

RESEARCH INTERESTS

- **Stress in the workplace**
- **Counterproductive behavior in organizations**
- **Employee attitudes**
- **Socio-cultural factors impacting emerging adults' perceptions of employability and intentions to quit school**

SUPERVISED GRADUATE AND UNDERGRADUATE STUDENT PUBLICATIONS

- **Lian, I., Wated, G., & Des Rosiers, S. E. (2020). Foreign accent and perceived discrimination among college students: Does the origin of the accent matter? Conditional Acceptance. *The Journal of Psychology and the Behavioral Sciences*.**
- **Fleming, M., & Wated, G. (2016). The impact of academic self-efficacy and perceived stigma on the performance of students with learning disabilities. *Learning Disabilities: A Multidisciplinary Journal*, 21(2). <http://dx.doi.org/10.18666/LDMJ-2016-V21-I2-7127>**
- **Williams, A. (2013). Personality as a moderator of the relationship between stress and academic deviance. *Modern Psychological Studies*, 19(1), 83-97. <https://core.ac.uk/reader/86409621>**
- **Cantt, J., & Wated, G. (2011). Retention among first-year students: An application of the theory of planned behavior. *Modern Psychological Studies*, 16(2), 13-25. <https://scholar.utc.edu/cgi/viewcontent.cgi?article=1184&context=mps>**
- **Kennedy, B., & Wated, G. (2011). Predicting credit card debt among college students: The attitudes-behavior relation. *The Journal of Psychology and Behavioral Sciences*, 22, 43- 50.**

SUPERVISED GRADUATE AND UNDERGRADUATE STUDENT PRESENTATIONS

- **Lavado, A., Des Rosiers, S. E., & Wated, G. (2020, May 21-24). *Acculturative stress and antisocial behaviors in Hispanic youth* [Poster session - APS Virtual Poster Showcase]. Association for Psychological Science (APS) Convention, Chicago, IL, United States.**

- Puente, S., Wated, G., & Des Rosiers, S. (2020, May 21-24). *The Role of the Big Five in the Acculturation Process of Hispanic/Latino Emerging Adults* [Poster session - APS Virtual Poster Showcase]. Association for Psychological Science (APS) Convention, Chicago, IL, United States.
- Zonneville, T., Des Rosiers, S. E., & Wated, G. (2020, May 21-24). *Association between trauma and depressive symptomatology: Emotion regulation or social relationships?* [Poster session - APS Virtual Poster Showcase]. Association for Psychological Science (APS) Convention, Chicago, IL, United States.
- Suglia, J., Wated, G., & Des Rosiers, S. (2019, March 20-23). *Helicopter parenting and intentions to quit in millennial college students* [Poster session]. Southeastern Psychological Association (SEPA-CEPO), Jacksonville, FL, United States.
- Zonneville, T., Des Rosiers, S. E., Wated, G. (2019, March 20-23). *Subjective well-being among college students: Do demographics matter?* [Poster session]. Southeastern Psychological Association (SEPA- CEPO), Jacksonville, FL, United States.
- Bottinelli, J., Wated, G., & Des Rosiers, S. (2018, March 9-10). *The sixth personality trait: honesty-humility and college success* [Poster session]. Florida Academy of Sciences (FAS), Miami Shores, FL, United States.
- Joly, A., Wated, G., & Des Rosiers, S. (2018, March 9-10). *Acculturation and social support as predictors of psychological well-being.* [Poster session]. Florida Academy of Sciences (FAS), Miami Shores, FL, United States.
- Lian, I., Wated, G., & Des Rosiers, S. (2018, March 9-10). *Differences in perceived discrimination as a function of foreign accent provenance* [Poster session]. Florida Academy of Sciences (FAS), Miami Shores, FL, United States.
- Puente, S., Wated, G., & Des Rosiers, S. (2018, March 9-10). *The impact of personality on acculturation* [Poster session]. Florida Academy of Sciences (FAS), Miami Shores, FL, United States.
- Suglia, J., Wated, G., & Des Rosiers, S. (2018, March 9-10). *An insight into the role of helicopter parenting in college students' success* [Poster session]. Florida Academy of Sciences (FAS), Miami Shores, FL, United States.
- Wilmore, K., Des Rosiers, S.E., Wated, G. & Ahmad, S. (2018, March 9-10). *Association between intentional self-regulation and life satisfaction during emerging adulthood.* Florida Academy of Sciences (FAS), Miami Shores, FL, United States.

- Zonneville, T., Des Rosiers, S.E., Wated, G. & Ahmad, S. (2018, March 9-10). *Top-down and bottom-up processes of subjective well-being* [Poster session]. Florida Academy of Sciences (FAS), Miami Shores, FL, United States.
- Socarras, C., Wated, G., & Des Rosiers, S. (2017, April 5). *Accent perceived discrimination and intention to quit among college students: The moderating role of hardiness* [Poster session]. Life Sciences Florida STEM Undergraduate Research Symposium at Palm Beach State College, Palm Beach Gardens, FL, United States.
- Ugrenovic, L., & Wated, G. (2017, March 10-11). *The impact of accent as a stressor on college students' psychological well-being* [Poster session]. Florida Academy of Sciences (FAS), Lakeland, FL, United States.
- Boncheva, R., & Wated, G. (2016, March 23). *Stress, anger and intentions to quit among college students* [Poster session]. S.T.E.M. Research Symposium at Barry University, Miami Shores, FL, United States.
- Arfmann, C., & Wated, G. (2016, March 30-April 2). *Personality traits as antecedents of managerial intentions to tolerate nepotism* [Poster session]. Southeastern Psychological Association (SEPA), New Orleans, LO, United States.
- Quintana, B., & Wated, G. (2016, March 30-April 2). *The mediating role of burnout in students' intentions to quit*. Southeastern Psychological Association (SEPA), New Orleans, LO, United States.
- Arfmann, C., & Wated, G. (2015, March 20-21). *Managerial intentions to tolerate nepotism: A review* [Poster session]. Florida Academy of Sciences (FAS), Saint Leo, FL, United States.
- Fleming, M., & Wated, G. (2014, February 19-22). *Perceived stigma and self-efficacy as predictors of performance in college students with learning disabilities/ADHD* [Poster session]. International Conference of the Learning Disabilities Association of America (LDA), Anaheim, CA, United States.
- Argyriou, A., & Wated, G. (2013, July 31-August 4). *I overthink therefore I am depressed: Gender, gender roles, rumination, and depression* [Poster session]. American Psychological Association (APA), Honolulu, HI, United States.
- El-Amin, K., & Wated, G. (2013, April 11-13). *Perceptions of justice as a predictor of student misconduct* [Poster session]. National Conference of Undergraduate Research (NCUR), The University of Wisconsin-La Crosse, La Crosse, WI, United States.
- Williams, A., & Wated, G. (2013, April). *Impulsiveness as a moderator of the relationship between stress and academic deviance* [Poster session]. National

Conference of Undergraduate Research (NCUR), The University of Wisconsin-La Crosse, La Crosse, WI, United States.

- Argyriou, A., & Wated, G. (2012, February 15-18). *Gender differences in rumination as a risk factor for depression* [Poster session]. Southeastern Psychological Association (SEPA), New Orleans, LO, United States.
- Briggs, E., & Wated, G. (2012, March). *Who's your Daddy? Addressing nepotism from a cultural perspective* [Proceedings of the National Conference of Undergraduate Research-NCUR], Weber State University, Ogden, UT, United States.
- Fleming, M., & Wated, G. (2012, March 16-17). *Perceived stigma and self-efficacy as predictors of performance in college students with learning disabilities/ADHD* [Poster session]. Florida Academy of Sciences, University of South Florida, Tampa, FL, United States.
- Sealy, K., & Wated, G. (2012, March 16-17). *The role of personality and self-efficacy in predicting academic success* [Presentation]. Florida Academy of Sciences (FAS), University of South Florida, Tampa, FL, United States.
- Briggs, E., & Wated, G. (2011, March 11-12). *Nepotism as a counterproductive behavior in organizations* [Poster session]. Florida Academy of Sciences (FAS), Florida Institute of Technology, Melbourne, FL, United States.
- Goldstein, D., Koncsol, S., & Wated, G. (2011, March 2-5). *Mother-in-law interference: development of the female marital interference sub-scale* [Poster session]. Southeastern Psychological Association (SEPA), Jacksonville, FL, United States.
- Mohammed, S., & Wated, G. (2009, November). *Perceptions of discrimination among lesbians, gay men and bisexuals: Personal/group discrimination discrepancy* [Presentation]. Annual Congress of the Society for Scientific Study of Sexuality, Puerto Vallarta, Mexico.
- Babalola, A., Wated, G., & Szuchman, L. (2009, March 20-21). *The role of personality and coping styles in the perception of work-family conflict* [Poster session]. Florida Academy of Sciences (FAS), St. Leo, FL, United States.
- Cantt, J., & Wated, G. (2009, March 20-21). *Beliefs associated with attrition among college students* [Poster session]. Florida Academy of Sciences (FAS), St. Leo, FL, United States.
- Kennedy, B., Wated, G., & Szuchman, L. (2009, March 20-21). *Attitudes toward credit card debt among college students* [Poster session]. Florida Academy of Sciences (FAS), St. Leo, FL, United States.

- Knickerbocker, J., & Wated, G. (2008, October). *The role of attitudes, subjective norms, and perceived behavioral control in predicting intentions to provide reading interventions in teachers* [Poster session]. Florida Association of School Psychologists' Conference, Orlando, FL, United States.
- Lemos, M. R., Wated, G., & Major-Sanabria, M. (2008, March). *Role ambiguity and role conflict as predictors of teachers' job satisfaction* [Poster session]. Florida Academy of Sciences and Joint Meeting with the Georgia Academy of Science, Jacksonville, FL, United States.
- Ally, S. J., Wated, G., & Lopez, M. (2007, March 16-17). *The help-seeking behavior of English-speaking Caribbean families* [Paper session]. Florida Academy of Sciences (FAS), St. Petersburg, FL, United States.
- Stahl, Y., & Wated, G. (2007, February). *Perceived wellness among adults experiencing homelessness* [Paper session]. Southeastern Psychological Association (SEPA), New Orleans, LA, United States.

SELECTED PUBLICATIONS & PRESENTATIONS

- Des Rosiers, S. E., Wated, G., & Lavado, A. (2019, May 23-26). *Persistence intentions and academic entitlement in a diverse sample of college students* [Poster session]. Association for Psychological Science (APS), Washington, D.C., United States.
- Nolan, S. A., & Wated, G. (2019, November 6-9). *Developing student skills and fostering student learning: Evidence-based teaching and learning in Occupational Health Psychology* [Pre-Conference Workshop, Presenter]. Work, Stress and Health Conference, Philadelphia, PA, United States.
- Sanchez, J., Lazrak, Y., & Wated, G. (2019, August 9-14). *Mixed-motive model of the relationship between employee-centric values and firm performance* [Poster session]. Academy of Management Meeting, Boston, MA, United States.
- Wated, G., Carabarin, A., & Des Rosiers, S. E. (2019, November 6-9). *Elements to success: Perceived employability and retention in college students* [Poster session]. Work, Stress and Health Conference, Philadelphia, PA, United States.
- Wated, G., Des Rosiers, S. E., & Lavado, A. (2019, May 23-26). *Perceptions of employability in second-generation immigrant college students: Acculturation still matters* [Poster session]. Association for Psychological Science (APS), Washington, D.C., United States.
- Des Rosiers, S. E., & Wated, G. (2018, May 24-27). *Predictors of college non-persistence intentions among minority students: The unique contribution of*

psychological well-being [Poster session]. Association for Psychological Science (APS), San Francisco, CA, United States.

- Wated, G., Des Rosiers, S. E., & Barnes, M. (2018, May 24-27). *College students 'attrition: Do perceptions of employability matter?* [Poster session]. Association for Psychological Science (APS), San Francisco, CA, United States.
- Des Rosiers, S. E., & Wated, G. (2017, March 23-25). *The Importance of Strength Factors in Predicting Behavioral Outcomes in Recently Immigrated Hispanic Adolescents.* [Poster session]. International Conference of the Psychological Science (ICPS), Vienna, Austria.
- Wated, G., & Des Rosiers, S. E. (2017, March 23-25). *Social-cognitive characteristics as potential predictors of academic success in undergraduate students* [Poster session]. International Conference of the Psychological Science (ICPS), Vienna, Austria.
- Wated, G., Des Rosiers, S. E., Ahmad, S., & Suglia, J. (2017, June 7-10). *Perceived linguistic discrimination, stress, motivation and employability among emerging adults* [Poster session]. Work, Stress and Health Conference, Minneapolis, MN, United States.
- Wated, G., & Arfmann (2016, May 26-39). *Managers' Responses to Nepotism: The Role of Attitudes, Subjective Norms, Attributions and Personality* [Poster session]. Association for Psychological Science (APS), Chicago, IL, United States.
- Wated, G. (2015, March 12-14). *Situational stress and college students' intentions to withdraw: The influence of impulsiveness* [Poster session]. International Conference of Psychological Science (ICPS), Amsterdam, Netherlands.
- Wated, G., & Sanchez, J.I. (2014). Managerial tolerance of nepotism: The effects of individualism-collectivism in a Latin American context. *Journal of Business Ethics*, 130, 45-57. <https://doi.org/10.1007/s10551-014-2195-7>
- Sanchez, J., Wated, G., & Barnes, M. W. (2012, April 26-28). *Occupational experts versus incumbents: Are 25% of O*NET occupations overrated?* [Symposium]. Society of Industrial and Organizational Psychology (SIOP), San Diego, CA, United States.
- Wated, G., McCarthy, M., & Szuchman, L. (2012, June 21-23). *Facilitating the integration of research methods and statistics into a two-semester sequence: A proposed syllabus.* [Poster session]. Council on Undergraduate Research (CUR), Ewing, NJ, United States.
- Wated, G., & Sanchez, J. I. (2012, April 26-28). The cultural boundary of managing nepotism. In R. G. Jones (Chair), *Nepotism: Eradicate or*

adapt? [Roundtable, Presenter]. Society of Industrial and Organizational Psychology (SIOP), San Diego, CA, United States.

- Wated, G., & Sanchez, J.I. (2012, December 16-18). *Managerial intentions to tolerate nepotism: The effects on individualism/collectivism* [Presentation]. World Business Ethics Forum (WBEF), Hong Kong, China.
- Cremades, G., Wated, G., & Wiggins, M.S. (2011). Multiplicative measurements of a trait anxiety scale as predictors of burnout. *Measurement in Physical Education and Exercise Science*, 15(3), 220-233. <https://doi.org/10.1080/1091367X.2011.594356>
- Bacheller, L., Wated, G., & Szuchman, L. (2011, October 14-15). *A stage approach to undergraduate independent research in psychology* [Poster session]. Florida Statewide Symposium-Engagement in Undergraduate Research, Orlando, FL, United States.
- Wated, G., & Bunk, J. (2011, May 19-22). *Refining the competencies for OHP education: An international collaboration* [Session Co-Chair]. Work Stress and Health Conference, Orlando, FL, United States.
- Wated, G., & Hammer, L. (2011, May 19-22). *Practices, issues and solutions in leading OHP training efforts: An open discussion* [Session Co-Chair]. Work Stress and Health Conference, Orlando, FL, United States.
- Wated, G., & Sanchez, J. I. (2011). The cultural boundary of managing nepotism. In R. G. Jones (Ed.), *Understanding and adapting to organizational nepotism* (pp. 199-218). Taylor and Francis. Wated, G., & Sanchez, J.I. (2012, December 16-18). *Managerial intentions to tolerate nepotism: The effects on individualism/collectivism* [Presentation]. World Business Ethics Forum (WBEF), Hong Kong, China.
- Wated, G., & Szuchman, L. (2010, June 19-21). *A proposed course sequence for low-scoring-high-potential-first-year students in psychology* [Poster session]. Council of Undergraduate Research National Conference, Ogden, UT, United States.
- Wated, G., Szuchman, L., Mickley, A., & Cronk, B. (2010, June 19-21). *What every undergraduate psychology major should know: The knowledge, skills and values of psychological research* [Workshop, Presenter]. Council on Undergraduate Research National Conference, Weber State University, Ogden, UT, United States
- Wated, G. (2009, February 27-28). *Teaching industrial/organizational psychology: Activities and challenges* [Symposium]. Southeastern Conference on the Teaching of Psychology (SETOP), Atlanta, GA, United States.

- Wated, G., & Bunk, J. (2009, November 5-8). *Academics and practitioners' perspectives on transferring OHP-related knowledge* [Roundtable, Co-Chair]. Work Stress and Health Conference, San Juan, Puerto Rico.
- Sanchez, J. I., Gomez, C., & Wated, G. (2008). A valued-based framework for understanding managerial tolerance of bribery in Latin America. *Journal of Business Ethics*, 83(1), 341-352. <https://doi.org/10.1007/s10551-007-9623-x>
- Wated, G., Major-Sanabria, M., Lemos, M., & Kierce, E. (2008, March 6-8). *Teachers' self-efficacy as a moderator of the relationship between work-stressors and organizational outcomes* [Poster session]. Work, Stress and Health Conference, Washington, D.C., United States.
- Wated, G., Sanchez, J. I., & Gomez, C. (2008). Two-factor assessment of the beliefs that influence attitudes toward privatization. *Group and Organization Management*, 33(1), 107-136. <https://doi.org/10.1177/1059601106291069>
- Wated, G., & Szuchman, L. (2008, June 21-24). *Theory of planned behavior predicts student participation in research* [Poster session]. Council of Undergraduate Research National Conference, Saint Joseph, MN, United States.
- Wated, G., Szuchman, L., & Ferrer-Wreder L. (2008, February 29-March 2). *Merging statistics with research design and methods in psychology: A new approach* [Poster session]. Southeastern Conference on the Teaching of Psychology (SETOP), Atlanta, GA, United States.
- Wated, G., Major-Sanabria, M., & Kierce, E. (2007, March 15-17). *Teachers' self-efficacy as a predictor of job satisfaction and organizational commitment* [Poster session]. Florida Academy of Sciences (FAS), St. Petersburg, FL, United States.
- Wated, G., & Williams, M. (2007, January). *Gauging attitudes in organizational settings: A classroom demonstration* [Poster session]. Annual Meeting of the Society for Personality and Social Psychology (SPSP) Teaching Pre-Conference, Memphis, TN, United States.
- Wated, G., & Sanchez, J. I. (2006). The role of accent as a work stressor on attitudinal and health related work outcomes. *International Journal of Stress Management*, 13(3), 329-350. <https://doi.org/10.1037/1072-5245.13.3.329>
- Wated, G., & Sanchez, J. I. (2005). The effects of attitudes, subjective norms, attributions, and individualism-collectivism on managers' responses to bribery in organizations: Evidence from a developing nation. *Journal of Business Ethics*, 61, 111-127. <https://doi.org/10.1007/s10551-005-8712-y>
- Wated, G., & Sanchez, J. I. (2005, April 15-17). Beliefs associated with English speakers who have a Spanish accent: Effects on attitudinal and health-related

work outcomes. In A. M. Ryan and F. P. Morgeson (Co-Chairs), *Not the usual suspects: Expanding our conception of workplace stigma* [Symposium]. Society for Industrial and Organizational Psychology (SIOP), Los Angeles, CA, United States.

- Wated, G., & Sanchez, J. I. (2004, April 2-4). *The role of attitudes, subjective norms and attributions on managers' responses to bribery in organizations: Evidence from a developing nation* [Poster session]. Society for Industrial and Organizational Psychology (SIOP), Chicago, IL, United States.
- Wated, G., & Sanchez, J. I. (2001, August 8-11). *Antecedents of corruption in organizations: A Pan-American study* [Interactive Forum]. Academy of Management Meetings: Iberoamerican Management Division, Washington, D.C., United States.
- Wated, G., & Sanchez, J. I. (2001, April). *Beliefs associated with attitudes toward privatization in a developing nation* [Poster session]. Society for Industrial and Organizational Psychology (SIOP), San Diego, CA, United States.
- Wated, G., & Sanchez, J. I. (2000, August). *An assessment of the beliefs that influence attitudes toward privatization in Latin America: The case of Ecuador* [Poster session]. Iberoamerican Academy of Management, Toronto, Canada.
- Kraus, E., Sanchez, J. I., Sinha, N., Wated, G., & Williams, M. (1999, April). Some misconceptions about predictor-criterion links in validation studies: An example. In R. G. Jones (Chair), *Criterion-related validation puzzles: understanding predictor constructs in context* [Symposium]. Society of Industrial and Organizational Psychology (SIOP), Atlanta, GA, United States.

PROFESSIONAL MEMBERSHIPS

- American Psychological Association
- Society for Industrial/Organizational Psychology
- Society for Occupational Health Psychology
- The Society for the Teaching of Psychology
- Council for Undergraduate Research
- Psi Chi - The National Honor Society in Psychology
- Sigma Xi - The Scientific Research Society

UNDERGRADUATE COURSES

- Research Methods and Analysis in Psychology

- **Tests and Measurement**
- **Industrial/Organizational Psychology**
- **Work Stress and Occupational Well-being**
- **Consumer Psychology**
- **Introduction to Psychology**

GRADUATE COURSES

- **Statistics and Research Design**
- **Attitude Theory and Formation**
- **Vocational Psychology**
- **Criterion Development**
- **Pro-seminar in Industrial/Organizational Psychology**
- **Staffing Organizations**