Katerina Gonzalez
Associate Professor of Management
Management and Entrepreneurship Department
Sawyer Business School, Suffolk University
www.katerinagonzalez.com

Management scholar and educator specializing in organizational behavior, human resource management, and organizational change. Research focuses on how employees experience and respond to change, how leaders shape those responses, and the organizational practices that support effective implementation.

ACADEMIC APPOINTMENTS

Suffolk University, Sawyer Business School, *Associate Professor of Management (with Tenure)* — Jul 2024 – Current
Suffolk University, Sawyer Business School, *Assistant Professor of Management* — Jul 2019 – Jun 2024

OTHER ACADEMIC WORK EXPERIENCE

Center for Effective Organizations, USC Marshall School of Business, *Faculty Affiliate* — Aug 2026 – Current
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
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
Concentrations: Economics and Marketing

PUBLICATIONS: PEER-REVIEWED JOURNAL ARTICLES

1. Kanitz, R., ***Gonzalez, K.,*** Fugate, M. & Venkatesh, V. (2026). Making sense of employee responses to organizational change: Integrating the theoretical landscape across research communities. *Journal of Organizational Behavior.* DOI: 10.1002/job.70080

2. 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, 109*(10), 1635–1658. DOI: 10.1037/apl0001190
    - **Media mentions**: *Forbes (2025)*

3. 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

4. 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

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

6. McCartney, J., Franczak, J., ***Gonzalez, K***., Hall, A., Hochwarter, 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

7. ***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

8. Portocarrero, F.F., ***Gonzalez, K.***, & Ekema-Agbaw, M.L. (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
    - **Media mentions**: *Psychology Today (2020)*, *Psychology Today (2022)*, and *PsychCentral*

9. ***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

10. Gigliotti, R., Vardaman, J., Marshall, D.R., & ***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

11. 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 & Organization Management, 43*(3), 475-503. DOI: 10.1177/1059601118767244

12. 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
    - *International Journal of Selection and Assessment* - **Top cited paper for 2019**

13. Tillman, C.J., ***Gonzalez, K.,*** Whitman, M.V., 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

PUBLICATIONS: ESSAYS AND BOOK CHAPTERS

1. Kanitz, R., & ***Gonzalez, K***. (expected 2027). Digital transformation and organizational change: Rethinking content, context, process, and outcomes in the AI era. In G. Schwarz, D. Bouckenooghe, & M. Vakola (Eds.), *A Guide to Key Theories for Organizational Change*. Edward Elgar.

2. Briker, R., ***Gonzalez, K***., & Kanitz, R. (in press). Your agentic AI strategy may already be taking shape. *The Journal of Applied Behavioral Science.*
    - Essay for Special Forum

3. ***Gonzalez, K.***, Kanitz, R., & Briker, R. (2024). "AI can't steal my soul": In the age of AI, the human touch is paramount for the craft of managing change. *The Journal of Applied Behavioral Science*, *60*(4), 589-602. DOI: 10.1177/00218863241279916
    - Essay for Special Forum: What AI Knows: Shaping Work and Pushing Ideas on Changing Organizations, DOI: 10.1177/0021886324128521

4. ***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

5. 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
    - Essay for Special Forum: The Race Alongside the Machine in Developing Organizations, DOI: 10.1177/00218863221085044

6. 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
    - Essay for Special Forum: The Future of Research on Organizational Change, DOI: 10.1177/00218863211049534

PUBLICATIONS: PRACTITIONER OUTLETS

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

SELECTED WORK-IN-PROGRESS

1. ***Gonzalez, K.,*** Kanitz, R., Hufeld, C., & Hoegl, M. Comprehensive, Moderate, Directive, or Minimal? Configurations of Change Management Practices and Employee Responses. Revise and resubmit – *Journal of Organizational Behavior*.

2. Portocarrero, F. F., ***Gonzalez, K.***, & Aujla, A. Volunteering as a change catalyst: How corporate-sponsored volunteering initiatives shape organizations, employees, and communities. Under review - *Journal of Management*.

3. Nguyen, P., ***Gonzalez, K.,*** Minbashian, A., Bouckenooghe, D., Kanitz, R., Sanders, K. & Schwarz, G. Cracking the code of change revisited: A meta-analysis of change management processes and employee change responses. In data analysis, targeting *Journal of Management*.

4. ***Gonzalez, K***., Tillman, C. J., Dilchert, S., & Kacmar, K. M. Managerial Territoriality. Manuscript in preparation for *Personnel Psychology*.

5. Hofmann, Y., Straatmann, T., ***Gonzalez, K.,*** & Kanitz, R. Affect-based appraisal profiles of responses to university health initiatives. Data analysis in progress.

EDITORIAL LEADERSHIP AND SERVICE

Guest Editor, *Journal of Organizational Behavior* 2026 – Current

- Special Issue: "Organizational change in transforming global contexts: Rethinking what we study and what we know"

Associate Editor, *The Journal of Applied Behavioral Science* 2024 – Current

Methods Editor, *Campbell Collaboration,* Management and Business Coordinating Group (MBCG) 2023 – Current

Editorial Board Member for

- *The Journal of Applied 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*

HONORS AND AWARDS

Research Awards/ Grants

2026 Research Grant ($2500 awarded), Sawyer Business School, Suffolk University
2025 Dean's Excellence Award for Research, Sawyer Business School, Suffolk University
2025 Research Grant ($2500 awarded), Sawyer Business School, Suffolk University
2024 Research Grant ($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

2025 Project selected for inclusion in the *OpenAI Academy Global Faculty AI Project* (89 chosen out of 300+ faculty submissions worldwide).

- Project (with Sheila Webber) highlights how first-year students in the *SBS 104 Innovative Teaming* course use AI to analyze team meeting dynamics and spark evidence-based conversations about collaboration.
- Watch video | Explore all selected projects

2024 Immersive Learning Teaching Award, Sawyer Business School, Suffolk University
2023 Immersive Learning Teaching Award, Sawyer Business School, Suffolk University
2016 John A. Elliott Teaching Award, Baruch College, CUNY

Fellowships

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

INVITED PRESENTATIONS

Research Seminar Series, School of Economics and Business (FEN), Universidad de Chile July 2026
Distinguished Speaker Series, Isenberg School of Management, University of Massachusetts, Amherst Sept 2025

CONFERENCE PRESENTATIONS: SCHOLARLY

1. Portocarrero, F.F., Gonzalez, K., & Aujla, A. (2026, Aug). Not All Employee Volunteering is Equal: The Benefits of Corporate vs. Personal Employee Volunteering. Paper presented at the annual meeting of the Academy of Management (**AOM – ODC**), Philadelphia, PA.

2. Hagl, C., Kanitz, R., Gonzalez, K. & Hoegl, M. (2025, Aug). Laissez-faire, directive, comprehensive, or half-hearted? A typology of change management processes. In R. Karaban, & S. Oreg (Chairs) with M-G. Seo (Discussant). *Uncovering the complexities of*

responses to change. Symposium conducted at the annual meeting of the Academy of Management (**AOM – ODC, OB**), Copenhagen, Denmark.

3. Kanitz, R., Gonzalez, K., Fugate, M., & Venkatesh, V. (2025, Jun). *Making sense of change: Mapping the theoretical landscape of research on employee responses to organizational change.* Paper presented at the meeting of the **Change Researchers Network** Event. Athens, Greece.

4. Portocarrero, F.F., Gonzalez, K., & Aujla, A. (2025, May). *Employee volunteering as a change catalyst: How corporate-sponsored volunteering initiatives shape organizations, employees, and communities.* Paper presented at the **Madrid Work and Organizations Workshop**, IE University, Madrid, Spain.

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

6. 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.* Paper presented at the annual meeting of the Academy of Management (**AOM – ODC**), Seattle, WA.

7. 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.
    a. ***Selected as a Showcase Symposium (top 10% in Division)***

8. Kanitz, R., Gonzalez, K., & Venkatesh, V. (2020, Aug). *Redirecting the trajectory of research on the human side of change: bridging across disciplines.* Paper presented at the annual meeting of the Academy of Management (**AOM – ODC**).

9. Gonzalez, K. (2020, Jun). *Managerial territoriality in work organizations.* Paper presented at the annual meeting of the Eastern Academy of Management (**EAM**), Virtual.

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

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

12. 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 (now Change Researchers Network) 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.

13. Portocarrero, F., Gonzalez, K. & Valenzuela, A. (2019, Mar). *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.

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

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

16. 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.

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

18. Portocarrero, F.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.

19. 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 presented at the annual meeting of the Southern Management Association (**SMA**), St. Petersburg Beach, FL.

20. 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.

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

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

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

24. 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.

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

26. 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 presented at the annual meeting of the Southern Management Association (**SMA**), St. Pete Beach, FL.

27. 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?* Paper presented at the annual International Vincentian Business Ethics Conference (**IVBEC**) in New York, NY.

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

29. 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.

30. 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.
    a. Selected as a Showcase Symposium (top 10% in Division)

CONFERENCE PRESENTATIONS: PROFESSIONAL DEVELOPMENT

1. *Discussant*: Gonzalez, K.; *Chair*: Stephens, J. P.; *Presenters*: Nussbaum, D.; Bygballe, L. E., Kvålshaugen, R., & Swärd, A.; Douglass, A., Gittell, J. H., & Lebeck, K. (2026, Aug). Relational theories of organizational change: Identity, integration and interdependence. Presenter symposium conducted at the annual meeting of the Academy of Management (**AOM—ODC & OMT**), Philadelphia, PA.

2. *Facilitators:* Gonzalez, K., Kanitz, R., & Peng, T.; *Panelists*: Bartunek, J., Gundemir, S., Le, J.K., Oreg, S., & Kiefer, T (2025, Jul). *Unpacking research on employee resistance and support of organizational change.* Professional Development Workshop (PDW) conducted at the annual meeting of the Academy of Management (**AOM – ODC, OB, SAP, MOC**), Copenhagen.

3. *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.

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

5. *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 DEI, Virtual Conference.

6. *Facilitators:* 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.

7. 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.

8. Gonzalez, K., Mmbaga, N. & Mobasseri, S. (2019, Aug) *Job market panel: Applicant's perspective.* Professional Development Workshop (PDW) conducted at the annual meeting of the Management Doctoral Student Association, Boston, MA.

9. *Facilitators:* 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.

10. *Facilitators:* 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.

TEACHING EXPERIENCE

Courses Taught and Developed

Undergraduate

- Innovative Teaming and Innovative Teaming Honors
  - Co-designed and coordinate ~20 sections annually of this required first-year business course
- Organizational Behavior
  - Redesigned and previously coordinated the ~20 section core course
- Conflict Management and Negotiations
- Fundamentals of Management
- People Analytics
  - Developed; pending launch
- Italy Travel Seminar: The Business of Food and Wine
  - Lead instructor, 2026;
  - Second instructor and redesign contributor, 2025
- Costa Rica Business Sustainability Travel Seminar
  - Second instructor, 2020

Graduate and Doctoral

- Leading Change, MBA
- Organizational Behavior, graduate
- Workshop on Leadership, DBA
- Leadership, MBA, teaching assistant
- Compensation, MS, teaching assistant

Executive and Professional Education

- Leading Change workshops
- Leadership Coaching
- Virtual Teams
- Workplace Authenticity and Identity

Teaching Effectiveness

- Across 42 evaluated course sections, instructor evaluations averaged **4.6/5** overall (**4.5 undergraduate; 4.8 graduate**), based on approximately 660 student responses with a 71% overall response rate.
- Across the executive education evaluations, **100% of respondents** indicated that they would recommend the workshop to others.
- Note. Evaluation scores reflect the average of all items pertaining to the instructor rather than the course. Aggregate statistics are respondent-weighted; the estimated number of respondents for each course was calculated by multiplying course enrollment by the reported response rate. Spring 2024 Innovative Teaming pilot-course evaluations are excluded because of documented problems with evaluation data collection.

PROFESSIONAL MEMBERSHIPS AND SERVICE

Change Researchers Network *(previously Int'l Forum for the Psychology of Change (IFPOC)),* Member 2023 – Current

Academy of Management, *Member*

- Organization Development and Change (ODC) Division
  - Elected as ***Representative-at-Large*** Aug 2024 – Aug 2027
  - Co-organized the Doctoral Consortium Aug 2025, Aug 2026, & Aug 2027
  - Served as panelist on Doctoral Consortium career panel Aug 2019
  - Elected as ***Doctoral Student Representative-at-Large*** Aug 2016 – Aug 2018
- Organizational Behavior (OB) Division
  - Served as roundtable host and mentor for the Doctoral Consortium Aug 2022
  - Served as roundtable host and mentor for the Doctoral Consortium Aug 2021

Boston Field Research Conference, *Member*

Southern Management Association, *Member* 2013 – 2019

NY Metropolitan Association of Applied Psychology (METRO), *Member* 2013 – 2019

INSTITUTIONAL SERVICE

Suffolk University

Department

- Coordinator for the Core SBS 104 Innovative Teaming Course Jan 2024 – Current
- Developed new core course (Innovative Teaming SBS 104) Fall 2023
- Coordinator for the Graduate Fellows in Management & Entrepreneurship Department 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
- Represent department at student recruitment and community events

Business School

- Research Committee (Elected by business school faculty) Fall 2025 – Spring 2028
- Center for Innovation and Change Leadership Fellow Apr 2020 – Current
- Faculty Advisor for the ALPHA club Spring 2024 – Spring 2026
- Faculty Advisor for the Suffolk University Women in Business undergraduate club Fall 2020 – Spring 2022
- Moderated SBS MBA Past the Pandemic Webinar Series: May 2021
  Optimizing the Workplace Through People Analytics
- Faculty Advisor for the TOPx Census Data Project on social issues Fall 2021
- Served as a faculty speaker at the Beta Gamma Sigma Induction Ceremony May 2021, May 2022
- 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 groups who might be interested in pursuing a tenure-track career in the greater Boston area.
- University Representative and Panelist Presenter at the PhD Project Doctoral Program Fair (Virtual) Nov 2020

University

- Mental Health Advisory Board Member (Appointed) Fall 2024 – Current
- Provost Search Committee Member (Elected by business school faculty) Spring 2024
- The Racial Equity and Justice Institute (REJI) Campus Task Force, Focus Group Committee 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

- Represent department at various recruitment fairs to recruit prospective doctoral students

Institutional Seminars and Conferences

- 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.
- Panelist for CUNY Faculty Diversity and Inclusion Conference Session: *A Platform for Faculty Recruitment* Mar 2019

CERTIFICATIONS

- SHRM, Certified Professional (SHRM-CP; SHRM-SCP scheduled for Dec 2026)
- ExperiencePoint Certified Facilitator – GlobalTech & Kickstart Change

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