**Alexandra M. Dunn**

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**ACADEMIC EXPERIENCE**

**University of Mary Washington** 2017 - present

Assistant Professor of Management

**EDUCATION AND DEGREES**

**University of North Carolina at Charlotte** 2011 - 2017

Belk College of Business and College of Liberal Arts and Sciences

*Ph.D., Organizational Science, 2017* Cumulative GPA: 4.0

Dissertation defended Spring 2017

* *Dissertation committee*: Dr. Linda Shanock (chair), Dr. George Banks, Dr. Eric Heggestad, Dr. Cliff Scott

*M.A., Industrial Organizational Psychology, 2014* Cumulative GPA: 4.0

* *Thesis committee*: Dr. Linda Shanock (chair), Dr. Eric Heggestad, and Dr. Lisa Walker

**Elon University** 2007 - 2011

*B.A., Psychology* Major GPA: 3.97

Minors: Business Administration and Neuroscience Magna Cum Laude, Cumulative GPA: 3.88

Study Abroad: Ireland (January 2010) & New Zealand (January 2011)

**RESEARCH INTERESTS**

* Socialization of newcomers and the coworker/veteran experience
* Perceived organizational support
* Ambiguity and communication between leaders, coworkers, and newcomers
* Personality trait interactions
* Survey response quality

**SCHOLARSHIPS, AWARDS, AND RECOGNITION**

*National Science Foundation Graduate Research Fellowship* UNC Charlotte, 2013 – 2016

*P.E.O. Scholar Award (PSA)* UNC Charlotte, 2015 – 2016

*Organizational Science Alumni Dissertation Scholarship* UNC Charlotte, 2016

*Best paper nomination OB Division – Academy of Management* UNC Charlotte, 2015

*Outstanding reviewer OB Division – Academy of Management* UNC Charlotte, 2015

*Doctoral Institute, Organizational Behavior Teaching Society* UNC Charlotte, 2016

*First place in the UNC Charlotte Graduate Research Symposium*

*Social Science Division: Best Paper Presentation* UNC Charlotte, 2013

*Elon University Presidential Scholarship* Elon University, 2007-2011

**PUBLICATIONS**

**Dunn, A.M.,** Heggestad, E.D., Shanock, L., & Theilgard, N. (In Press). Intra-individual response variability

as an indicator of insufficient effort responding: Comparison to Other Indicators and Relationships

with Individual Differences. *Journal of Business and Psychology.*

Woznyj, H.M., **Dunn, A.M.,** Shanock, L.R., Heggestad, E.D., Ordonez, Z.M., & Uhrich, B. (2017). How far can

support go?: Supported supervisors' performance and subordinate dedication.*Journal of Business and Psychology, 32*(6), 627-639. doi: 10.1007/s10869-016-9472-7

**Dunn, A.M.,** Scott, C., Allen, J.A., Bonilla, D. (2016). Quantity and quality: Increasing safety norms

through after action reviews*.* *Human Relations*, 69(5), 1209-1232.

**Dunn, A. M.,** & Shanock, L. R. (2017). Perceived organizational support. In *The SAGE Encyclopedia of*

*Industrial and Organizational Psychology, 2nd edition* (pp. 1169-1172). Thousand Oaks, CA: SAGE Publications.

**Dunn, A. M.** (2017). After action reviews. In *The SAGE Encyclopedia of Industrial and Organizational*

*Psychology, 2nd edition* (pp. 39-40). Thousand Oaks, CA: SAGE Publications.

Scott, C., **Dunn, A. M.,** Williams, E. B., & Allen, J. A. (2015).  Implementing after-action review systems in

organizations: Key principles and practical considerations. In *The Cambridge handbook of meeting science* (pp. 634-662). Cambridge University Press New York, NY.

Olien, J.L., **Dunn, A.M.,** Lopina, E.C., & Rogelberg, S.G. (2014). Outreach to nonprofit volunteer programs:

Opportunity for impacting, improving graduate education, and an invitation*.* *The Industrial-Organizational Psychologist*, *51*(4), 51-61.

Lopina, E. C., **Dunn, A. M.,** Olien, J. L., Rogelberg, S. G. (2014). The volunteer program assessment:

Promoting nonprofit organizational effectiveness. *E-Volunteerism, 14*(2). Retrieved from <http://www.e-volunteerism.com/>

Shanock, L. R., Allen, J. A., **Dunn, A. M.**, Baran, B. E., Scott, C. W., & Rogelberg, S. G. (2013). Less acting, more doing: How surface acting relates to perceived meeting effectiveness and other employee

outcomes. *Journal of occupational and organizational psychology*, *86*(4), 457-476.

Long, S.D., **Dunn, A.M**., Makkawy, A., Uhrich, B., &  Olien, J. (2013). A culture of paradoxes: An interpretative

phenomenological approach to virtual work. *Electronic Journal of Communication*, *23*, Retrieved from <http://www.cios.org/www/ejc/v23n4toc.htm#longfr>

**CURRENT RESEARCH AND PUBLICATIONS IN PROGRESS**

Shanock, L., Eisenberger, R., Heggestad, E. D., **Dunn, A.M.,** Woznyj, H., Clark, L., Malone, G., Kirkland, J. The

Role of POS in Human Resource Management. *Under initial review at Consulting Psychology Journal.*

**Dunn, A.M.,** Arcaro, T., & Post, A. Periclean Scholars: An interdisciplinary model of civic engagement on

college campuses *for The Cambridge Handbook of Organizational Community Engagement and Outreach*. *Under second review.*

Heggestad, E. D., **Dunn, A.M.,** Shanock, L. S. Are you paying attention?: Validating Insufficient Effort

Responding (IER) Indices in Various Settings*. Manuscript being prepared for Organizational Research Methods*.

Woznyj, H., Banks, G., **Dunn, A. M.,** Berka, G., Woehr, D. What happened to cognitive complexity? A meta

analysis and scale development. *Manuscript being prepared for: Journal of Applied Psychology.*

**Dunn, A.M.,** Shanock, L., Heggestad, E.D., Walker, L, Yost, J. Re-examining the positive conscientiousness

performance relationship: The role of neuroticism and stress. *Manuscript being prepared for Journal of Organizational Behavior*.

Frear, K. & **Dunn, A.M**. Cross-Level Effects: Statistical Contributions to Theory Building. *Manuscript being*

*prepared for Organizational Research Methods.*

Schmidt, P., **Dunn, A.M.,** Bickmeier, R., Olien, J.L., Thomas-Shumski, J. Validating a new boredom

proneness measure*. Manuscript being prepared for Personality and Individual Differences*.

**Dunn, A.M.,** Shanock, L., Heggestad, E.D., Banks, G., & Scott, C. There’s two sides to every story: The

veteran’s perspective on socialization. *Data being analyzed. Target journal: Journal of Organizational Behavior.*

**Dunn, A. M.** & Shanock, L. A review of socialization research and future directions. *Research proposal*

*being prepared for Journal of Vocational Behavior call for special review issue.*

Williams, C., Gooty, J., Banks, G., Thomas, J., Toth, A., **Dunn, A.M.,** & Bennett, A. Understanding discrete

emotions: A meta-analysis and review. *Articles being coded. Target journal: Journal of Management.*

Majid, K., Dorchester, M., Dorman, S., Lededun, H., & **Dunn, A.M.** Sacked for a loss: When college football

recruits use college reputation to predict future success. *Manuscript being prepared for Journal of Business and Psychology.*

Bochantin, J. & lab group. Police officer health, well-being, and relationship quality. *Data being collected*

*with Raleigh Police Department.*

**FEATURED POPULAR PRESS ARTICLES**

Dunn, A. (2016, October 14). How to Succeed As a Millennial Woman in Business. Retrieved October 14,

2016, from <http://www.bizjournals.com/charlotte/news/2016/10/14/how-to-succeed-as-a-millennial-woman-in-business.html>

Shultz, R. (2013, December 6). The Job Habit That Can Burn You Out. Retrieved December 6, 2013, from

<http://www.menshealth.com/guy-wisdom/job-habit-burnout>

* Results from Less acting, more doing: How surface acting relates to perceived meeting effectiveness and other employee outcomes (JOOP paper) featured in *Men’s Health Magazine*

**PRESENTATIONS**

*(\* denotes undergraduate student under my supervision)*

**Dunn, A. M.**, Shanock, L. R., Heggestad, E. D., & Scott, C. W. (2017). There are two sides to every story:

The veteran’s perspective on socialization. Paper presented at the Annual Meeting of the Southern

Management Association, St. Pete’s Beach, FL.

Woznyj, H., Banks, G., **Dunn, A. M.,** Berka, G., & Woehr, D. (2017). What happened to cognitive

complexity? A meta-analytic review and agenda for future research. Paper presented at the

Annual Meeting of the Southern Management Association, St. Pete’s Beach, FL.

**Dunn, A. M.** & Heggestad, E. D. (2017). Influence of insufficient effort responding on measurement

quality. Paper presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

**Dunn, A. M.** (2016). Individual differences in the workplace. Paper presentations, Annual Meeting of the

Southern Management Association, Charlotte, NC. Session Facilitator.

**Dunn, A. M.,** Shanock, L. R., Heggestad, E. D., Walker, L. (2015). *Negative effects of the situation and*

*neuroticism on the conscientiousness-performance relationship*. Paper presented at the 75th Annual Academy of Management Conference, Vancouver, BC.

* Selected as one of the **top 10% best papers** in the OB division
* Session facilitator for overall session, “Perspectives on Personality”

**Dunn, A.M.,** Heggestad, E. D., Shanock, L. R., & Schmidt, P. B. (2014). *Who I am affects how I*

*respond: Validating a new metric of survey response quality*. Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.

Eatman, C.\*, Theilgard, N.\*, **Dunn, A. M.,** Shanock, L. (2014). *The moderating effect of positive affect on the*

*relationship between perceived organizational support and employee engagement.* Paper presented at the Annual Meeting of the Southern Management Association, Savannah, GA.

Shanock, L.R., Myers, H., **Dunn, A.M.,** Heggestad, E.D., Ordóñez, Z. M. (2014) *Trickle down effects of supervisor*

*perceived organizational support.* Paper presented at the 74th Annual Academy of Management Conference, Philadelphia, PA.

**Dunn, A.M.,** Shanock, L.R., Heggestad, E.D. (2014). *Re-examining the positive conscientious-job performance*

*relationship: The role of neuroticism and stress.* Paper presented at the 2014 Graduate Research

Symposium, UNC Charlotte, Charlotte, NC.

**Dunn, A.M.,** Schmidt, P.B., Shanock, L.R., Heggestad, E.D., Myers, H., Theilgard, N., & Eatman, C. (2014) *Boring*

*Surveys: How Interactions between Individual Differences affect Response Variability.* Paper presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.

**Dunn, A. M.,** Scott, C. W., Bonilla, D. L., & Allen, J. (2014). *Quantity and quality: Increasing safety*

*norms through after action reviews*. Paper presented at the annual meeting of the International Network for Group Research, Raleigh, NC.

### Dunn, A.M. & Shanock, L.R. (2014). *Supporting through structure: Power distance as a moderator between decentralization and perceived organizational support*. Paper presented at the Southern Sociological Society Conference, Charlotte, NC.

**Dunn, A.M**., Shanock, L., Allen, J.A., Baran, B., Scott, C.W., & Rogelberg, S.G. (2013). *Less acting more doing:*

*Perceived organizational support’s contribution to effective meetings and their outcomes*.  Paper presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Houston, TX.

**Dunn, A.M**., Shanock, L., Allen, J.A., Baran, B., Scott, C.W., & Rogelberg, S.G. (2013). *Less acting more doing:*

*Perceived organizational support’s contribution to effective meetings and their outcomes*.  Paper presented at the 2013 Graduate Research Symposium, UNC Charlotte, Charlotte, NC.

* **1st place award** in the Social Science Division for best paper & presentation

**FELLOWSHIPS AND SCHOLARSHIPS**

National Science Foundation Graduate Research Fellowship Program

*Funding:* $32,000/year + $12,000 in tuition

*Dates:* June 2013 – June 2016

*Funding agency:* National Science Foundation

*Description:* Approximately 12,000 students applied and 2,000 were selected for the NSF GRFP across various science, technology, engineering, and mathematics fields.

P.E.O. Scholar Award (PSA)

*Funding:* $15,000 for dissertation year

*Dates:* June 2015 – June 2016

*Funding agency*: P.E.O. International

*Description*: P.E.O. Scholar Awards are one-time, competitive, merit-based awards for women of the United States and Canada who are pursuing a doctoral level degree at an accredited college or university. In addition to recognizing and encouraging excellence in higher education, these awards provide partial support for study and research for women who will make significant contributions in their varied fields of endeavor. Priority is given to women who are well established in their programs, study or research.

**CERTIFICATES AND TRAINING**

**Online Teaching Strategies (Wiley Educational Services), Certificate of Completion** March 2016

*Description:* Completed a 4-week online course offered by Wiley Education Services for effective online teaching. Topics included understanding online learners, establishing presence and effective feedback strategies, facilitating discussions and monitoring learning, and managing the online classroom.

**Organizational Science Teaching Enrichment Program, Certificate of Completion** August 2013

*Requirements*: teaching an independent course, attending at least two teaching workshops, attending at least two pedagogical workshops, classroom observation by a faculty member, completing a classroom observation for another professor

**Teaching Program for Doctoral Students** Spring 2013

*Description*: Selected for a semester-long training course to introduce teaching practices used in higher education and to help students prepare for college-level teaching. Topics included course planning, syllabus development, direct teaching and active learning, class discussion strategies, and challenging, engaging, and evaluating students.

**TEACHING EXPERIENCE**

(Teaching effectiveness in parentheses; values on a 1-5 scale)

**Instructor of Record: College of Business** University of Mary Washington

MGMT 301 Principles of Management Fall 2017 (in progress)

**Instructor of Record: College of Business** University of Mary Washington

MGMT 346/PSYC 346 Human Resource Management Fall 2017 (in progress; 2 sections)

**Instructor of Record: McColl School of Business** Queens University

BUS 333 Principles of Management Fall 2015 (4.54)

**Teaching Assistant: PhD Level** UNC Charlotte

OSCI 8650 Introduction to Structural Equation Modeling and Multilevel Modeling Fall 2015

*Faculty:* L. Shanock, Organizational Science

**Teaching Assistant: Master’s Level** UNC Charlotte

PSYC 6205 Quantitative Research Methods for I/O Master’s Spring 2015

*Faculty:* L. Shanock, I/O Psychology

**Teaching Assistant: MBA Level** UNC Charlotte

MBAD 6163 Managing People for Competitive AdvantageFall 2013

*Faculty:* D. Woehr, Department of Management

**Instructor of Record: College of Liberal Arts and Sciences** UNC Charlotte

PSYC 3174 Organizational PsychologySummer 2013 (4.71)

**Instructor of Record: College of Liberal Arts and Sciences** UNC Charlotte

PSYC 1101 General Psychology Lab Fall 2011 (4.66), Spring 2012 (4.68)

**Teaching Assistant: Undergraduate Level** UNC Charlotte

PSYC 2171 Industrial Organizational Psychology  Fall 2011, Spring 2012

*Faculty:* L. Shanock, Department of Psychology

**Teaching Assistant as an Undergraduate** Elon University

PSY 369 Psychology of Leadership Spring 2011

*Faculty:* P. Braddy and C. Leupold

**RESEARCH AND ACADEMIC LEADERSHIP**

**Editorial Board Member**

Journal of Business and Psychology 2016 – present

**Editorial Board Member**

Cambridge Handbook of Organizational Community Engagement and Outreach 2017 – present

**Lab Coordinator** UNC Charlotte

PALM Lab 2012 – 2017

*Faculty directors*: L. Shanock and E. D. Heggestad

*Description:* facilitate lab meetings, communicate and schedule undergraduate research assistants, mentor undergraduate students, manage ongoing research projects, conduct interviews for undergraduate research assistants

**Lead Research Assistant, SHRM Linking HR Competencies to Performance Indicators** UNC Charlotte

Society for Human Resource Management Foundation 2012 – 2014

*PIs:*  L. Shanock and E. D. Heggestad

*Description:* We received $15,000 from SHRM to validate their Human Resource competency model. I worked as the lead research assistant on the project and created project plans, timelines, surveys, and communications for the project. I helped collect data from a multinational organization, analyze the data, and generate a final report evaluating the criterion-related validity of SHRM’s competency model.

**Assistant Editor, Journal of Business and Psychology** UNC Charlotte

Assistant to Dr. Steven Rogelberg Summer 2014 – Summer 2015

*Description:* Read incoming journal submissions and decided, in collaboration with Dr. Rogelberg, if submissions should be sent on to reviewers or desk rejected, crafted desk reject and friendly desk reject letters, evaluated academic research based on rigor and conceptualization of ideas

**NSF GRFP Summer Coaching** UNC Charlotte

Seven first year graduate students Summer 2014, Summer 2015, Summer 2016

*Description*: Coached and managed first year students on applying for the NSF GRFP, discussed the importance of theory, research design, and the importance of theory and research design fitting together, fleshed out research question, formed hypotheses, discussed how to write succinctly, how to communicate with reference letter writers, edited and mentored students on their application essays

**Undergraduate mentoring** UNC Charlotte

Jenna Yost, Hannah Booth, Christian Eatman Nels Theilgard Fall 2013 – present

*Description*: Worked with undergraduate students to generate research questions, analyze data, write manuscripts, submit to various conference presentations, create posters, and apply to graduate school.

*Undergraduate mentoring presentations:*

Booth, H.,\* **Dunn, A. M.,** Shanock, L. & Heggestad, E. (2016). *The moderating effect of organizational commitment on the relationship between emotional intelligence and OCBOs*. Poster presented atthe Undergraduate Research Conference, UNC Charlotte, Charlotte, NC.

Eatman, C. H.,\* **Dunn. A. M.,** Shanock, L. R., Heggestad, E. D. (2016). *The moderating effect of trait anxiety on the relationship between self-oriented perfectionism and task performance.* Paper presented at the UNC Charlotte Undergraduate Research Conference, Charlotte, NC.

Eatman, C.\*, Theilgard, N.\*, **Dunn, A. M.,** Shanock, L. (2014). *The moderating effect of positive affect on the relationship between perceived organizational support and employee engagement.* Poster presentedat the Undergraduate Research Conference, UNC Charlotte, Charlotte, NC.

* **3rd place award** in the Psychology Division

**APPLIED AND CONSULTING EXPERIENCES**

**Active Learning Space Utilization Assessment**  Charlotte, NC

Consultant Summer 2016 – Spring 2017

*Description*: Working with Academic Affairs and the Office of Classroom Support at UNC Charlotte, I am leading, designing, implementing, and analyzing results for a study examining the effectiveness of space design in new active learning classrooms. I will present results and future recommendations to the Active Learning Leadership Group and compile a full written report of how the space is being used.

**Ingersoll Rand** Davidson, NC

Talent Assessment Specialist August 2012 – May 2013

*Description*: Developed 360 survey content, administered and reported 360 degree surveys, assisted with validation studies for pre-hire assessments, created behavioral interviewing guides and trained others, trained talent acquisition partners on systems and processes for administering pre-hire assessments and interviews, created and maintained Sharepoint sites and other avenues of communication for the implementation of an Enterprise Competency model, conducted data analysis and reporting around the enterprise Engagement Survey

**Carolina Raptor Center: Volunteer Program Recommendations** Charlotte, NC

Consultant September 2013 – July 2014

*Description*: Under the lead of Dr. Steven Rogelberg, we received $10,000 from the Carolina Raptor Center to help redesign the volunteer management program. Through participant observation, interviews, and benchmark analysis, we generated a final presentation and report regarding best volunteer practices as well as how to align top management and staff with the volunteer program. One year later, I worked with the Carolina Raptor Center to evaluate the effectiveness of program changes.

**Volunteer Program Assessment (VPA)** Charlotte, NC

Senior consultant, previous co-director (summer 2013) Spring 2012 – Present

*Description*: VPA is a volunteer assessment system, similar to an employee engagement survey, designed to promote nonprofit organizational effectiveness. I work with clients to survey, prepare a report, and communicate results (via phone or in-person meetings) to the volunteer manager. As co-director, I assisted in managing client expectations and updating VPA training documents.

**Organizational Science Summer Institute** Charlotte, NC

Mentor Summer 2012, Summer 2014, Summer 2015, Summer 2016

*Description:* Worked one on one with a minority undergraduate student during a week-long intensive summer institute. I advised my mentees on how to conceptualize a study, write hypotheses, conduct a literature review, analyze data, and create a final presentation.

**Sabic Polymershapes**  Charlotte, NC

Consultant Spring 2013

*Description*: Under the advisement of Dr. Eric Heggestad, I helped develop a selection system for a local manufacturing company, completed a job analysis and identified key KSAOs for inside and outside sales positions, and delivered a written report that could be implemented across locations.

**New York Life Insurance Company**New York, NY

Human Resources Business Partner Intern Summer 2010

*Description*: supported the US Life & Agency department, created a professional development program for marketers and recruiters in the Hispanic market, drafted memos of understand and final warnings, created PowerPoint presentations for Fostering a Positive Work Environment and Time and Attendance policies presentations, completed promotion documentation using SAP, created a shared calendar for efficient HRBP team communication, created an exit survey process flow for employees, presented a comprehensive business plan to senior management regarding improvements to their rewards and recognition system for the company-wide volunteer program, worked effectively on a 10-intern team

**PROFESSIONAL ASSOCIATION SERVICE**

**Women in Business Initiative** UNC Charlotte, Belk College of Business\*

Assistant to Dr. Patricia Mynatt | Associate Dean for Undergraduate Programs Fall 2016 – Spring 2017

*Description*: Funded by MetLife, this new initiative aims to provide career-developing activities for women in the Belk College of Business. Open to both male and female students, the Women in Business initiative hopes to help undergraduate women achieve personal and professional goals. My role is to mentor the student ambassadors, plan and execute events, and educate people on the initiative.

*\*Also a member of the Women in Business Initiative at University of Mary Washington*

**Southern Management Association Volunteer** SMA Conference

SMA Ambassador 2016, 2017

Description: welcoming new members to the conference, volunteering for various events throughout the conference, working with others to solve problems and make members feel welcomed

**Organizational Behavior Ambassador Program** Academy of Management Conference, OB Division

Ambassador 2016

*Description*: Being an OB Ambassador is defined as a formal position newly established by the OB Executive Committee to designate a select group of OB Division members chosen to serve as official volunteers at the AOM conference.

**Organizational Science President** Charlotte, NC

Organizational Science Government Association Spring 2013 – Spring 2014

*Description:* Planned and coordinated recruitment day, communicated with organizational science faculty and students as well as the prospective candidates for our program, organized committees and delegated various tasks, coordinated and planned an R statistics workshop for both students and faculty, acted as the liaison between the Graduate and Professional Student Association and all members in OSGA, facilitated monthly student-staff meetings, attended faculty meetings as a student representative

**North Carolina Industrial Organizational Psychology (NCIOP) Student Representative** Charlotte, NC

Student Representative Spring 2013 – Spring 2014

*Description*: Attended leadership meetings, communicated with board officers about bi-annual meetings, helped plan bi-annual meetings, coordinated various aspects of bi-annual meetings, and assisted in any way that the board asked

**Periclean Scholar Class of 2011** Elon, NC

Class of 2011 Member Fall 2008 – Spring 2011

*Description*: Elon University is one of ten universities to be involved in the Project Pericles program created in 2002. After a selection process, students complete a three-year global program that encourages students to gain a strong sense of social responsibility and civic concern. I organized fundraisers to supply a middle school in Sri Lanka with classroom dividers, tables, chairs, and a toilet and assisted in the planning of the Leaders in Environmental Advocacy (LEAF) forum that took place at the University of Colombo in Sri Lanka in 2011.

**PROFESSIONAL DEVELOPMENT**

*Doctoral Institute: Organizational Behavior Teaching Conference.* (2016). Attendee at the Doctoral Institute for the Organizational Behavior Teaching Society, Walsh University, Ohio.

*Late-Stage Consortia: Southern Management Association.* (2015). Attendee at the late-stage consortia for the Southern Management Association Conference. St. Pete’s, FL.

*Halfway There, But Now What? Advice for Pre-Dissertation Doctoral Students.* (2015). Attendee at the mid-stage OB division consortium for the Academy of Management Conference. Vancouver, BC.

*Middle Stage Human Resources Doctoral Consortium.* (2014). Attendee at the mid-stage HR division consortium for the Academy of Management Conference. Philadelphia, PA.

*Using Training and Development for Your Competitive Advantage.* (2013). Guest lecturer for an MBA Strategic Human Resource Management class. UNC Charlotte.

*Employer Health Strategies: How Human Resources Create a Competitive Advantage*. (2013) Guest lecturer for an MBA Strategic Human Resource Management class. UNC Charlotte.

*Early-Stage Consortia: Southern Management Association.* (2012). Attendee at the early-stage consortia for the Southern Management Association Conference. Fort Lauderdale, FL.

**INVITED ADDRESSES & SEMINARS**

*Women in Business: Understanding the Labyrinth.* (2016). Presenter for Women in Business Intensive

Retreat, Greenville, SC.

*Small Group Facilitation.* (2016).Presenter for Women in Business Ambassadors Training, UNC Charlotte.

*Skills for Success: How to Succeed in Graduate School.* (2015, 2014, 2013, 2012). Panel member for an Organizational Science Lab graduate class seminar, UNC Charlotte.

*Understanding the NSF GRFP and Answering Applicant Questions* (2014, 2013). Panel member for an NSF GRFP panel for current applicants (graduating seniors and first year graduate students), UNC Charlotte.

*Applying for the NSF GRFP: Lessons Learned and Future Advice*. (2013) Panel member for an NSF GRFP panel at the Joint State of NC Undergraduate Research and Creativity Symposium (SNCURCS) and the NC Louis Stokes Alliance for Minority Participation Annual Research Conference (NC-LSAMP). UNC Charlotte.

*A Realistic Preview of Graduate School & the Thesis Process.* (2012). Panel member for a “Getting Into Graduate

School” course. UNC Charlotte.

*Tips and tricks for successfully applying to graduate school.* (2011) Panel member for a Graduate Study class, Elon University.

**PROFESSIONAL MEMBERSHIP & HONOR SOCIETIES**

*Professional Memberships*

Academy of Management, Southern Management Association, Society for Industrial and Organizational Psychologists, Fredericksburg SHRM Chapter, North Carolina Industrial Organizational Psychology, Charlotte I-O networking group, UNC Charlotte-Graduate and Professional Student Government, Organizational Science Graduate Association

*Honor Societies*

Phi Beta Kappa Society, Phi Kappa Phi National Honor Society, Psi Chi International Honor Society of Psychology

**RELEVANT KNOWLEDGE, SKILLS, AND ABILITIES**

**Quantitative and qualitative research skills**

*Quantitative skills*: regression, structural equation modeling, factor analysis, multilevel-modeling, moderation, mediation

*Qualitative skills*: interviews, observations, transcription, thematic coding

*Statistic Programs*: SPSS, MPlus, NVivo, Amos, Excel, R

**Relevant class topics**

Regression analysis; structural equation modeling/multilevel modeling; psychometrics; advanced qualitative data analysis; micro organizational science (assessment, selection, training); macro organizational science (group dynamics, culture, employee satisfaction, change); writing and publishing in Organizational Science