

Katerina Gonzalez

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ACADEMIC APPOINTMENTS

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

OTHER ACADEMIC WORK EXPERIENCE

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

EDUCATION

PhD, The Graduate Center, City University of New York	May 2019
<i>Concentration:</i> Management – Organizational Behavior	
<i>Dissertation:</i> Managerial Territoriality: Conceptualization and Measurement of a Multidimensional Construct	
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
<i>Concentration:</i> 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*. <https://hbr.org/2024/07/research-4-ways-employees-respond-to-dei-initiatives>

Kanitz, R., Reinwald, M., **Gonzalez, K.**, Burmeister, A., Song, Y., & Hoegl, M. (2024). Supportive, resistant, or both? A person-centric view on employee attitudes toward diversity initiatives. *Journal of Applied Psychology*. [10.1037/apl0001190](https://doi.org/10.1037/apl0001190)

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

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: [10.1002/job.2683](https://doi.org/10.1002/job.2683)

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

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: [10.1080/02678373.2023.2176945](https://doi.org/10.1080/02678373.2023.2176945)

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: [10.1177/0018726719875810](https://doi.org/10.1177/0018726719875810)

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: [10.1016/j.paid.2020.110101](https://doi.org/10.1016/j.paid.2020.110101)

- Mentioned in [Psychology Today \(2020\)](#), [Psychology Today \(2022\)](#), [NewsBreak](#), and [PsychCentral](#)

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

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: [10.1080/14697017.2018.1459784](https://doi.org/10.1080/14697017.2018.1459784)

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](https://doi.org/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: [10.1111/ijsa.12203](https://doi.org/10.1111/ijsa.12203)

- *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: [10.3389/fpsyg.2017.02286](https://doi.org/10.3389/fpsyg.2017.02286)

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: [10.1177/00218863231168974](https://doi.org/10.1177/00218863231168974)

- 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: [10.1017/9781009086721.009](https://doi.org/10.1017/9781009086721.009)

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: [10.1177/00218863211042896](https://doi.org/10.1177/00218863211042896)

- 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 meta-analytic 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 person-environment 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) Conference on Leadership Accountability in Diversity, Equity and Inclusion, 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 & Mobasser, 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, <i>Journal of Applied Behavioral Science</i>	2024 – Current
Methods Editor, <i>Campbell Collaboration</i> , 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* 2019 – 2024

Ad Hoc Reviewer for the following journals:

- *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

	Evaluation*	# of Students	Response Rate
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, Spring 2020			
◦ (Secondary Instructor; Primary instructor: Professor 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; Primary Instructor: Professor Donald Vredenburg)			
• MS Compensation, Fall 2016 (Teaching Assistant; Primary Instructor: Professor C. Justice 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 than 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)

Aug 2017

- Insights on Work Experiences of People with Disabilities (GDO Division) Aug 2017
 - Abusive 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
 - **Representative-at-Large** Aug 2024 – Aug 2027
 - Served as panelist on Doctoral Consortium career panel Aug 2019
 - **Doctoral Student Representative-at-Large** Aug 2016 – Aug 2018
 - Co-organized the Doctoral Consortium Aug 2017 & Aug 2018
 - Organizational Behavior (OB) Division Member
 - Served as roundtable host and mentor for the Doctoral Consortium Aug 2022
 - Served as roundtable 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

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
- 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 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 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 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

- 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 Recruitment'
- 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.
The CARMA (Consortium for the Advancement of Research Methods and Analysis) Webcast Program 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 – 2019 Dean K Harrison Fellowship, CUNY
 2017 – 2018 Dean K Harrison Fellowship, CUNY
 2016 – 2017 Dean K Harrison Fellowship, CUNY
 2014 – 2015 Research Fellowship (Teaching release), CUNY
 2007 – 2011 Martin Luther King, Jr. Scholar (Tuition scholarship and academic program), NYU
 2009 – 2010 Stern World Studies Track (London, Shanghai & Buenos Aires), Stern Business School, NYU
 2008 Stern Social Impact Stipend, NYU

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