

Jill C. Bradley-Geist

Curriculum Vitae

University of Colorado Colorado Springs
College of Business – Dwire Hall
Colorado Springs, CO 80918
jill.bradley-geist@uccs.edu

EDUCATION

Tulane University

Ph.D. Industrial-Organizational Psychology (2006)
M.S. Industrial-Organizational Psychology

Truman State University

B.S. Psychology – *summa cum laude*

PROFESSIONAL EXPERIENCE (ACADEMIC)

University of Colorado Colorado Springs

Assistant Professor of Management (2014- 2016)
Associate Professor of Management (2016-current)

California State University, Fresno

Associate Professor of Management (2011-2014)
Assistant Professor of Management (2006-2011)

REFEREED PEER-REVIEWED PUBLICATIONS:

- Tomlin, K.A., Metzger, M., Bradley-Geist, J.C., & Gonzalez-Padron, T. (2017). Are students blind to their ethical blind spots? An exploration of why ethics education should focus on self-perception biases. *Journal of Management Education*, 41(4), 539-574.
- Winslow, C.J., Kaplan, S.A., Bradley-Geist, J.C., Lindsey, A.P., Ahmad, A.S., & Hargrove, A.K. (2017). An examination of two positive organizational interventions: For whom do these interventions work? *Journal of Occupational Health Psychology*, 22(2), 129-137.
- Milliman, J., Gatling, A., & Bradley-Geist, J.C. (2017). The implications of workplace spirituality for person-environment fit theory. *Psychology of Religion and Spirituality*, 9, 1-12.
- Tomlin, K.A., & Bradley-Geist, J.C. (2016). Alignment between Antecedents and Interventions: The Critical Role of Implicit Bias. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(3), 583-590.

- Bradley-Geist, J.C., Rivera, I.*, & Geringer, S. (2015). The collateral damage of ambient sexism: Observing sexism impacts bystander self-esteem and career aspirations. *Sex Roles: A Journal of Research*, 73, 1-2, 29-42.
*indicates undergraduate student
- Bradley-Geist, J.C., & Olson-Buchanan, J.B. (2014). Helicopter parents: Correlates of over-parenting of college students. *Education + Training*, 56, 4, 314-328.
*Emerald Group Publishing Literati Awards for Excellence 2015 "Highly Commended Paper"
- Isom-Schmidtke, J., Bradley-Geist, J.C., & Schmidtke, J.M. (2014). Law as last resort: approaching invisible disabilities proactively. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 2, 224-227.
- Kaplan, S.A., Bradley-Geist, J.C., Ahmad, A., Lindsey, A., Anderson, A., & McCormick, A. (2014). A test of two positive psychology interventions to increase employee well-being. *Journal of Business and Psychology*, 29, 3, 367-380.
- Bradley-Geist, J.C., & Landis, R.S. (2012). Homogeneity of personality in organizations and occupations: A comparison of alternative statistical tests. *Journal of Business and Psychology*, 27, 149-159.
- Kaplan, S.A., Stachowski, A., & Bradley-Geist, J.C. (2012). A classroom activity to demonstrate self-other (dis)agreement in personality judgments. *Teaching of Psychology*, 39, 213-216.
- Bradley-Geist, J.C., & Ruscher, J.B. (2011). Showcasing and subjugating minorities and women: Assignment to visible but trivial committees. *Journal of Psychological Issues in Organizational Culture*, 2, 5-18.
- Bradley-Geist, J.C., King, E.B., Skorinko, J., Hebl, M.R., & McKenna, C. (2010). Moral credentialing by association: The importance of choice and relationship closeness. *Personality and Social Psychology Bulletin*, 36, 1564-1575.
- Christian, M.S., Edwards, B.D., & Bradley, J.C. (2010). Situational judgment tests: Constructs assessed and a meta-analysis of their criterion-related validities. *Personnel Psychology*, 63, 83-117.
- Christian, M.S.*, Bradley, J.C.*, Wallace, J.C., & Burke, M.J.**, (2009). Workplace safety: A meta-analysis of the roles of person and situation factors. *Journal of Applied Psychology*, 94, 1103-1127.
*Denotes shared first authorship (equal contributions by both first authors).
- Kaplan, S.A., Bradley, J.C., Luchman, J., & Haynes, D. (2009). The role of positive and negative affectivity in job performance: A meta-analysis. *Journal of Applied Psychology*, 94, 162-176.
- Leslie, L.M., King, E.B., Bradley, J.C., & Hebl, M.R. (2009). Triangulation across methodologies: All signs point to persistent stereotyping and discrimination in organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 1, 399-404.
- Zyphur, M.J., Bradley, J.C., Landis, R.S., & Thoresen, C.J. (2008). The Effects of Cognitive Ability and Conscientiousness on Performance over Time: A Censored Latent Growth Model. *Human Performance*, 21, 1-27.

- Sarpy, S., Warren, C.R., Kaplan, S.A., & Bradley, J.C. (2005). Simulating public health response to a Severe Acute Respiratory Syndrome (SARS) event: Designing, implementing, and evaluating a tabletop exercise. *Journal of Public Health Management and Practice, 11*, S75-S82.
- Kaplan, S.A., Bradley, J.C., & Ruscher, J.B. (2004). The inhibitory role of cynical disposition in the provision and receipt of social support: The case of the September 11th terrorist attacks. *Personality and Individual Differences, 37*, 1221-1232.
- Thoresen, C.J., Bradley, J.C., Bliese, P.D., & Thoresen, J.D. (2004). The big five personality traits and individual job performance growth trajectories in maintenance and transitional job stages. *Journal of Applied Psychology, 89*, 835-853.
- Deitch, E.A., Barsky, A., Butz, R.M., Brief, A.P., Chan, S.S.Y., & Bradley, J.C. (2003). Subtle yet significant: The existence and impact of everyday racial discrimination in the workplace. *Human Relations, 56*, 1299-1324.
- Gonzalez, M.G., Burke, M.J., Santuzzi, A.M., & Bradley, J.C. (2003). The impact of group process variables on the effectiveness of distance collaboration groups. *Computers in Human Behavior, 19*, 629-648.
- Heckert, T.M., Droste, H.E., Farmer, G.W., Adams, P.J., Bradley, J.C., & Bonness, B.M. (2002). Effect of gender and work experience on importance of job characteristics when considering job offers. *College Student Journal, 36*, 344-356.

NON-REFEREED (OTHER) PUBLICATIONS/ARTICLES

- Bradley-Geist, J.C. (2017, December 1). Refine interviewing process for better results. *The Colorado Springs Business Journal*. Retrieved from: <https://www.csbj.com/2017/12/01/refine-interviewing-process-better-results/>
- Bradley-Geist, J.C., & Ruch, B. (2017, December). Tax reform update: House bill passes, Senate bill under consideration. *The Industrial-Organizational Psychologist, 54*(6).
- Bradley-Geist, J.C., & Ruch, B. (2017, June). SIOP responds to fiscal year 2018 appropriations testimony on National Science Foundation funding. *The Industrial-Organizational Psychologist, 54*(5).
- Bradley-Geist, J.C., & Uttley, L. (2017, April). SIOP Responds to National Academies' Call for White Papers on Social Science and National Security. *Industrial-Organizational Psychologist, 54*(4). Retrieved from: <http://www.siop.org/tip/april17/siw.aspx>
- Bradley-Geist, J.C., & Uttley, L. (2017, January). Election update: Impact on research, education, and healthcare. *The Industrial-Organizational Psychologist, 54*(3). Retrieved from: <http://www.siop.org/tip/jan17/siw.aspx>
- Bradley-Geist, J.C., & Uttley, L. (2016, July). SIOP in Washington: Advocating for I-O in Federal Public Policy. *The Industrial-Organizational Psychologist, 54*(1). Retrieved from: <http://www.siop.org/tip/july16/great.aspx>
- Bradley-Geist, J.C., & Chang, D. (2015). SIOP in Washington: Key findings from the SIOP advocacy survey. *The Industrial-Organizational Psychologist, 52*(3), 63-65.

Tjung, L.,* Kwon, O., Tseng, K.C., & Bradley-Geist, J.C. (2010). Forecasting financial stocks using data mining. *Global Economy and Finance Journal*, 3, 13-26.
*indicates undergraduate student

Bradley, J.C., & Brief, A.P. (2004). Emotions in the workplace. In N. Nicholson, P. Audia, and M. Pillutla (Eds.), *Blackwell Encyclopedic Dictionary of Management Organizational Behavior*, 2nd Ed.

WORKS SUBMITTED (MANUSCRIPTS UNDER REVIEW)

Biskup, M.J., Kaplan, S., Bradley-Geist, J.C. & Membere. A. Title retracted. Under review at *Psychological Bulletin*.

Duening, T., Nicholson, N., & Bradley-Geist, J.C. Title retracted. Proposal invited for full manuscript review at *Academy of Management Perspectives*.

Kaplan, S., Bradley-Geist, J.C., Winslow, C., & Biskup, M.J. Can we predict how work will feel? Accuracy and performance implications of affective forecast. Under review at *Journal of Management*.

Santuzzi, A., Bradley-Geist, J.C., & Kaplan, S. Title retracted. Proposal submitted in response to call for papers for *Journal of Management* review issue.

Schmidtke, J.M., Bradley-Geist, J.C., Schmidtke, J., & Elliott, J. Title retracted. Revise and resubmit at *Basic and Applied Social Psychology*.

BOOK CHAPTERS

Bradley-Geist, J.C., & Schmidtke, J.M. (2018). Immigrants in the workplace: Stereotyping and discrimination. In E. King & A. Colella (Eds.). *Oxford Handbook of Workplace Discrimination*. New York, NY: Oxford University Press.

Bradley-Geist, J.C. (2016). Positive organizational climate. In T.N. Duening (Ed.), *Leading the Positive Organization: Actions, Tools, & Processes*. New York, NY: Business Expert Press.

Bradley-Geist, J.C., & King, E.B. (2013). Building an inclusive work world: Promoting diversity and positive inter-group relations through CSR. In J.B. Olson-Buchanan, L.L Koppes Bryan, & L. Foster Thompson (Eds.). *Using I-O Psychology for the Greater Good: Helping Those who Help Others* (pp. 176-204). New York, NY: Routledge.

Bradley, J. C., Brief, A. P., & Smith-Crowe, K. (2008). The 'good' corporation. In D. Smith, (Ed.) *The people make the place: Dynamic linkages between individuals and organizations* (pp. 175-223). New York, NY: Taylor & Francis Group/Lawrence Erlbaum Associates.

Burke, M.J., Bradley, J.C., and Bower, H.N. (2003). Health and safety training programs. In J.E. Edwards, J.C. Scott, & N.S. Raju (Eds.). *The human resources program-evaluation handbook*. Thousand Oaks, CA: Sage.

Bradley, J.C., Brief, A.P., & George, J.M. (2002). More than the Big Five: Personality and careers. In D.C. Feldman (Ed.) *Work careers: A developmental perspective*. San Francisco: Jossey-Bass.

CONFERENCE PRESENTATIONS

- Bradley-Geist, J.C., Behrend, T., Gallus, J., Hysong, S., Kuykendall, L., O'Hare, L., Ruark, G., Ruch, B. (2018, April). Linking your I-O work to federal policy and funding opportunities. Executive Board Special Session at Society for Industrial and Organizational Psychology, 33rd Annual Conference: Chicago, IL.
- Kaplan, S., & Bradley-Geist, J.C. (2018, April). More than a feeling: Advancing the study of emotions and performance. Symposium (co-chair) at Society for Industrial and Organizational Psychology, 33rd Annual Conference: Chicago, IL.
- Bradley-Geist, J.C., & Seck, K. (2017, April). Perceptions of bisexual employees within the mixed stereotype content model. In D.F. Arena and K.P. Jones (Chairs), *Don't Trust the B: Bisexual Stigma in Modern Organizations*. Symposium at Society for Industrial and Organizational Psychology, 32nd Annual Conference: Orlando, FL
- Biskup, M.J., Kaplan, S., Bradley-Geist, J.C., & Membere, A.A. (2017, April). Just how miserable is work? A meta-analysis of the evidence. In M.T. Ford (Chair), *New Within-Person Perspectives on Affect across Work and Home*. Symposium at Society for Industrial and Organizational Psychology, 32nd Annual Conference: Orlando, FL.
- Bradley-Geist, J.C., Chang, D., Eby, L.T., O'Hare, L., Ruark, G., & Uttley, L. (2017, April). Getting engaged in I-O advocacy and federal research funding opportunities. Executive Board Special Session at Society for Industrial and Organizational Psychology, 32nd Annual Conference: Orlando, FL.
- Austin, C., Jones, K., & Bradley-Geist, J.C. (2016, April). Expectant mothers and fathers in academia: Student ratings of teaching. In K. Jones (Chair), *Exploring Pregnancy Bias in Field Settings: Emergence, Consequences, and Remediation*. Symposium at Society for Industrial and Organizational Psychology, 31st Annual Conference: Anaheim, CA.
- Tomlin, K.A. & Bradley-Geist, J.C. (2016, March). Talk is cheap, but ratings are real? The mismatch between qualitative performance feedback and quantitative evaluation ratings for women. Western Academy of Management Conference: Portland, OR
- Kaplan, S.K., Biskup, M., Bradley-Geist, J.C., & Membere, A. (2015, May). Is work our "happy place"? In S. Barsade (Facilitator) and C. Winslow (Chair), *Accentuate the Positive: Extending Research on Positive Emotions at Work*. Symposium presented at the American Psychological Society, 27th Annual Convention: New York, NY.
- Winslow, C.J., Kaplan, S. A., Bradley-Geist, J. C., Lindsey, A.P., Ahmad, A.S., & Hargrove, A. K. (2015, May). Workplace well-being interventions. In S. DeArmond (Chair), *Corporate Wellness Programs: Evidence Based Research to Advance Well-being*. Symposium presented at the Work, Stress, and Health Conference: Atlanta, GA.
- Bradley-Geist, J.C., Rivera, I., & Geringer, S. (2015, April). How the experience of ambient sexism impacts observers. Society for Industrial and Organizational Psychology, 30th Annual Conference: Philadelphia.

- Skorinko, J. L. M., Bradley-Geist, J. C., Spring, E. (2015, February). Moral Credentials from the Observer's Perspective. Presented at the 16th Annual Meeting of Social Psychology and Personality Society (SPSP), Long Beach, CA.
- Bradley-Geist, J.C., Kaplan, S., Holland, S., & Olson-Buchanan, J.B. (2014, May). A longitudinal study of metaperceptions and performance in virtual teams. Presented at the Society for Industrial and Organizational Psychology, 29th Annual Conference: Honolulu.
- Rivera, I., Bradley-Geist, J.C., & Geringer, S.D., (2014, April). The impact of ambivalent sexism on individual perceptions and career expectations. Presented at the 35th Annual Central California Research Symposium: Fresno. (*first author won best undergraduate presentation*)
- Bradley-Geist, J.C., Kaplan, S., & Olson-Buchanan, J.B. (2013, May). Metaperceptions in virtual teams: Examining meta-accuracy over time. Presented at a symposium: *The Emergence and Development of Metaperceptions in the Workplace* at the American Psychological Society, 25th Annual Convention: Washington, D.C.
- Kaplan, S., Bradley-Geist, J.C., Ahmad, A.S., Anderson, A.J., Hargrove, A.K., & Lindsey, A.P. (2013, April). A test of two positive psychology interventions to increase employee well-being. Symposium presentation at the Society for Industrial and Organizational Psychology, 28th Annual Conference: Houston.
- Silveira, K.L., Geringer, S.D., & Bradley-Geist, J.C. (2013, March). Coupon usage and brand loyalty development by Generation Y: An empirical study. Presented at Marketing Management Association Spring Conference: Chicago.
- Gentile, P., & Bradley-Geist, J.C. (2012, April). Experiences of students and employees with disabilities: Treated better *and* worse than peers? Presented at a symposium: *Disability in the Workplace: Contemporary Challenges Beyond the ADA* at the Society for Industrial and Organizational Psychology, 27th Annual Conference: San Diego.
- Forsythe, L., & Bradley-Geist, J.C. (2011, August). Factors leading to successful performance in business law classes. Paper presented at the *2011 Academy of Legal Studies in Business*, New Orleans, LA.
- Bradley-Geist, J.C., & Gentile, P. (2011, April). Employer Willingness to Implement Assistive Technology for Workers with Disabilities. Poster presented at the Society for Industrial and Organizational Psychology 26th Annual Conference: Chicago.
- Elliot, J., Schmidtke, J., & Bradley-Geist, J.C. (2011, April). Discrimination Against Employees With Disabilities: Does Timing and Type Matter? Poster presented at the Society for Industrial and Organizational Psychology 26th Annual Conference: Chicago.
- Tjung, L., Kwon, O. Tseng, K.C., & Bradley, J.C. (2009). Forecasting financial stocks using data mining. Presented at the Asian Pacific Conference on International Accounting Issues 21st Annual Conference: Las Vegas.
- Bradley, J.C., Kaplan, S.A., Luchman, J., Kurtessis, J.N., Robbins, J.M., Stachowski, A., & Hawkins, L. (2009) Affective forecasting jobs: Is work as bad as we think? Poster presented at the Society for Industrial and Organizational Psychology 24th Annual Conference: New Orleans.

- Sanchez, R.J., Olson-Buchanan, J.B., Schmidtke, J., & Bradley, J.C. (2009) It's just business: Affective and cognitive trust in virtual teams. Poster presented at the Society for Industrial and Organizational Psychology 24th Annual Conference: New Orleans.
- Bradley, J.C., Christian, M.S., Wallace, J.C., Burke, M.J., & Garza, A. (2008). Antecedents of Occupational Safety Performance and Outcomes: A Meta-Analysis. Paper presented at the Academy of Management Annual Meeting, OB Divisions: Anaheim, CA.
- Bradley, J.C. (2008). Rejection and deflection: The case of the "poor white trash" stereotype. Presented at a symposium: *Intergroup bias in organizations: When do in-group favoritism and out-group derogation NOT apply?* At the Academy of Management Annual Meeting: Anaheim, CA.
- Kaplan, S.K., Bradley, J.C., Luchman, J., & Haynes, D. (2008). Dispositional Affect and Job Behaviors: A Meta-Analytic Investigation. Poster presented at the Society for Industrial and Organizational Psychology 23rd Annual Conference: San Francisco, CA.
- Bradley, J.C., & Ruscher, J.B. (2007). Showcasing and Subjugating Minorities: Minority Representation on Committees. Poster presented at the Society for Industrial and Organizational Psychology 22nd Annual Conference: New York, NY.
- Christian, M.S., Edwards, B., & Bradley, J.C. (2007). On the Nature of Situational Judgment Tests: A Construct-Oriented Meta-Analysis. Poster presented at the Society for Industrial and Organizational Psychology 22nd Annual Conference: New York, NY.
- Sarpy, S., Bradley, J.C., Christian, M.S., Kaplan, S.K., & Warren, C.R. (2006). Considering organizational factors in developing, implementing, and evaluating emergency preparedness and response training for public health workers and first responders. Presented at the 134th Annual Meeting and Exposition of the American Public Health Association: Boston, Massachusetts.
- Sarpy, S., Warren, C.R., Bradley, J.C., Christian, M.S., & Kaplan, S.K. (2006). Evaluating the impact of a tabletop exercise on recognizing and responding to a SARS event: A six month follow-up study. Presented at the 134th Annual Meeting and Exposition of the American Public Health Association: Boston, Massachusetts.
- Bradley, J.C., & Kaplan, S.K. (2006). The influence of job competence on ratings of physical and interpersonal attractiveness. Presented at a symposium: *Modern-Day Sexism at Work: Gone but not Forgotten* at the Society for Industrial and Organizational Psychology 21st Annual Conference: Dallas, Texas.
- Zyphur, M.J., Landis, R.S., Bradley, J.C., & Thoresen, C.J. (2006). Ability, personality, and performance over time: A censored latent growth model. Poster presented at the Society for Industrial and Organizational Psychology 21st Annual Conference: Dallas, Texas.
- Bradley, J.C., Brief, A.P., Chan, S., Ely, R., Meyerson, D., Schultz, V., Kangas, N., & Watkins, M. (2005). Sex as a tool: Does using sex at work work? Presented at a symposium: *Doing the Taboo: Discussing Sexuality in the Workplace* at the Annual Meeting of the Academy of Management: Honolulu, Hawaii.
- Bradley, J.C., & Landis, R.S. (2003). Homogeneity of personality within occupations and organizations: ASA theory revisited. Poster presented at the Society for Industrial and Organizational Psychology 18th Annual Conference: Orlando, Florida.

- Deitch, E.A., Barsky, A., Brief, A.P., Butz, R.M., Chan, S.S.Y., & Bradley, J.C. (2003). Subtle yet significant: Everyday racial discrimination in the workplace. Poster presented at the Society for Industrial and Organizational Psychology 18th Annual Conference: Orlando, Florida.
- Islam, G., Bradley, J.C., Kaplan, S.A., & Brief, A.P. (2003). Job attitudes and sexism: Men's reactions to affirmative action programs: Poster presented at the Society for Industrial and Organizational Psychology 18th Annual Conference: Orlando, Florida.
- Thoresen, C.J., Bradley, J.C., Bliese, P.D., & Thoresen, J.D. (2003). The big five personality traits and individual job performance growth trajectories in maintenance and transitional job stages. Presented at a symposium *The Changing Nature of Performance Revisited: New Extensions, Levels, and Directions* at the Annual Meeting of the Academy of Management: Seattle, Washington.
- Bradley, J.C., Kaplan, S.A., & Ruscher, J.B. (2002). Social Support through Storytelling on September 11: The Cost of Cynical Disposition. Poster presented at the Annual Conference of the American Psychological Society, New Orleans, LA.
- Dunlap, W.P., Landis, R.S., & Bradley, J.C. (2002). Analysis of acquisition data via orthogonal principal components. Poster to be presented at the Society of Industrial and Organizational Psychology Annual Conference, Toronto, Canada.
- Heckert, T. M., Droste, H. E., Farmer, G. W., Adams, P. J., Bradley, J. C., & Bonness, B. M. (2001). Work experience, gender, and importance of various job characteristics. Presented at the Seventy-second Annual Meeting of the Eastern Psychological Association, Washington, D. C.
- Griffin, C., Bradley, J.C., & Hatala, M.N. (1998). Effects of underload on time perception through retrospective and prospective paradigms. Paper presented at Missouri Academy of Science, Marysville, MO
- Griffin, C., Bradley, J.C., & Hatala, M.N. (1998). Effects of underload on time perception through retrospective and prospective paradigms. Poster presented at Midwest Psychological Association Annual Meeting, Chicago, IL
- Shaffer, F., Dougherty, J., & Bradley, J.C. (1998). A survey of undergraduate breathing knowledge. Paper presented at Undergraduate Research Symposium, Kirksville, MO.
- Shaffer, F., Dougherty, J., & Bradley J.C. (1998). A survey of undergraduate breathing knowledge. Poster presented at Association for Applied Psychophysiology and Biofeedback, Orlando, FL.

GRANTS AND SCHOLARSHIP

Awarded:

- United States Army Research Institute for the Behavioral and Social Sciences (ARI) – Foundational Science Research Unit (FSRU); 2016-2019
 - Co-PI (with Seth Kaplan; George Mason University)
 - Awarded: \$538,957.00
- University of Colorado Colorado Springs Faculty Assembly Women’s Committee
 - Research, Creative Works, and Development Grant; 2016
 - Awarded: \$500
- University of Colorado Colorado Springs Faculty Minority Affairs
 - Diversity Grant; 2014
 - Awarded: \$200

RECOGNITIONS, HONORS, AND AWARDS

- 2017-2018: University of Colorado Excellence in Leadership Program
- 2016-2017: Emerald Group Publishing 50th Anniversary Selection for “Most Impactful Article” of 2014
- 2016-2017: Daniels Fund Ethics Initiative Faculty Fellow
- 2016: *Journal of Vocational Behavior* - Outstanding Contribution in Reviewing
- 2015: Emerald Group Publishing Literati Awards for Excellence 2015 “Highly Commended Paper” for peer-reviewed publication:
 - Bradley-Geist, J.C., & Olson-Buchanan, J.B. (2014). Helicopter parents: An examination of the correlates of over-parenting of college students. *Education + Training, 56, 4*, 314-328.
- 2015-2016: UCCS College of Business Outstanding Service Award
- 2013: Faculty mentor to 2nd place award winner Ivy Rivera at the 28th Annual California State University Student Research Competition
- 2013: Beta Gamma Sigma – Faculty-Nominated Honoree and Inductee
- 2012: Student-Nominated Faculty Honor Roll (2011, 2012)
- 2011: Student-Nominated Faculty Honor Roll (2011, 2012)
- 2011: SoLT (Scholarship of Learning and Teaching) Scholar: Craig School of Business
- 2009: Provost’s Award for Promising New Faculty: California State University, Fresno
- 2006: Murphy Center for Ethics and Public Affairs Graduate Fellowship
- 2003: Robert E. Flowerree Research Fellowship
- 2002: Robert E. Flowerree Travel Award
- 2004: Graduate School Student’s Association Travel Award
- 2003: Graduate School Student’s Association Travel Award
- 2000: Psychology Student of the Year, Truman State University

PROFESSIONAL AFFILIATIONS

- Academy of Management
- Society for Human Resource Management (SHRM)
- Society for Industrial and Organizational Psychology (SIOP)
 - Membership Committee: Chair (April 2018- April 2020)
 - Government Relations Advocacy Team: Chair (2016- 2018)
 - Government Relations Advocacy Team: Member (2013-2016)

COURSES TAUGHT

University of Colorado Colorado Springs

- MGMT 3000 – Integrated Skills for Management (2014, 2016, 2017)
- MGMT 3300 – Introduction to Management and Organization (2014, 2015, 2016, 2017, 2018)
- MGMT 3300 – Introduction to Management and Organization (online course) (2016, 2017)
- HRMG 4380 – Human Resource Management (online course) (2015, 2016, 2017, 2018)

California State University, Fresno

- Executive MBA 240 Managing Human Capital Executive MBA course (2009-2011)
- MBA 240 Managing Human Capital (2011, 2012)
- MGMT 110 Administration and Organizational Behavior (2011, 2012, 2013)
- MBA 241 Leveraging Human Capital in the International Context (2011)
- HRM 150 Administration of Personnel (2006 – 2010)
- HRM 154 Compensation Administration (2007 – 2012)
- Director of Honors Program (2009-2012)

Tulane University

- Introduction to Industrial-Organizational Psychology (Spring 2004, 2005)
- Personality (Summer 2004)
- Lab instructor for Psychological Testing and Methods (Fall 2000 – Spring 2002)
- Lab instructor for Experimental Design and Quantitative Methods (Spring – Fall 2003)
- Lab instructor for graduate-level Multivariate Statistics (Fall 2002)

SERVICE**SERVICE: UNIVERSITY****University of Colorado at Colorado Springs**

- Academic Affairs Steering Committee (Andrea Herrera) member (2018-current)
- Search Committee for College of Business Dean position (2017)
- Task Force on journal quality as related to faculty evaluations/assessment and accreditation (2018)
- University Personnel and Benefits Committee (2015-current; co-chair December 2017-current)
- Presenter for Personality Workshop UCCS Career Coaching Program (November, 2017)
- Presenter: College of Business Teaching Engagement Workshop (facilitator Don Warrick; 2017)
- Presenter: Daniels Fund Ethics Initiative Workshop/Retreat (2017)
- Task Force on classroom security and door locks (2017)
- Presenter for Personality Workshop UCCS Career Coaching Program (November, 2016)
- Search Committee Member for College of Business Association Dean position (2016)
- Guest Lecture for Department of Psychology (2016/08)
- Instructor for Undergraduate Independent Study: Kimberly Seck (2016)
- Faculty Assembly Representative for the College of Business (2015-2017)
- Advisory Board Member for the Matrix Center for the Advancement of Social Equity and Inclusion (2016-current)
- Search Committee Member for College of Business Graduate Director staff position (2015)
- Search Committee Member for College of Business Human Resource Professional staff position (2015)
- Presenter for Personality Workshop UCCS Career Coaching Program (November, 2015)
- Presenter for Personality Workshop UCCS Career Coaching Program (February, 2015)
- College of Business Research Student Subject Pool Director (2014-current)
- Council on Undergraduate Education committee (2014-2015)
- Department of Management faculty search committee (2014)
- College of Business task force on faculty teaching evaluations (2014-2015)
- Research mentor for UCCS Undergraduates: Jessica Helt (2016-2018); Kimberly Seck (2017); Chavon Vanson Click (2015-2016; Gabrielle Baddgor-Poumay; Werner Hagemann (2014-2016); Jessica Wolff (2015)

California State University, Fresno

- Craig School of Business Faculty Executive Committee Vice-Chair (2013-2014)
- Craig School of Business Strategic Planning Team (2012-2014)
- Department of Management faculty search committee (2012)
- Department of Management lecturer review and selection committee (2012-2014)
- President's Scholars Scholarship reader and selection committee (2012)
- SoLT (Scholarship of Learning and Teaching) Scholar – Craig School of Business Faculty Representative (2010-2012)
- Graduate Awards and Scholarship Committee (2007-2014)
- Graduate Awards and Scholarship Committee Chair (2010-2012)
- Delta Sigma Pi Faculty Advisor (2010)
- Program reviewer for CUMU conference at Fresno State (2009-2010)
- Facilitator for Craig School strategic planning with Business Advisory Committee (2010)

- Interdisciplinary advisory committee for R13 grant led by Fresno State faculty Virginia Rondero Hernandez
- Consultant, analyst, and facilitator for Division of Student Affairs (2009-2010, 2013)
- Organizational climate consultant for Division of Student Affairs (2009, 2010, 2013)
- Faculty Hearing Grievance Panel (2007-2010)
- Craig School of Business Undergraduate Committee member (2008-2010; recording officer 2010-2012)
- Advising and Mentoring:
 - Master's Thesis Committee member for communications student (Diana Stuber)
 - Honor's Thesis Mentor: (Philip Gentile, Ivy Rivera)
 - MBA Thesis Advisor for Philip Gentile
 - MBA Thesis Committee Member: (Stefanie Trevino-Gander)
 - Executive MBA Project Advisor for Program Culmination Project:
 - (Greg Waters, Dilene Jackson, Darryl Manning, Ted Marsella, Allyse Waters, Craig Diebert, Verian Booker, Allyse Alford)
- Coach for student human resources games team for SHRM (Society for Human Resource Management) (2006-2009)
- Department of Management Website Coordinator

Tulane University

- Search Committee to fill Industrial/Organizational Psychology faculty position (2001, 2003)
- Search Committee to fill Affective Neuroscience faculty position (2004)
- Facilitator in "Tulane Through the Looking Glass" study for Tulane University Diversity Task Force (Fall 2002)
- Psychology Department Colloquium Committee (2001-2002)
- McLendon, C.L, Smith-Crowe, K., Bradley, J.C., & Warren, C.R. (June 2002). *Graduate tips from graduate students*. M. Cunningham (chair). Workshop presented at the Annual Meeting of the American Psychological Society, New Orleans, Louisiana.

SERVICE: PROFESSION/ NATIONAL ORGANIZATIONS

- Editorial Board for *Journal of Business and Psychology*
- Editorial Board for *Journal of Vocational Behavior*
- SIOP Membership Committee Chair (2018- current)
- SIOP Government Relations Advocacy Team (2013 – 2018)
 - Chair (2016 – 2018)
- Doctoral Dissertation Committee Member for Carolyn Winslow (George Mason University, 2016-2017)
- Guest Speaker/Presenter on research for Craig School of Business Honors Program (2017)
- Ad hoc reviewer for:
 - National Science Foundation (NSF) Science of Organizations (2016, 2017)
 - Journal of Occupational and Organizational Psychology*
 - Academy of Management Review*
 - Journal of Occupational Health Psychology*
 - Journal of Business Ethics*
 - European Journal of Work & Organizational Psychology*
 - Social Psychological and Personality Science*
 - Business and Society*
 - International Journal of Business*
 - Disability and Rehabilitation*

- Journal of Cross-Cultural Psychology*
- Applied Psychology: An International Review*
- Analyses of Social Issues and Public Policy*
- International Journal of Human Resource Management*
- Journal of Child and Family Studies*
- Society for Industrial & Organizational Psychology (SIOP) conference (2006-2014)
- Gender & Diversity Division of the Academy of Management Annual Meeting (2006)
- Social Issues in Management Division of the Academy of Management Annual Meeting (2004)
- Managerial and Organizational Cognition Division of the Academy of Management Annual Meeting (2003)

SERVICE: COMMUNITY

- Mentor for Senior Project for high school senior, Sofia Geislinger (School Without Walls High School; George Washington University campus, Washington D.C.) (2017-2018)
- Keynote speaker at Pueblo Community College Workshop: “Building an Organizational Culture of Ethics” (2017)
- Trainer at the San Joaquin chapter of the Federal Bar Association: Seminar on Reducing Bias (2014)
- Presented employee selection training workshop to Business Advisory Committee (2011)
- Keynote speaker at Fresno SHRM meeting; “Preventing Subtle Discrimination in the Workplace” (2009)
- Presented stress management trainings for staff at Fresno Community Food Bank (2009)
- Presented customer service workshop at the Fresno Community Food Bank *State of the Plate* conference
- Conducted job analyses and wrote job descriptions for Community Food Bank
- Conducted research and job evaluation for compensation system at Community Food Bank
- Participated in fundraising and food-sorts at Community Food Bank
- Conducted needs assessment for Fresno Community Food Bank

OTHER PROFESSIONAL EXPERIENCE

- Aplia, Independent Contractor
 - Content developer for ancillary textbook materials and online interactive learning tools
- OPED (Office of Professional and Executive Development) - University of Colorado Colorado Springs
 - Instructor: “Managing Organizational Change” in Emerging Healthcare Leaders program
- Anthem EAP: Denver Museum of Science and Nature
 - Facilitator and trainer: “Preventing and Addressing Workplace Harassment”
- Aplia, Consultant
 - Reviewer and hiring adviser for authors and content developers
- McGraw-Hill, Consultant
 - Research and content development for instructor resources
- Compensation Consultant to St. Croix School District: St. Croix, Wisconsin
- Consultant to Fresno Area Hispanic Chamber of Commerce
- Trainer/Consultant for Balancing Life’s Issues Inc., providing service to Anthem, Kraft, Telemundo, Aetna (2007-current)
- Consultant: Charles City School District: Charles City, Iowa
- Consultant to City of Fresno, Airports Department
- Reviewer: Houghton Mifflin text on corporate social responsibility and management
- Senior Research Associate for the South Central Public Health Training Center (2003-2008)
- Focus Group Facilitator: Diversity Task Force. Tulane University and Perkins Williamson Associates, Inc., Stamford, CT.
- Co-conducted a 3-day workshop to assess training needs of Arkansas public health care workers in the event of bioterrorism. Content-analyzed data
- Focus group leader to assess training needs of New Orleans nurses in the event of a large-scale crisis. Content-analyzed data
- Trainer: SARS training workshop for Arkansas Department of Public Health workers
- Consultant: Planet Beach. Survey design, data analysis, and assessment of franchise owner satisfaction
- Affirmative Action Consultant: Reviewed current Iowa law and policy pertaining to affirmative action within the Iowa public school system and designed a document to be adopted by the Marion Independent School District's school board
- Human Resources Professional – McLeod USA (Cedar Rapids, Iowa): Specialized in employee recruitment
- Human Resources – Oral B (Iowa City, Iowa): Specialized in compensation and selection issues