Katerina Gonzalez

Associate Professor of Management Management and Entrepreneurship Department Sawyer Business School, Suffolk University 73 Tremont Street, Office 7057, Boston, MA 02114 <u>katerina.gonzalez@suffolk.edu</u> www.katerinagonzalez.com

ACADEMIC APPOINTMENTS

Suffolk University, Sawyer Business School, Associate Professor of Management (with Tenure)	July 2024 – Current
Suffolk University, Sawyer Business School, Assistant Professor of Management	July 2019 – June 2024

OTHER ACADEMIC WORK EXPERIENCE

The George Washington University, GW Business School, Washington D.C., Visiting Scholar	Aug 2018 – May 2019
New York University Stern School of Business, New York, NY, Research Assistant	Jan 2012 – Nov 2012

EDUCATION

PhD, The Graduate Center, City University of New York	May 2019
Concentration: Management – Organizational Behavior	
Dissertation: Managerial Territoriality: Conceptualization and Measurement of a Multidimensional Construct	ţ
MPhil, The Graduate Center, City University of New York	Feb 2017
MBA, Zicklin School of Business, Baruch College, City University of New York	Dec 2016
BS, Stern School of Business, New York University	May 2011
Concentration: Economics and Marketing	

RESEARCH INTERESTS

The psychology of change; Supervisor-employee relations; Social support and inclusion in the workplace; Individual differences

PUBLICATIONS

Kanitz, R., Reinwald, M., *Gonzalez, K.*, Burmeister, A., Song, Y., & Hoegl, M. (2024). 4 Ways Employees Respond to DEI Initiatives. *Harvard Business Review*. <u>https://hbr.org/2024/07/research-4-ways-employees-respond-to-dei-initiatives</u>

Kanitz, R., Reinwald, M., *Gonzalez, K.*, Burmeister, A., Song, Y., & Hoegl, M. (2024). Supportive, resistant, or both? A personcentric view on employee attitudes toward diversity initiatives. *Journal of Applied Psychology*. <u>10.1037/apl0001190</u>

Hagl, C., Kanitz, R., *Gonzalez, K.* & Hoegl, M. (2024). Change management interventions: Taking stock and moving forward. *Human Resource Management Review*, *34*(1). DOI: <u>10.1016/j.hrmr.2023.101000</u>

Kanitz, R., *Gonzalez, K.*, Berger, S. Reinwald, M., Huettermann, H., & Franczak, J. (2023). Am I the only one? The consequences of change championing asymmetry on group- and individual-level change outcomes. *Journal of Organizational Behavior*, *44*(7), 1048-1065. DOI: <u>10.1002/job.2683</u>

Gonzalez, K., Portocarrero, F., & Ekema, M. (2023). Disposition activation during organizational change: A meta-analysis. *Personnel Psychology*, *76*(3), 829-883. DOI: <u>10.1111/peps.12513</u>

McCartney, J., Franczak, J., *Gonzalez, K.*, Hall., A., Hockwarter, W., Jordan, S., Wikhamn., W., Kahn, A.K. & Babalola, M. (2023). Supervisor off-work boundary infringements: Perspective-taking as a resource for after-hours intrusions. *Work & Stress*, *37*(3), 373-396. DOI: <u>10.1080/02678373.2023.2176945</u>

Gonzalez, K., Tillman, C.J., & Holmes, J.J. (2020). Coming home: Why veterans with disabilities withhold workplace accommodation requests. *Human Relations*, 73(10), 1439-1466. DOI: <u>10.1177/0018726719875810</u>

Portocarrero, F., *Gonzalez, K.*, & Ekema-Agbaw, M. (2020). A meta-analytic review of the relationship between dispositional gratitude and well-being. *Personality and Individual Differences*. *164*. DOI: <u>10.1016/j.paid.2020.110101</u>

• Mentioned in <u>Psychology Today (2020)</u>, <u>Psychology Today (2022)</u>, <u>NewsBreak</u>, and <u>PsychCentral</u>

Gonzalez, K., & Winkler., C. (2019). The entrepreneurial breaking point: Undergoing moments of crisis. *Management Decision,* 57(11), 2853-2868. DOI: <u>10.1108/MD-10-2017-1057</u>

Gigliotti, R., Marshall, D., Vardaman, J., & *Gonzalez, K.* (2019). The role of perceived organizational support in individual change readiness. *Journal of Change Management, 19*(2), 86-100. DOI: <u>10.1080/14697017.2018.1459784</u>

Ogbonnaya, C., Tillman, C.J., & *Gonzalez, K.* (2018). Perceived organizational support in healthcare: The importance of teamwork and training for employee well-being and patient satisfaction. *Group and Organization Management, 43*(3), 475-503. DOI: 10.1177/1059601118767244

Tillman, C.J., *Gonzalez, K.*, Crawford, W.S., & Lawrence, E.R. (2018). Affective responses to abuse in the workplace: The role of hope and affective commitment in the abusive supervision-turnover relationship. *International Journal of Selection and Assessment,* 26(1), 57-65. DOI: <u>10.1111/ijsa.12203</u>

• International Journal of Selection and Assessment Top cited paper for 2019

Tillman, C.J., *Gonzalez, K.*, Whitman, M., Crawford, W.C., & Hood, A.C. (2018). A multi-functional view of moral disengagement: Exploring the effects of learning the consequences. *Frontiers in Psychology*, *8*, 2286. DOI: <u>10.3389/fpsyg.2017.02286</u>

INVITED ESSAYS AND BOOK CHAPTERS

Kanitz, R., *Gonzalez, K.*, Briker, R., & Straatmann, T. (2023). Augmenting organizational change and strategy activities: Leveraging generative artificial intelligence. *The Journal of Applied Behavioral Science*. *59*(3), 345–363. DOI: <u>10.1177/00218863231168974</u>

Invited essay for Special Forum: The Race Alongside the Machine in Developing Organizations

Gonzalez, K., & Kanitz, R. (2023). Employee responses to technological change: A retrospective review. In *The Psychology of Organizational Change*. Eds. S. Oreg, A. Michel, and R. By. Vol. 2. DOI: <u>10.1017/9781009086721.009</u>

Kanitz, R., & *Gonzalez, K.* (2021). Are we stuck in the predigital age? Embracing technology-mediated change management in organizational change research. *The Journal of Applied Behavioral Science*, *57*(4), 447-458. DOI: <u>10.1177/00218863211042896</u>

• Invited essay for Special Forum: The Future of Research on Organizational Change

UNDER REVIEW

Kanitz, R., *Gonzalez, K.*, Venkatesh, V., & Fugate, M. The human side of organizational change: Synthesizing and bridging across disciplines.

Portocarrero & *Gonzalez, K.* Volunteering as a change catalyst: How corporate-sponsored volunteering initiatives shape organizations, employees, and communities.

CONFERENCE PRESENTATIONS: SCHOLARLY

Kanitz, R., Reinwald, M., Gonzalez, K., Burmeister, A., & Li, Y. (2023, Aug.) *Employee responses to diversity initiatives: A tripartite view and latent profile analysis.* Divisional Paper Session conducted at the annual meeting of the Academy of Management (**AOM - HR**), Boston, MA.

Kanitz, R., Gonzalez, K., Berger, S., Huettermann, H., & Franczak, J. (2022, Aug.) *Consequences of Change Championing* (*A)symmetry on Group- and Individual-Level Change Outcomes*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (**AOM - ODC**), Seattle, WA.

Gonzalez, K., Franczak, J., Hall, A., & McCartney, J. (2021, Aug.) Turning poison into medicine: Leveraging technology to stimulate diversity and inclusion. In J. Klein, I. Pavez, K. Gonzalez, & B. Do (Chairs) with C. Oswick (Discussant). *Organizing for social change and innovation: challenges and opportunities for organizations*. Symposium conducted at the annual meeting of the Academy of Management (**AOM - ODC**), Virtual.

• Selected as a Showcase Symposium (top 10% in Division)

Kanitz, R., Gonzalez, K., & Venkatesh, V. (2020, Aug.) *Redirecting the Trajectory of Research on the Human Side of Change: Bridging Across Disciplines*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (**AOM - ODC**).

Gonzalez, K. (2020, June). *Managerial Territoriality in Work Organizations*. Paper Session conducted at the annual meeting of the Eastern Academy of Management (**EAM**), Virtual.

Gonzalez, K., Portocarrero, F., & Ekema-Agbaw, M. (2019, Oct.) *Dispositions and situational strength during organizational change: A meta-analysis.* Paper Session conducted at the annual meeting of the Southern Management Association (SMA), Norfolk, VA.

Gonzalez, K., & Carter, A. (2019, Aug.) *Distance makes losses less painful: Distance and construal on reactions to change*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (**AOM – ODC**), Boston, MA.

Kanitz, R. & Gonzalez, K. (2019, May.) Synthesizing research on organizational change reactions: A systematic review. In M. Vakola and K. Van Dam (Chairs) with M. Fugate (Discussant). *IFPOC symposium: Discovering antecedents and consequences of complex change recipients' reactions to organizational change.* Symposium conducted at the European Association of Work and Organizational Psychology (EAWOP) Congress, Turin, Italy.

Portocarrero, F., Gonzalez, K. & Valenzuela, A. (2019, March.) *No gratitude no gain: How do (unexpected) employee benefits influence pro-social and pro-organization intentions and attitudes?* Paper presentation conducted at the annual meeting of the *International Association for Business and Society* (IABS), San Diego, CA.

Gonzalez, K., Portocarrero, F., Rothstein, H., & Ekema-Agbaw, M. (2018, Aug.) *A meta-analysis of organizational change predictors: Psychological resources and dispositions.* Divisional Paper Session conducted at the annual meeting of the Academy of Management (**AOM – OB**), Chicago, IL.

Gonzalez, K., Tillman, C.J., & & Holmes, J.J. (2018, Aug.) *Why do disabled veterans withhold workplace accommodation requests?* Divisional Paper Session conducted at the annual meeting of the Academy of Management (AOM – GDO), Chicago, IL.

Portocarrero, F. F., Gonzalez, K., Ekema-Agbaw, M.L., & Rothstein, H. (2018, Aug.) The grateful disposition and psychological wellbeing: A meta-analytic review. In E. Awtrey and R. Fehr (Chairs) with K. Cameron (Discussant). *Gratitude at multiple levels of the organization*. Symposium conducted at the annual meeting of the Academy of Management (**AOM - GDO**), Philadelphia, PA.

Gonzalez, K., & Carter, A. (2018, May) *The effects of temporal distance and abstract construal on change adoption decisions*. Paper presentation conducted at the 'Distances in Organizations' Workshop, McGill University, Montreal, QC, Canada.

Portocarrero, F., Ekema-Agbaw, M. L., & Gonzalez, K. (2018, May). *The grateful disposition and psychological well-being: A metaanalytic review*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, (**SIOP**), Chicago, IL.

Gonzalez, K., Tillman, C.J., & Holmes, J.J. (2017, Oct.) Don't ask, don't receive: The relationships among identity strain, invisible disability, and climate for inclusion on veteran workplace accommodation requests. Paper Session conducted at the annual meeting of the Southern Management Association (SMA), St. Petersburg Beach, FL.

Sommer, K., Pesner, E., Gonzalez, K., & Kern, M.C. (2017, May) *When ostracism leads to turnover: The moderating role of attachment style*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, (**SIOP**), Orlando, FL.

Gonzalez, K., Mercado, B., & Dilchert, S. (2016, Aug.) *Does hair hurt career marketability? Investigating the influence of hairstyle on hiring decisions*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (**AOM - HR**), Anaheim, CA.

Gonzalez, K. & Winkler, C. (2016, Aug.) *Moments of duress during venture formation: The entrepreneurial breaking point.* Divisional Paper Session conducted at the annual meeting of the Academy of Management (**AOM - ENT**), Anaheim, CA.

Gonzalez, K., Tillman, C. J., Crawford, W. S., Lawrence, E., & McClellan, J.S. (2016, Aug.) *Emotions and the bad boss*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (**AOM - OB**), Anaheim, CA.

Pesner, E., Gonzalez, K., Kern, M., Sommer, K. (2016, Aug). *The impact of power and group membership on moral hypocrisy*. Poster presented at the annual meeting of the American Psychological Association (**APA**), Denver, CO.

Boncoeur, O.D., Tillman, C. J., Gonzalez, K., & Crawford, W. S. (2015, Nov.) *The impact of perceived performance asymmetry on ethical behavior intention*. Paper presentation at the AKempor Annual Conference (Research Group on Empirical Management and Organizational Studies), Lüneburg, Germany.

Tillman, C.J., Lawrence, E.R., Boncoeur, O.D., & Gonzalez, K. (2015, Oct.) *Good people, bad choices: The multiple roles of self-regulatory systems*. Paper Session conducted at the annual meeting of the Southern Management Association (**SMA**), St. Pete Beach, FL.

Tillman, C.J., Boncoeur, O.D., Gonzalez, K. & Crawford, W.S. (2015, Oct.) *The impact of perceptual performance asymmetry on ethical behavior: Does agreement matter?* Presented at the annual International Vincentian Business Ethics Conference (**IVBEC**) in New York, NY.

Lawrence, E.R., Gonzalez, K., Boncoeur, O.D., & Tillman, C.J. (2015, Aug.) *Abusive supervision and turnover intentions: A personenvironment fit perspective*. Divisional Paper Session conducted at the annual meeting of the Academy of Management (**AOM - OB**), Vancouver, BC, Canada.

Loyd, D. L., Kern, M. & Gonzalez, K. (2015, Feb.) *Are Black Women stereotypically black?: Exploring the intersection of race and gender*. Poster presented at the Sixteenth annual meeting of the Society for Personality and Social Psychology (**SPSP**), Long Beach, CA.

Loyd, D. L., Kern, M. & Gonzalez, K. (2014, Aug.) Are Black Women stereotypically Black?: Exploring the intersection of race and gender. In A. Martin & K.W. Phillips (Chairs) with K.L. McGinn & K.W. Phillips (Discussants). *Navigating the labyrinth: Examining the importance of context and stereotypes in gender research*. Symposium conducted at the annual meeting of the Academy of Management (**AOM - GDO**), Philadelphia, PA.

• Selected as a Showcase Symposium (top 10% in Division)

CONFERENCE PRESENTATIONS: PROFESSIONAL DEVELOPMENT

Moderator: C. Wesley, *Panelists:* Bonner, B., Gonzalez, K., & O.J. Stewart. (2023, Aug.) *Course GPA: Good or Bad Assessment and To Whom?* Invited panelist/ speaker for the annual meeting of the PhD Project Management Faculty of Color Association, Boston, MA.

Gonzalez, K. (2023, Aug.) *Career Paths*. Invited panelist/ speaker for the annual meeting of the PhD Project Management Doctoral Student Association, Boston, MA.

Panelists: Dobbin, F., Gonzalez, K., Kuan, J., Ryan, A.M., & Vojnovic, I.Z. (2022, Apr.) *Research in DEI Session*. Invited panelist for Michigan State University (ANDIE Lab) <u>Conference on Leadership Accountability in Diversity, Equity and Inclusion</u>, Virtual Conference.

Gonzalez, K., Kanitz, R. *Panelists*: Bartunek, J, Oreg, S., Rafferty, A., Rousseau, D. M., & Seo, M.G. (2020, Aug.) *Exploring the Research Frontier on Individual Responses to Organizational Change*. Professional Development Workshop (PDW) conducted at the annual meeting of the Academy of Management (AOM – ODC, OB, HR), Virtual Conference.

Gonzalez, K. & Zhang, T. (2019, Aug.) *Nailing the Campus Visit & Job Talk: What to Do and What Not to Do.* Professional Development Workshop (PDW) conducted at the annual meeting of the PhD Project Management Doctoral Student Association, Boston, MA.

Gonzalez, K., N. Mmbaga & Mobasseri, S. (2019, Aug.) *Job Market Panel: Applicant's Perspective*. Professional Development Workshop (PDW) conducted at the annual meeting of the PhD Project Management Doctoral Student Association, Boston, MA.

Hart, C., Seegars, L., Gutierrez, L., Palmer, C., Domingo, M., Gonzalez, K., & Ubaka, A.; *Panelists*: Ali, A., McCluney, C., & Rabelo, V. (2018, Aug.) *Moving beyond the conversation: Building a research agenda to create more inclusive organizations*. Professional Development Workshop (PDW) conducted at the annual meeting of the Academy of Management (**AOM – GDO**, **D&ITC, & OB**), Chicago, IL.

Gonzalez, K., Minfee, I., Portocarrero, F., Speights, S., Fuller, N., Hogan, T. M., & Jones, D.; *Panelists*: Huff, A.S., Addae, I., & Young-Hunter, T. (2017, Aug.) *The friction of sociopolitical change: Organizational responsiveness with inclusion practices.* Professional Development Workshop (PDW) conducted at the annual meeting of the Academy of Management (**AOM – ODC**, **D&ITC, & GDO**), Anaheim, CA.

EDITORIAL SERVICE AND REVIEWING

Associate Editor, Journal of Applied Behavioral Science	2024 - Current
Methods Editor, Campbell Collaboration, Management and Business Coordinating Group (MBCG)	2023 - Current
Co-Editor for Special Issue	2021 - 2024
• International Journal of Human Resource Management	

• Special Issue Topic: *Employee Accountability: Accounting for Unaccounted and Under-Studied Employees* Editorial Board Member for

• *Journal of Applied and Behavioral Science* Ad Hoc Reviewer for the following journals: 2019 - 2024

- BMJ Leader
- Business Ethics: A European Review
- Human Relations
- Human Resource Management
- Information and Management
- International Journal of Selection and Assessment
- Journal of Business Ethics
- Organizational Behavior and Human Decision Processes
- Organization Studies
- Personality and Individual Differences
- Personnel Psychology

Ad Hoc Reviewer for the following annual conferences:

- Academy of Management (OB, ODC, and GDO Divisions)
- Southern Management Association
- Eastern Academy of Management
- International Conference for Information Systems

TEACHING EXPERIENCE

TEACHING EATERIENCE	Evaluation*	# of Students	Response Rat
Suffolk University, Sawyer Business School, Boston, MA			-
Graduate			
Organizational Behavior, Fall 2022	4.7 / 5	18	72%
Undergraduate			
Organizational Behavior, Fall 2022	4.8 / 5	16	62%
Organizational Behavior, Spring 2022	4.6 / 5	29	45%
Organizational Behavior, Spring 2022	4.6 / 5	29	55%
Organizational Behavior, Fall 2021	4.7 / 5	31	81%
Organizational Behavior, Fall 2021	4.7 / 5	31	87%
Organizational Behavior, Fall 2021	4.7 / 5	32	88%
Organizational Behavior, Spring 2021	4.5 / 5	23	65%
Organizational Behavior, Spring 2021	4.8 / 5	24	79%
Organizational Behavior, Fall 2020	4.9 / 5	24	42%
Organizational Behavior, Fall 2020	4.7 / 5	22	64%
Organizational Behavior, Fall 2020	4.8 / 5	23	52%
Costa Rica: Business Sustainability Travel Seminar, Spri	ng 2020		
 (Secondary Instructor; Primary instructor: Profe 	ssor Bari Bendell)		
Organizational Behavior, Spring 2020	4.2 / 5	32	78%
Organizational Behavior, Spring 2020	4.4 / 5	29	83%
Organizational Behavior, Fall 2019	4.0 / 5	31	87%
Organizational Behavior, Fall 2019	4.1 / 5	30	90%
CUNY, Baruch College, New York, NY			
Graduate			
• MBA Leadership, Fall 2013 (Teaching Assistant; Primar	y Instructor: Professor Donald V	redenburgh)	
• MS Compensation, Fall 2016 (Teaching Assistant; Prima	ry Instructor: Professor C. Justi	ce Tillman)	
Undergraduate	-		
• Introduction to Management, Fall 2016	4.6 / 5	38	60%
Introduction to Management, Fall 2016	4.3 / 5	39	46%
Negotiation, Spring 2016	4.5 / 5	6	100%
Negotiation, Fall 2015	4.6 / 5	14	92%
The average score of all items related to the instructor (rather th	an the course) are reported.		

PROFESSIONAL MEMBERSHIPS AND SERVICE

International Forum for the Psychology of Change (IFPOC), Core Member

2023 - Current

• Organize and facilitate research projects and collaborations for the international community of change scholars **Academy of Management**, *Member*

Served as a *Discussant* for the following divisional paper sessions:

• Intersectionality and Multiple Identities in the Workplace (GDO Division)

 Abasics Supervision (OB Division) Aug 2015 Served as a Chair for the following divisions paper sessions: Employees' Reactions and Attitudes towards Change (ODC Division) Aug 2020 Working Across Cultures & Thinking about Inclusion Workplace (GDO Division) Aug 2017 Member of the following divisions: Organizational Development and Change (ODC) Division Member Served as patielist on Doctoral Consortium career panel Aug 2017 Aug 2019 Dectoral Student Representative-al-Large Aug 2017 Aug 2019 Dectoral Student Representative-al-Large Aug 2017 & Aug 2017 Served as roundtable host and mentor for the Doctoral Consortium Aug 2019, Aug 2021 Served as roundtable host and mentor for the Doctoral Consortium Aug 2016, Aug 2019, Aug 2020 Gender and Diversity in Organizations (GDO) Division Member Participated in Doctoral Consortium Aug 2016 Static Advisor Advisor	• Insights on Work Experiences of People with Disabilities (GDO Division)	Aug 2017
 Employees' Reactions and Attitudes towards Change (ODC Division) Aug 2020 Working Across Cittures & Thinking about Inclusion Workplace (GDO Division) Aug 2021 - Aug 2020 - Aug 2021 - Aug 2020 - Aug 202	Abusive Supervision (OB Division)	Aug 2015
 Working Across Cultures & Thinking about Inclusion Workplace (GDO Division) Aug 2017 Organizational Development and Change (ODC) Division Member Organizational Development and Change (ODC) Division Member Served as panelist on Dectoral Consortium caver panel Aug 2016 - Aug 2018 Ocorrativational Behavior (ODI Division Member Organizational Behavior (ODI Division Member Served as roundhable host and mentor for the Doctoral Consortium Aug 2016, Aug 2018 Served as roundhable host and mentor for the Doctoral Consortium Aug 2017, Aug 2021, Aug 2021 Research Methods Division Member Served as roundhable host and mentor for the Doctoral Consortium Aug 2016, Aug 2019, Aug 2020 Gender and Diversity in Organizations (GDO) Division Member Organizational Chany (GDO) Division Member Participated in Doctoral Consortium Aug 2016 Southern Management Association, Member Organizations (GDO) Division Member Participate in Doctoral Consortium Aug 2017 Southern Management Association of Applied Psychology (METRO), Member Co-Coordinator for the Innovative Teaming (104) Course Co-Coordinator for the Innovative Teaming (104) Course Co-Coordinator for Mark per samester Aug 2020 - Current Co-Coordinator for Mark per samester Aug 2020 - Current Co-Coordinator for Mark per samester Aug 2020 - Current Co-Coordinator for Mark per samester Aug 2020 - Current Co-Coordinator for Mark per samester Aug 2020 - Current Represented department at student recruitment and community events MMS Brown Bag Lanch Sawyer Business School-PhD Projeet Symposium: Me	Served as a <i>Chair</i> for the following divisions paper sessions:	
Member of the following divisions: Aug 2017 • Representative-ed-Large Aug 2024 - Aug 2027 • Served as panelist on Doctoral Consortium career panel Aug 2016 - Aug 2017 • Doctoral Student Representative-ed-Large Aug 2016 - Aug 2017 • Organizational Behavior (OB) Division Member Aug 2017 & Aug 2018 • Served as roundable host and memor for the Doctoral Consortium Aug 2017 & Aug 2017 • Served as roundable host and memor for the Doctoral Consortium Aug 2016, Aug 2019 • Served as roundable host and memor for the Doctoral Consortium Aug 2016, Aug 2019, Aug 2020 • Care-gravity in Organizations (GDO) Division Member 2019 - Current • Descripted in Doctoral Consortium Aug 2016 Southern Management Association, Member 2019 - Current NY Metropolitan Association of Applied Psychology (METRO), Member 2013 - 2019 NY Metropolitan Association of Applied Psychology (Corres Aug 2021 - Doc 2022 • Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 - Current • Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 - Current • Co-Coordinator for the Organizational Behaviro (217) Course Aug 2021 - Doc 2022 • Co-Coordinator for the Organizational Behaviro (217) C	 Employees' Reactions and Attitudes towards Change (ODC Division) 	Aug 2020
 Organizational Development and Change (OPC) Division Member <i>Representative-ad-Large</i> Aug 2014 - Aug 2027 Served as panelist on Doctoral Consortium career panel Aug 2016 - Aug 2018 Organizational Behavior (OB) Division Member Served as roundtable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2018 Organizational Behavior (OB) Division Member Served as roundtable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2018 Served as roundtable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2019, Aug 2020 Gender and Diversity in Organizations (GDO) Division Member Candra diversity in Organizations (GDO) Division Member Candra diversity in Organizations (GDO) Division Member Candra diversity in Organizations (GDO) Member Southern Management Association of Applied Psychology (METRO), Member 2013 - 2019 NSTITUTIONAL SERVICE Suffold University Department Co-Coordinator for the Innovative Tearning (104) Course Co-Coordinator for Junic Toraluly Research Brownhags Jan 2021 - Dec 2022 Faculty Advisor for 25-30 students per semester Aug 2020 - Current MS Brown Bag Lanch Ourdergraduate admissions Open House More 5, 2019 Mort Brown Bag Lanch Ourdergraduate admissions Open House Apr 2021 Chard Brown Bag Lanch Aug 2020 - Current Savyer Business School-PhD Project Symposium: Meet the Boston Universities: Apr 2021 Chard Brown Bag Lanch Ourdergraduate admissions Open House Apr 2021 Chard Brown Bag Lanch Auter 204 Advisor for the Suffold University Women in Business u		Aug 2017
 Representative-ut-Large Served as panelist on Doctoral Consortium career panel Aug 2016 - Aug 2017 Boctoral Student Representative-at-Large Aug 2016 - Aug 2018 Co-organizational Behavior (OB) Division Member Served as roundable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2018 Served as roundable host and mentor for the Doctoral Consortium Aug 2017 & Aug 2018 Served as roundable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2020 Served as roundable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2020 Gender and Diversity in Organizations (GDO) Division Member Organizational GGDO) Division Member Organizations (GDO) Division Member Organizations (GDO) Division Member Organizations (GDO) Division Member Organizations (GDO) Division Member Southern Management Association of Applied Psychology (METRO), Member 2019 - Current NY Metropolitan Association of Applied Psychology (METRO), Member 2013 - 2019 EstrittTiONAL SERVICE Saffolk University Developed new electric course (Poole Analytics) 2012 - 1022 2012 - 2022 Developed new electric course (Poole Analytics) 2012 - 1022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2012 - 2022 2002 - 2022 2012 - 2022 2002 - 2022 2012 - 2022 2002 - 2022 2022	Member of the following divisions:	
 Served as panelist on Doctoral Consortium career panel Doctoral Student Representative-art-Large Aug 2016 - Aug 2018 Co-organizated the Doctoral Consortium Aug 2017 & Aug 2017 Organizational Behavior (OB) Division Member Served as roundtable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2018 Served as roundtable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2019 - Current Cender and Diversity in Organizations (GDO) Division Member Consortium Association of Applied Psychology (METRO), Member 2019 - Current NV Metropolitan Association of Applied Psychology (METRO), Member 2013 - 2019 Department Co-Coordinator for the Innovative Teaming (104) Course Co-Coordinator for the Organizational Behavior (217) Course Aug 2020 - Current Co-Coordinator for Lanovative Teaming (104) Course Coordinator for Janica Teaulup Research Rewnhags Jan 2021 - Dec 2022 Coordinator for Janica Teaulup Research Rewnhags Jan 2020 - Dec 2022 Coordinator for Janica Teaulup Research Rewnhags Jan 2020 - Current Represented department at student recreation Rewnhags Oct. 17, 2021 MMS Brown Bag Lanch Now 6. 2019 Outdergraduate admissions Open House Oct. 17, 2021 Led and disigned symposium: Coordinated with 76 faculty members and staff across 19		
 Dectoral Student Representative-at-Large Aug 2017 & Aug 2018 Co-organizational Behavior (OB) Division Member Served as roundable host and mentor for the Doctoral Consortium Aug 2017 & Aug 2018 Served as roundable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2022 Served as roundable host and mentor for the Doctoral Consortium Aug 2016 - Aug 2020 Participated in Doctoral / Junior Faculty Consortium Aug 2016 - Aug 2019 - Aug 2020 Gender and Diversity in Organizations (GDO) Division Member Participated in Doctoral Consortium Aug 2016 Southern Management Association. Member Participated in Doctoral Consortium Aug 2016 Southern Management Association. Member Co-Coordinator of Applied Psychology (METRO), Member 2013 - 2019 CITTUTIONAL SERVICE Suffick University Developed new elective course (People Analytics) 2021 - Dec 2022 Coordinator for the Organizational Rehavior (217) Course Jan 2024 - Current Co-Coordinator for the Organizational Rehavior (217) Course Aug 2020 - Dec 2022 Paculty Advisor for 25-30 students per semster Aug 2020 - Dec 2022 Paculty Advisor for 52-30 students per semster MMS Brown Bag Lunch Nov. 6, 2019 Undergraduate admissions Open House Nov. 6, 2019 Undergraduate admissions Open House Lod and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 docton as to cents belonging to undercepresented minority groups who might be interested in pursuing a tenure-track careare in the greater Boston area. Led and designed		
 Co-organized the Doctoral Consortium Aug 2017 & Aug 2017 & Aug 2017 Organizational Behavior (OB) Division Member Served as roundtable host and mentor for the Doctoral Consortium Aug 2021 Rescarch Methods Division Member Participated in Doctoral Junior Faculty Consortium Aug 2016, Aug 2019, Aug 2020 Gender and Diversity in Organizations (GOD) Division Member Participated in Doctoral Consortium Aug 2016, Aug 2019, Aug 2020 Gender and Diversity in Organizations (GOD) Division Member Dentricipated in Doctoral Consortium Aug 2016 Southern Management Association, Member Boston Field Research Conference, Member 2019 – Current NY Metropolitan Association of Applied Psychology (METRO), Member 2013 – 2019 Diversity Department Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current Co-Coordinator for the Organizational Behavior (217) Course Jan 2021 – Dec 2022 Coordinator for hunior Faculty Research Brownhags Jan 2020 – Dec 2022 Coordinator for Junior Faculty Research Brownhags Jan 2020 – Dec 2022 Coordinator for Junior Faculty Research Brownhags Jan 2020 – Dec 2022 Coordinator for Junior Faculty Research Brownhags Savyer Business School -PhD Project Symposium: Meet the Boston Universities Apr 2021 Savyer Business School -PhD Project Symposium: Meet the Boston Universities Card and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American, Haspanic American, Haspanic American, Utation A, and Native American. The purpose of the		
 Organizational Behavior (OB) Division Member Served as roundable host and mentor for the Doctoral Consortium Aug 2021 Served as roundable host and mentor for the Doctoral Consortium Rescarch Methods Division Member Participated in Doctoral / Junior Faculty Consortium Aug 2016, Aug 2019, Aug 2020 Gender and Diversity in Organizations (GDD) Division Member Participated in Doctoral Consortium Aug 2016 Southern Management Association, Member Deston Field Research Conference, Member 2019 – Current NY Metropolitan Association of Applied Psychology (METRO), Member 2013 – 2019 PINTITUTIONAL SERVICE Suffolk University Department Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Faculty Advisor for 25-30 students per semsster MMS Brown Bag Lunch Outdergraduate admissions Open House Nov. 6, 2019 Undergraduate admissions Open House Sawyer Business School-PhD Project Symposium: Meet the Boston Universities American, Hispanic American / Latinck, and Native American. The purpose of the symposium was to establish personal comections with Jate-stage PhD students and dery faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctonal students belonging to undergrepresented minority groups: African American, Hispanic American / Latinck, and Native American. The purpose of the symposium was to establish personal comections with Jate-stage PhD students and dery stage faculty from undergrepresented minority groups: Wri		
 Served as roundtable host and mentor for the Doctoral Consortium Aug 2021 Served as roundtable host and mentor for the Doctoral Consortium Aug 2016, Aug 2019, Aug 2020 Gender and Diversity in Organizations (GDO) Division Member Participated in Doctoral Consortium Aug 2016 Southern Management Association of Applied Psychology (METRO), Member 2019 - Current My Metropolitan Association of Applied Psychology (METRO), Member 2019 - Current Sufficient Association of Applied Psychology (METRO), Member 2013 - 2019 INSTITUTIONAL SERVICE Suffolk University Department Co-Coordinator for the Innovative Teaming (104) Course Loc-Coordinator for the Innovative Teaming (104) Course Aug 2021 - Dec 2022 Developed new elective course (People Analytics) 2021 - Dec 2022 Co-Coordinator for the Innovative Teaming (104) Course Aug 2021 - Dec 2022 Co-Coordinator for hum Faculty Research Brownbags Jan 2020 - Dec 2022 Faculty Adviss for C3-30 students per semester Aug 2020 - Current Represented department at student recruitment and community events Undergraduate admissions Open House Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Aper 2021 Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American Latinex, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and engleges Led and designed symposium. Coordinated with 76 faculty members and	· · · · · · · · · · · · · · · · · · ·	Aug 2017 & Aug 2018
 Served as roundulable host and mentor for the Doctoral Consortium Aug 2021 Research Methods Division Member Participated in Doctoral / Junior Faculty Consortium Aug 2016, Aug 2019, Aug 2020 Gender and Diversity in Organizations (GDO) Division Member Participated in Doctoral Consortium Aug 2016 Southern Management Association, Member Boston Field Research Conference, Member 2019 – Current NY Metropolitan Association of Applied Psychology (METRO), Member 2013 – 2019 ENSTITUTIONAL SERVICE Suffielk University Department Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 Developed new elective course (Pcople Analytics) 2021 – 2022 Coordinator for the Organizational Behavior (217) Course Aug 2020 – Current Co-Coordinator for Aculty Research Brownbags Jan 2020 – Dec 2022 Faculty Advisor for 25-30 students per semester MNS Brown Bag Lauch MMS Brown Bag Lauch MNN & Forwn Bag Lauch MMS Brown Bag Lauch MMS Brown Bag Lauch Led and designed symposium: Meet the Boston Universities American, Hispanic American, Latinex', and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups: African American, Hispanic American, Haviny and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups: who might to the Suffolk University Women in Business undergraduate club<td></td><td>1 2022</td>		1 2022
 Research Methods Division Member Participated in Doctoral / Junior Faculty Consortium Aug 2016, Aug 2019, Aug 2020 Gender and Diversity in Organizations (GDO) Division Member Participated in Doctoral Consortium Aug 2016 Southern Management Association, Member Boston Field Research Conference, Member 2019 – Current NY Metropolitan Association of Applied Psychology (METRO), Member 2019 – Current Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Coordinator for Junior Faculty Research Brownbags Jan 2020 – Current Represented department at student recruitment and community events MNS Brown Bag Lunch Savayer Business School - PhD Project Symposium: Meet the Boston Universities Mov. 6, 2019 Undergraduate admissions Open House Savayer Business School - PhD Project Symposium: Meet the Boston Universities Savayer Business School - PhD Project Symposium: Meet the Boston Universities Savayer Business School - PhD Project Symposium: Meet the Boston Universities Savayer Business School - PhD Project Symposium: Meet the Boston Universities Led and designed symposium, Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American Latanck, and Native American. The purpose of the symposium was to establish personal connections with lat		
• Participated in Doctoral / Junior Faculty Consortium Aug 2016, Aug 2019, Aug 2020 • Gender and Diversity in Organizations (GDO) Division Member • Aug 2016 Southern Management Association, Member 2019 – Current Southern Management Association of Applied Psychology (METRO), Member 2013 – 2019 INSTITUTIONAL SERVICE Suffolk University Department - Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current • Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 • Co-Coordinator for the Organizational Behavior (217) Course Aug 2020 – Current • Co-Coordinator for faculty Rescarch Brownbags Jan 2020 – Dec 2022 • Coordinator for Janus Statenth Brownbags Jan 2020 – Current • Represented department at student recuritiment and community events Nov. 6, 2019 Oordinator for Janus • MMS Brown Rag Lunch Nov. 6, 2019 Nov. 6, 2019 Savyer Business School -PhD Project Symposium: Meet the Boston Universities Apr 2021 • Savyer Business School -PhD Project Symposium: Meet the Boston Universities and calleges around the Boston area to engage with 18 doctoral students belonging to underepresented minority groups: African American, Hispanic American, Handwara And Naiva American. The purpose of the symposium was to estabilish personal connections with late-stage PhD students and early-stage faculty fr		Aug 2021
 Gender and Diversity in Organizations (GDO) Division Member Participated in Doctoral Consortium Southern Management Association, Member Boston Field Research Conference, Member 2019 – Current VM Metropolitian Association of Applied Psychology (METRO), Member 2013 – 2019 TESTIFUTIONAL SERVICE Suffolk University Decodinator for the Innovative Teaming (104) Course Jan 2024 – Current Co-Coordinator for the Innovative Teaming (104) Course Aug 2016 – 2022 Decoloped new elective course (People Analytics) 2021 – 2022 Co-condinator for the Organizational Behavior (217) Course Aug 2020 – Current Co-Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Faculty Advisor for 2-3-05 students per semester Aug 2020 – Current Represented department at student recruitment and community events MMS Brown Bag Lunch Sawyer Business School – PhD Project Symposium: Meet the Boston Universities And Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: Alrican American, Hispanic American/ Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenuer-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Faculty Advisor for the ALPHA club Faculty Advisor for the ALPHA club Faculty Advisor for t		Aug 2016 Aug 2010 Aug 2020
 Participated in Doctoral Consortium Aug 2016 Southern Management Association, Member Boston Field Research Conference, Member 2019 – Current 2019 – 2019 PINTUTIONAL SERVICE Suffolk University Department Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 Developed new elective course (People Analytics) 2021 – Dec 2022 Coordinator for on the Organizational Behavior (217) Course Aug 2020 – Current Co-Coordinator for the Innovative Teaming (104) Course Jan 2020 – Dec 2022 Coordinator for Jonio Faculty Research Brownbags Jan 2020 – Dec 2022 Coordinator for Jonno Faculty Research Brownbags Jan 2020 – Dec 2022 Coordinator for Jonno Faculty Research Brownbags Jan 2020 – Dec 2022 MMS Brown Bag Lunch Mok rown Bag Lunch Outlergraduate admissions Open House Mok Brown Bag Lunch Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Apr 2021 Led and designed symposium. Coordinated with 75 faculty grown underrepresented minority groups: African American, Hispanic American/ Latine/A, and Native American. The purpose of the symposium was to establish personal connections with lat-stage PhD Students and carly-stage faculty from underrepresented minority groups: African American, Hispanic American/ Butine's Ander Studes Theologe Leadership Fellow Center for Innovation and Change Leadership Fellow Apr 2020 – Current Faculty Advisor for the ALPHA club Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021 – Surgerv		Aug 2010, Aug 2019, Aug 2020
Southern Management Association, Member Boston Field Research Conference, Member NY Metropolitan Association of Applied Psychology (METRO), Member 2013 – 2019 INSTITUTIONAL SERVICE Suffolk University Department Co-Coordinator for the Innovative Teaming (104) Course Co-Coordinator for the Innovative Teaming (104) Course Co-Coordinator for the Innovative Teaming (104) Course Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 Co-Coordinator for the Organizational Behavior (217) Course Co-Coordinator for the Organizational Behavior (217) Course Co-Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Co-Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Co-Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Co-Coordinator for Junior Faculty Research Brownbags Jan 2020 – Current Respresented department at student recruitment and community events Oundergraduate admissions Open House Oundergraduate admissions Que House Oundergraduate admissions open House Oundergraduate Cub Fall 2020 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Current Faculty Advisor for the Suffolk University Wome		Aug 2016
Boston Field Research Conference, Member 2019 – Current NY Metropolitan Association of Applied Psychology (METRO), Member 2013 – 2019 INSTITUTIONAL SERVICE Suffolk University Department • Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current • Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 • Developed new elective course (People Analytics) 2021 – 2022 • Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 • Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 • Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 • Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 • Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 • OMMS Brown Bag Lunch Nov. 6, 2019 • Undergraduate admissions Open House Oct. 17, 2021 Business School Nov. 6, 2019 • Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universitics and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American, Jatine/s, and Native American. The purpose of the symposium was to establish personal connections with Hate-stage PD students and early-stage faculty from underrepresented min		Aug 2010
NY Metropolitan Association of Applied Psychology (METRO), Member 2013 – 2019 INSTITUTIONAL SERVICE Suffolk University Department • Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current • Developed new elective course (People Analytics) 2011 – 2022 • Developed new elective course (People Analytics) 2021 – 2022 • Co-Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 • Faculty Advisor for 25-30 students per semester Aug 2020 – Current • Represented department at student recruitment and community events Nov. 6, 2019 • Undergraduate admissions Open House Oct. 17, 2021 Business School • Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups. African American, Linex, and Native American, The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty form underrepresented minority groups. Mirican American, Linex, and Native American, The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty form underrepresented minority groups. African Atmerican, Linex, and Native American, The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty form underrepresented minority groups. African Atmerican, Hispanic American, Linex, a		2019 – Current
INSTITUTIONAL SERVICE Suffolk University Department • Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current • Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 • Developed new elective course (People Analytics) 2021 – Dec 2022 • Developed new elective course (People Analytics) 2021 – Dec 2022 • Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 • Faculty Advisor for 25-30 students per semester Aug 2020 – Current • Represented department at student recruitment and community events Nov. 6, 2019 • Undergraduate admissions Open House Oct. 17, 2021 Business School No condinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/ Latinc/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenue-track career in the greater Boston area. • Center for Innovation and Change Leadership Fellow Apr 2020 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fal 2020 – Spring 2022 • Moderated SBS MBA Past the Pandemic Webinar Serice:. Optimizing the Workplace Through People An		
Suffalk University Department • Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current • Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 • Developed new elective course (People Analytics) 2021 – 202 • Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 • Faculty Advisor for 25-30 students per semester Aug 2020 – Current • MMS Brown Bag Lunch Nov. 6, 2019 • Undergraduate admissions Open House Oct. 17, 2021 Business School Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Apr 2021 • Led and designed symposium: Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston are on engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American, Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and carly-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Apr 2020 – Current • Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 • Moderated SBS MBA Past the Pandemic Webinar Scrics: Optimizing the Workplace Through People Analytics May 2021 • Served as a faculty speaker at the Beta Gamma	((1) interversion of rippical by enology ((interversion)) interversion	2010 2017
Department • Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current • Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 • Developed new elective course (People Analytics) 2021 – 2022 • Co-Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 • Faculty Advisor for 25-30 students per semester Aug 2020 – Current • Represented department at student recruitment and community events Nov. 6, 2019 • Undergraduate admissions Open House Oct. 17, 2021 Business School Nov. 6, 2019 • Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American / LatticeX, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups: Mrican American / LatticeX, and Native American. The purpose of the symposium was to establish personal connection and Change Leadership Fellow Apr 2020 – Current • Faculty Advisor for the ALPHA club Spring 2024 – Current • Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 • Moderated SBS MBA bas the Pandemic Webhard Series: Optimizing the Workplace Through People Analytics May 2021, May 2022 </td <td>INSTITUTIONAL SERVICE</td> <td></td>	INSTITUTIONAL SERVICE	
 Co-Coordinator for the Innovative Teaming (104) Course Jan 2024 – Current Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 Developed new elective course (People Analytics) 2021 – 2022 Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Faculty Advisor for 25-30 students per semester Aug 2021 – Current Represented department at student recruitment and community events MMS Brown Bag Lunch Nov. 6, 2019 Undergraduate admissions Open House Nov. 6, 2019 Lod and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and collegos around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American' Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Faculty Advisor for the Suffolk University Women in Business undergraduate club Faculty Advisor for the Suffolk University Women in Business undergraduate club Faculty Advisor for the Buffolk University Women in Business undergraduate club Faculty Advisor for the TOR X Census Data Project on DEI issues in our society Faculty Advisor for the TOR X Census Data Project on DEI issues in our society Faculty Advisor for the ODA Census Data Project on DEI issues in our society Faculty Advisor for the ODA Census Data Project on DEI issues in our society Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2		
 Co-Coordinator for the Organizational Behavior (217) Course Aug 2021 – Dec 2022 Developed new elective course (People Analytics) 2021 – 2022 Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Faculty Advisor for 25-30 students per semester Aug 2020 – Current Represented department at student recruitment and community events MMS Brown Bag Lunch Nov. 6, 2019 Undergraduate admissions Open House Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Latine'A, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the Bodffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webina Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2020 – Spring 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 I Launched focus groups with students	Department	
 Developed new elective course (People Analytics) 2021 – 2022 Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Faculty Advisor for 52-30 students per semester MMS Brown Bag Lunch Mov. 6, 2019 Undergraduate admissions Open House Sawyer Business School Sawyer Business School-PhD Project Symposium: <i>Meet the Boston Universities</i> Apr 2021 Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/ Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: <i>Optimizing the Workplace Through People Analytics</i> May 2021, May 2021, May 2021, May 2021, Way 2021, May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2020 – Spring 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University Representative and Panelist Presenter at the PhD Project Doctoral Program spart of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sess	• Co-Coordinator for the Innovative Teaming (104) Course	Jan 2024 – Current
 Coordinator for Junior Faculty Research Brownbags Jan 2020 – Dec 2022 Faculty Advisor for 25-30 students per semester Aug 2020 – Current Represented department at student recruitment and community events MMS Brown Bag Lunch Nov. 6, 2019 Undergraduate admissions Open House Sawyer Business School Led and designed symposium: Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/ Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups: who might be interested in pursuing a tenuer-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Faculty Advisor for the Suffolk University Women in Business undergraduate club Faculty Advisor for the Suffolk University Women in Business undergraduate club Faculty Advisor for the TOPx Census Data Project on DEl issues in our society Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEl issues in our society Fall 2020 – Spring 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University Representative and Panelist Presenter at the PhD Project Doctoral Program spart of data collection efforts students of color Suervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts students of color I participated in a	Co-Coordinator for the Organizational Behavior (217) Course	Aug 2021 – Dec 2022
 Faculty Advisor for 25-30 students per semester Represented department at student recruitment and community events MMS Brown Bag Lunch Otto Mag Bunch Otto Undergraduate admissions Open House Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Apr 2021 Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Apr 2021 Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Apr 2021 Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Apr 2020 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021, May 2021, May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2020 – Spring 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University Representative and Panelist Presenter at the PhD Project Doctoral Program sa part of data collection efforts Orientation Leader Aug 2020 I participated i	• Developed new elective course (People Analytics)	2021 - 2022
 Represented department at student recruitment and community events MMS Brown Bag Lunch Nov. 6, 2019 Undergraduate admissions Open House Sawyer Business School-PhD Project Symposium: <i>Meet the Boston Universities</i> Apr 2021 Sawyer Business School-PhD Project Symposium: <i>Meet the Boston Universities</i> Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/ Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups: who might be interested in pursuing a tenume-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Apr 2020 – Current Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: <i>Optimizing the Workplace Through People Analytics</i> May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University Representative and Panelist Presenter at the PhD Project Doctoral Program spart of data collection efforts students of color Supervised two doctoral students Fellows from our clinical psychology program as part of data collection efforts students of color Supervised wo doctora	Coordinator for Junior Faculty Research Brownbags	Jan 2020 – Dec 2022
 MMS Brown Bag Lunch Nov. 6, 2019 Undergraduate admissions Open House Sawyer Business School PhD Project Symposium: Meet the Boston Universities Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Apr 2021 Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston American. Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups: African American, Hispanic American/Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Apr 2020 - Current Faculty Advisor for the ALPHA club Spring 2024 - Current Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2020 - Spring 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University Representative and Panelist Orangus Task Force, Focus Group Subcommittee Fall 2020 - Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students students field 'Unpacking your identities'.	• Faculty Advisor for 25-30 students per semester	Aug 2020 – Current
 Undergraduate admissions Open House Oct. 17, 2021 Business School Sawyer Business School-PhD Project Symposium: Meet the Boston Universities A pr 2021 Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Ced and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/ Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Faculty Advisor for the ALPHA club Faculty Advisor for the Edfolk University Women in Business undergraduate club Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Faculty Advisor for the GUB students (nuclergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students students students students with efforts Orientation Leader I participated in a training session, and then led 4 (1-hour) orientation sessions for	Represented department at student recruitment and community events	
Business School Apr 2021 • Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Apr 2021 • Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/ Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. • Center for Innovation and Change Leadership Fellow Apr 2020 – Current • Faculty Advisor for the ALPHA club Spring 2024 – Current • Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 • Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 • Faculty Advisor for the TOPX Census Data Project on DEI issues in our society Fall 2020 – Spring 2022 • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University • Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color • Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts • Orientation Leader Aug 2020 <td< td=""><td>•</td><td></td></td<>	•	
 Sawyer Business School-PhD Project Symposium: Meet the Boston Universities Apr 2021 Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/Latine/X, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2021 – Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University Representative to doctoral student Fellows from our clinical psychology program as part of data collection efforts students ticle 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 201		Oct. 17, 2021
 Led and designed symposium. Coordinated with 76 faculty members and staff across 19 universities and colleges around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Apr 2020 – Current Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2021 Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommitte Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Kecruitment Efforts University Representative and Panelist Presenter at the PhD Project Doc		
around the Boston area to engage with 18 doctoral students belonging to underrepresented minority groups: African American, Hispanic American/Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. • Center for Innovation and Change Leadership Fellow Apr 2020 – Current Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 • Moderated SBS MBA Past the Pandemic Webinar Series: <i>Optimizing the Workplace Through People Analytics</i> May 2021 • Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2020 – Spring 2022 • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 <i>University</i> • The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommitte Fall 2020 – Spring 2022 • Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color • Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts • Orientation Leader Aug 2020 • I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY <i>Recruitment Efforts</i> • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017		1
American, Hispanic American/Latine/x, and Native American. The purpose of the symposium was to establish personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. • Center for Innovation and Change Leadership Fellow Apr 2020 – Current • Faculty Advisor for the ALPHA club Spring 2024 – Current • Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 • Moderated SBS MBA Past the Pandemic Webinar Series: <i>Optimizing the Workplace Through People Analytics</i> May 2021 • Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2021 • Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 <i>University</i> • The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommitte Fall 2020 – Spring 2022 • Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color • Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts • Orientation Leader Aug 2020 • I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY <i>Recruitment Efforts</i> • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017		
 personal connections with late-stage PhD students and early-stage faculty from underrepresented minority groups who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Apr 2020 – Current Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2021 Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students students stiled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 		
 who might be interested in pursuing a tenure-track career in the greater Boston area. Center for Innovation and Change Leadership Fellow Apr 2020 – Current Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Faculty Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 		
 Center for Innovation and Change Leadership Fellow Apr 2020 – Current Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2021 Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago 		
 Faculty Advisor for the ALPHA club Spring 2024 – Current Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2021 Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago 		
 Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2021 Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago 		1
 Moderated SBS MBA Past the Pandemic Webinar Series: Optimizing the Workplace Through People Analytics May 2021 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2021 Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 	•	1 0
 Faculty Advisor for the TOPx Census Data Project on DEI issues in our society Fall 2021 Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago 		
 Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago 		· · ·
 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair - Virtually Nov 2020 <i>University</i> The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 		
 University The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017 		• •
 The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Subcommittee Fall 2020 – Spring 2022 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017 		- Virtually NOV 2020
 Launched focus groups with students (undergraduate, law, other graduate) to understand how we can better support students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago 		nittee Fall 2020 – Spring 2022
students of color Supervised two doctoral student Fellows from our clinical psychology program as part of data collection efforts Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY <i>Recruitment Efforts</i> University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017		1 0
 Orientation Leader Orientation Leader Aug 2020 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY Recruitment Efforts University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017 		
 I participated in a training session, and then led 4 (1-hour) orientation sessions for our incoming undergraduate students titled 'Unpacking your identities'. Baruch College, CUNY <i>Recruitment Efforts</i> University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017 	 Supervised two doctoral student Fellows from our clinical psychology program as 	s part of data collection efforts
students titled 'Unpacking your identities'. Baruch College, CUNY <i>Recruitment Efforts</i> • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago • Nov 2019	Orientation Leader	Aug 2020
Baruch College, CUNY Recruitment Efforts • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago	• I participated in a training session, and then led 4 (1-hour) orientation sessions for	our incoming undergraduate
Recruitment Efforts • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 • University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019		
 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2019 University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017 		
University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago Nov 2017		
Katerina Gonzalez Jul 2024 Page 6		
	Ka	aterina Gonzalez Jul 2024 Page 6

• University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in NYC	Nov 2017
• University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair in Chicago	Nov 2014
University Representative at the NYU PhD Diversity Fair	Nov 2014
• University Representative at the PhD Project Doctoral Program Fair in Chicago	Nov 2013
Institutional Seminars and Conferences	
Panelist for CUNY Faculty Diversion and Inclusion Conference	Mar 2019
Session: 'The PhD Project – Baruch College Research Symposium: A Platform for Faculty Re	ecruitment'
Chaired two sessions for the Baruch College-PhD Project Research Symposium	Apr 2018
Coordinated the CARMA webcasts for the I/O Psychology and Management Depts.	Ĩ
The CARMA (Consortium for the Advancement of Research Methods and Analysis) Webcast Program	n provides faculty,
students and other researchers advanced training in methods and data analysis.	
Miscellaneous Activities	
Attend AACSB accreditation meetings	
Attend donor meetings	
PROFESSIONAL EXPERIENCE	
Barclays Capital, New York, NY – Analyst	Jul 2011 – Aug 2013
Cash, Collateral, & Liquidity - Change Management	
• Futures - Client Services	
Rosetta (Acquired by Publicis), New York, NY - Account Executive Junior Associate	Jun 2010 – Dec 2010
Haver Analytics, New York, NY - Senior Economic Research Assistant	Feb 2010 – May 2010
HONORS AND AWARDS	
Fellowships/Scholarships	
2017 – 2019 Quantitative Reasoning Fellowship, Baruch College and Guttman Community College, CUNY	
2015 – 2018 The Graduate Center Fellowship, CUNY 2018 – 2010 Deep K Herricen Fellowship, CUNY	
2018 – 2019 Dean K Harrison Fellowship, CUNY 2017 – 2018 Dean K Harrison Fellowship, CUNY	
2016 – 2017 Dean K Harrison Fellowship, CUNY	
2010 – 2017 Dean K Harrison Fenowship, CONT 2014 – 2015 Research Fellowship (Teaching release), CUNY	
2007 – 2011 Martin Luther King, Jr. Scholar (Tuition scholarship and academic program), NYU	
2007 – 2011 Martin Lutier King, JI. Scholar (Tutuon scholarship and academic program), NTO 2009 – 2010 Stern World Studies Track (London, Shanghai & Buenos Aires), Stern Business School, NYU	
2009 – 2010 Stern World Studies Track (London, Shanghar & Buenos Aries), Stern Business School, NTO 2008 Stern Social Impact Stipend, NYU	
Research Awards/ Grants	

Research Awards/ Grants

2024 Research Grant Award (\$2500 awarded), Sawyer Business School, Suffolk University

2021 AOM Showcase Symposium (Top 10% of ODC Division)

2017 – 2018 Doctoral Student Research Grant (\$1070 awarded), The Graduate Center, CUNY

2017 Award for Excellence at the Research Frontier of Management (Poster Presentation), Baruch College, CUNY

2015 - 2016 Doctoral Student Research Grant (\$1500 awarded), The Graduate Center, CUNY

2014 Award for Excellence at the Research Frontier of Management (Poster Presentation), Baruch College, CUNY

2014 AOM Showcase Symposium (Top 10% of GDO Division)

Teaching Awards

2023 Immersive Learning Teaching Award, Sawyer Business School, Suffolk University

2016 John A. Elliott Teaching Award, Baruch College, CUNY