

# Travis H. Goodson

Senior Industrial & Organizational Consultant

Biz Doc Psych, LLC.

## CONTACT

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## EDUCATION

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### **Ph.D. (ABD), Industrial and Organizational Psychology**

**February 2020 – Present**

Liberty University, Lynchburg, VA  
Slated Graduation: Summer 2021  
Current Cumulative GPA: 4.0

#### **Relevant Coursework:**

- Advanced Qualitative Statistics in Empirical Research
- Advanced Quantitative Statistics in Empirical Research
- Theories and Research in Industrial and Organizational Psychology
- Teaching of Psychology
- Doctoral Foundations in Psychology
- Executive Leadership Coaching
- Organizational Design and Business Optimization
- Organizational Consulting
- Change Management

### **M.A., Applied Psychology (Industrial and Organizational Psychology)**

**March 2020**

Liberty University, Lynchburg, VA  
Graduated with High Distinction

#### **Relevant Coursework:**

- Research Methods
- Measurement Theory
- Test Validation
- Organizational Ethics
- Inferential Statistics
- Organizational Behavior
- Talent Management
- Organizational Leadership
- Performance Management
- Workplace Motivation

### **B.S., General Psychology**

**January 2013**

Liberty University, Lynchburg, VA  
Graduated Cum Laude

## RELEVANT TEACHING EXPERIENCE

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### **Adjunct Professor (Albany State University)**

**October 2020 – Present**

*Department of Sociology and Psychology:*

Responsibilities include providing educational services, lectures, grading, mentorship, collegiate level coaching to students seeking a degree or completion of required coursework in psychology. Pedagogy is delivered both online and in-class; courses are designed to maximize the students learning experience and foster personal and professional development.

## SERVICE TO THE UNIVERSITY

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### **Albany State University**

**January 2020 – Present**

*Committee Member: Center for Undergraduate Research*

Abstract Review: 1 Article

## RELEVANT WORK EXPERIENCE

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### **Infantry Officer (United States Army)**

**June 2020 – Present**

*COVID-19 Operations Officer*

Responsibilities include acting as a liaison between the Georgia Department of Public Health and the Georgia Army National Guard to facilitate state-wide COVID-19 testing and the disinfection of critical infrastructure. As of September 4<sup>th</sup>, 2020, I have been directly involved in the administration of 29,213 COVID-19 tests, collected from various locations to include: schools, public venues, hospitals, SPOC sites, and local county and city government facilities. Furthermore, I have been directly responsible for coordinating, logistically supporting, tracking, and staffing the disinfection efforts on behalf of the Georgia Army National Guard for 400 locations across the state of Georgia.

### **Infantry Officer (United States Army)**

**January 2020 – Present**

*Company Executive Officer*

Responsibilities include providing direct leadership, oversight, and logistically supporting 135 Infantry Soldiers to meet the various operational requirements of the United States Army across a broad spectrum of environments, conditions, and situations. Oversight of two million dollars of specialized military equipment. I function as the most senior member apart of a multidisciplinary team that coordinates, enables, and actions all logistically related missions for this unit. I recently returned from training operations in Hohenfels, Germany (January-February 2020). I mobilized with Bravo Company 2-121 Infantry Battalion, in support of Operation Resolute Support VII and was directly involved in multiple diverse training missions with no loss of personnel or equipment.

**Contracting Officer (Department of Defense)****December 2018 – July 2019***Contract Quality Assurance Representative*

Responsibilities included quality assurance checks and oversight to over 96 Department of Defense contractors. Duty entailed working as a part of an interdisciplinary team to ensure that performance objectives were met in accordance with applicable local and federal legislative and procedural mandates, tracking of deliverables, work performance, and market analysis. Additional responsibilities included the oversight of the contractors training and certification for all employees stationed at Bagram Airfield, Afghanistan.

**Police Officer (Albany Police Department)****September 2014 - Present***Special Operations*

Responsibilities encompass the professional, knowledgeable, and timely issuance of public safety services to a geographic region containing 91,243 citizens. This duty entails responding to citizen calls as well as implementing knowledge of the current Georgia legal system to various cases that range from traffic infractions to aggravated assaults and homicides. Additional duties include the training of new officers as a Field Training Officer (FTO); onboarding, socializing, training, and mentoring. In addition to normal patrol duties and FTO responsibilities, I have served as an active member on the Albany/Dougherty Metro SWAT team for 5 years. Responsibilities of operators within this specialized unit include responding (24/7) to any and all threats involving active gunfire, hostage situations, barricaded subjects, and/or incidents involving terrorism. Promoted to the rank of Corporal March 7<sup>th</sup>, 2020.

**Infantry Officer (United States Army)****September 2013 – January 2020***Platoon Leader*

Responsibilities included training and mobilizing 43 Infantry Soldiers to meet the various operational requirements of the United States Army across a broad spectrum of environments, conditions, and situations. I was solely responsible for designing, implementing, and measuring actionable outcomes for this unit. Recently returning from combat operations in the theatre of Afghanistan (December 2018 – August 2019), I mobilized with my Platoon in support of Operation Freedoms Sentinel and was directly involved in multiple diverse and high-risk operations with no loss of personnel or equipment.

**Correctional Officer (Georgia Department of Corrections)****January 2013 – September 2014***Correctional Officer II*

Worked within the Georgia Correctional system as a P.O.S.T. Certified Correctional Officer. Responsibilities included maintaining physical security of the institution as well as safeguarding the inmates and other employees. Daily tasks included the following: manning a control station designed to facilitate entry and exit into various portions of the prison, directly monitoring the activities of 96 convicted felons at one time, maintaining a written log of all activities, responding to critical incidents and riots, participating in training relevant to the nature and scope of the duty position, as well as maintaining accountability of personnel and equipment at all times.

*Student Intern*

Served as the in-processing data collection analyst for an inpatient substance abuse treatment facility. Responsibilities included collecting various demographic information on clients and tracking various metrics on the population to identify risk behavior associated with relapse and recidivism. The data was used to implement strategies to improve the client outcomes associated with the program and identify characteristics associated with the effectiveness of the program.

**RESEARCH AND PUBLICATIONS**

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Goodson, T., Pratt, J., Swain, M. & Murphy, S. (2020). *The mediating role of trust in the spread of SARS-CoV-2 in Dougherty County*. (Manuscript in preparation) Department of Psychology, Liberty University, Virginia

Goodson, T. (2021). *Relationship between citizen voice, leader-member exchange, and citizen willingness to comply with governmental public health mandates concerning SARS-CoV-2 in Dougherty County: a mixed methods analysis*. (Manuscript in preparation) Department of Psychology, Liberty University, Virginia

**PROFESSIONAL CONSULTATIONS AND PROJECTS**

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**Business Plan Development****December 2020**

Organization: EvolovE, 501(C)3

Role: Organizational Strategist and Program Developer

**Project: Lean Six-Sigma Evaluation****November 2020**

Process: Organization and Retrieval of Wine

Goal: Reduce waste associated with process and restructure to optimize performance

Organization: Corks Wine and Charcuterie LLC

Role: Professional Consultant

**Business Plan Development****November 2020**

Organization: Corks Wine and Charcuterie LLC

Role: Organizational Strategist and Program Developer

**Position Description Development and Talent Management****October 2020**

Organization: Corks Wine and Charcuterie LLC

Role: Organizational Strategist and Program Developer

**Organizational Success and Strategic Goal Obtainment****February 2020**

Organization: Every Shot Counts (ESC) Firearms Training LLC

Role: Professional Consultant

**Developing a Performance Management System**

**November 2019**

Organization: Every Shot Counts (ESC) Firearms Training LLC

Role: Professional Consultant

**Onboarding and Talent Management**

**November 2019**

Organization: Every Shot Counts (ESC) Firearms Training LLC

Role: Professional Consultant

**LECTURES AND PRESENTATIONS**

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**Finding Peace in Relationship:**

**November 9, 2020**

**Trust and Intimacy**

Hosting Organization: Continuous Growth Inc.

Location: Undisclosed, Albany GA

Program Coordinator: Brooke Bumberly

**Building Emotional Intelligence:**

**October 17, 2020**

**Trust and Resilience**

Hosting Organization: Continuous Growth Inc.

Location: Undisclosed, Albany GA

Program Coordinator: Brooke Bumberly

**Cognitive Constructs of Police Report Writing**

**September 30, 2020**

Hosting Organization: Albany State University

Course: CRJU 2400 Police Report Writing

Location: Albany State University East Campus, Hartnett Bldg. Room 214

**Looking for Love in All the Wrong Places:**

**September 12, 2020**

**Cognitive Bias and Online Predators**

Hosting Organization: Continuous Growth Inc.

Location: Undisclosed, Albany GA

Program Coordinator: Brooke Bumberly

**Religious and Philosophical Indices of Leadership (Part IV)**

**September 4, 2020**

Hosting Organization: Byne Christian School

Course: Humanities 11<sup>th</sup> & 12<sup>th</sup> Grade Level

Location: Virtual Lecture

<p><b>Religious and Philosophical Indices of Leadership (Part III)</b>          Hosting Organization: Byne Christian School          Course: Humanities 11<sup>th</sup> &amp; 12<sup>th</sup> Grade Level          Location: Virtual Lecture</p>	<p><b>September 3, 2020</b></p>
<p><b>Religious and Philosophical Indices of Leadership (Part II)</b>          Hosting Organization: Byne Christian School          Course: Humanities 11<sup>th</sup> &amp; 12<sup>th</sup> Grade Level          Location: Virtual Lecture</p>	<p><b>September 2, 2020</b></p>
<p><b>Religious and Philosophical Indices of Leadership (Part I)</b>          Hosting Organization: Byne Christian School          Course: Humanities 11<sup>th</sup> &amp; 12<sup>th</sup> Grade Level          Location: Virtual Lecture</p>	<p><b>May 11, 2020</b></p>
<p><b>Empirical and Anecdotal Servant Leadership Models</b>          Hosting Organization: Byne Christian School          Course: Humanities 11<sup>th</sup> &amp; 12<sup>th</sup> Grade Level          Location: Virtual Lecture</p>	<p><b>May 5, 2020</b></p>
<p><b>Self-Leadership and Mental Health</b>          Hosting Organization: Turner Job Corps          Seminar: Community Youth Leadership Conference (CYLC)          Location: Albany State University East Campus, Billy C. Black Auditorium</p>	<p><b>November 15, 2019</b></p>
<p><b>Censorship and Cognitive Psychology</b>          Hosting Organization: Albany State University          Course: CRJU 4210 Philosophy of Law and Punishment          Location: Albany State University East Campus, Hartnett Bldg. Room 214</p>	<p><b>October 17, 2019</b></p>
<p><b>Social Change, Activism, and Community Service</b>          Hosting Organization: Dougherty High School          Course: Political Science          Location: 1800 Pearce Avenue, Albany, GA 31705</p>	<p><b>June 28, 2018</b></p>
<p><b>Social Change and the Power of Collective Influence Part II</b>          Hosting Organization: Deerfield Windsor School          Course: Social Change          Location: 2500 Nottingham Way, Albany, GA 31707</p>	<p><b>April 26, 2018</b></p>

## **Social Change and the Power of Collective Influence Part I**

**April 23, 2018**

Hosting Organization: Deerfield Windsor School

Course: Social Change

Location: 2500 Nottingham Way, Albany, GA 31707

### **PROFESSIONAL DEVELOPMENT AND CONFERENCES**

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#### **Memory Formation and Cognition**

**November 2012**

Presenter: Elizabeth A. Buffalo, Ph. D (Co-director for the Institute on Neuroscience)

Hosting Organization: Institute for Brain Potential (IBP)

### **AWARDS AND HONORS**

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#### **Local Hero: Albany Herald Reader's Choice Award**

**2021**

Awarded (locally) to a deserving member of public safety for exceptional public service: voted on by the general public.

#### **Albany's Best Musician: Albany Herald Reader's Choice Award**

**2021**

Awarded (locally) to an exceptional musician: voted on by the general public.

#### **Meritorious Service Medal**

**2019**

Awarded to servicemembers who distinguish themselves through exceptionally meritorious service while mobilized in support of combat operations.

#### **Presidential Lifetime Achievement Award**

**2018**

Awarded on behalf of the President of the United States to deserving individuals who have completed over 5,000 documented hours of community service.

#### **Jefferson Award**

**2018**

Awarded to a member within the community for outstanding public service.

#### **HAIX Hero of the Month Award**

**2018**

Awarded (Nationally) to a deserving member of public safety for exceptional public service.

#### **Community Hero of the Year Award**

**2018**

Awarded to a member of the Albany Police Department who distinguishes themselves above their peers for exceptional public service to their community.

## TECHNICAL SKILLS

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- Statistical Analysis: SPSS (25)
- Blackboard
- Microsoft Office Suite
- Canva Digital Suite
- OBS Studio 25.0.8

## PROFESSIONAL CERTIFICATES

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### Management and Strategy Institute

- Six Sigma Lean Green Belt in Government (SSGBG)<sup>™</sup>
- Six Sigma White Belt (SSWB)<sup>™</sup>
- Project Management Essentials Certified (PMEC)<sup>™</sup>

## PROFESSIONAL AFFILIATIONS

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- American Psychological Association
- Society for Industrial and Organizational Psychology (SIOP)
- Society for the Teaching of Psychology
- PSI CHI International Honors Society
- Omega Nu Lambda National Honors Society

## COMMUNITY RELATIONS

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### **Operation Christmas Hog**

**December 23, 2020**

Organized a community service event that provided 57 fully cooked Christmas meals and 673 toys for individuals in need. Coordination included the involvement of 6 different local Albany businesses and 20 volunteers that assisted in the gathering of donations, preparation of meals, and distribution of all dinners and toys

### **Operation Turkey**

**November 25, 2020**

Organized a community service event that provided 64 fully cooked Thanksgiving meals for individuals in need. Coordination included the involvement of 6 different local Albany businesses and 16 volunteers that assisted in the gathering of donations, preparation of meals, and distribution of all dinners.



**Operation Keep Safe****September 14, 2018**

Organized a community service project to provide car seats to low income families in the City of Albany. Coordination included raising funds—over \$20,000.00 in less than two months—managing a project schedule with the National Highway Traffic Safety Administration, Albany Police Department, Georgia Department of Public Health, and the Alpha Pregnancy Center. The project's outcomes included the distribution of over 100 infant safety seats and booster seats to families in need, combined with proper training from Certified Safety Seat Technicians.

**Keep Safe 5K****September 1, 2018**

Organized a 5k and 1-mile fun run to raise awareness and the necessary resources to purchase car seats for Operation Keep Safe. Coordination included obtaining a permit through the City of Albany, logistically supporting the 5k, planning the race route, and ensuring both law enforcement and health care provider presence at the event. Wild Side running was the primary partner in this event and assisted in planning the route, timing of the race, and distribution of the awards for the runners. Over 100 participants contributed, raced, or volunteered at this event.

**Dougherty High Clean-Up****July 19, 2018**

Organized a community service project with the junior and senior class at Dougherty County Comprehensive Highschool to fight the blight in impoverished areas in the Albany area. Coordination included the procurement of supplies, maintenance of a volunteer roster for tracking community service hours, and identifying areas in need of this specific project. This particular project accomplished the cleaning and reparation of two-square city blocks, painting of two residences, and lawn care for three separate dwellings; improving the tenants' living conditions and the quality of life for those bordering these areas.

**Black and Yellow****April 14, 2017**

Organized a community service project with local churches and volunteer groups to combat the growing gang epidemic in the City of Albany. After noticing that certain portions of residences in a specific geographical area had been painted yellow—indicating a criminal gang's presence—I worked with a team of 100 volunteers and 3 different organizations to repaint all of the tagged areas. This collective event reclaimed the territory and emboldened the residents to fight back against criminal street gangs in their respective communities.