

Benjamin Biermeier-Hanson Ph.D.

Department of Management
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ACADEMIC APPOINTMENTS

Radford University, Department of Management

Assistant Professor

January 2023-present

Radford University, Department of Psychology

Associate Professor & Graduate Program Coordinator August 2020-December 2022

Assistant Professor

August 2015-August 2020

Albion College, Department of Psychology

Visiting Assistant Professor

August 2014-May 2014

EDUCATION

Ph.D. Wayne State University

Industrial/Organizational Psychology

Minor in Measurement & Statistics

M.A. Wayne State University

Industrial/Organizational Psychology

Minor in Measurement & Statistics

B.A. University of Minnesota – Twin Cities

Psychology (with Honors)

Minor in Asian Languages & Literature

REFEREED PUBLICATIONS

1. Coyle, P. T., & Biermeier-Hanson, B. (2023). Do congruent perceptions of an ethical leader and one's supervisor impact job-related outcomes? Testing mechanisms and boundaries. *Leadership & Organization Development Journal*, 44 (3), 371-391
2. Biermeier-Hanson, B., Wynne, K.T., Thrasher, G., & Lyons, J. (2021): Modeling the Joint Effect of Leader and Follower Authenticity on Work and Non-Work Outcomes. *The Journal of Psychology: Interdisciplinary & Applied*, 155 (2), 140-164
3. Thrasher, G., Dickson, M., Biermeier-Hanson, B., & Najor-Durack, A. (2020). Social Identity Theory and Leader-Member Exchange: Individual, Dyadic, and Situational Factors Affecting the Relationship between Leader-Member Exchange and Job Performance. *Organization Management Journal*, 17 (3), 133-152

4. Huang, J., Liao, C., Li, Y, Liu, M., & Biermeier-Hanson, B. (2020). Just What You Need: The Complementary Effect of Leader Proactive Personality and Team Need for Approval. *Journal of Business and Psychology*. 35 (4), 421–434

**1 of 11 Editor Commendation recipients for 2020

5. Thrasher, G., Biermeier-Hanson, B., & Dickson, M. (2020). Getting Old at the Top: The Role of Agentic and Communal Orientations in the Relationship Between Age and Follower Perceptions of Leadership Behaviors and Outcomes. *Work, Aging, & Retirement*. 6 (1), 46-58
6. Biermeier-Hanson, B., & Coyle, P. (2019). Investigating Leader Role Congruity and Counterproductive Work Behavior. *Journal of Psychology: Interdisciplinary & Applied*, 153(8), 820-842
7. Nieminen, L., Biermeier-Hanson, B., Roebuck, A, & Denison, D. (2019). A Study of the Hierarchical Culture Gaps within Unionized Utilities Companies. *Organization Management Journal*, 16 (1), 27-41
8. Roebuck, A., Thomas, A. Biermeier-Hanson, B. (2019). Organizational culture mitigates lower ratings of female supervisors. *Journal of Leadership and Organizational Studies*, 26(4), 454-464.
9. Biermeier-Hanson, B., & Nieminen, L. (2018). Leveraging Cultural Context for Leader Development. *Industrial and Organizational Psychology: Perspectives on Science & Practice*, 11(4), 653-656
10. Marchiondo, L., Biermeier-Hanson, B., Kabat-Farr, D., & Krenn, D. (2018). Target Meaning-Making of Workplace Incivility Based on Perceived Personality Similarity with Perpetrators. *Journal of Psychology: Interdisciplinary & Applied*, 152(7), 474-496
11. Zabel, K., Biermeier-Hanson, B., Baltes, B., Early, B., & Shepard, A. (2017). Generational Differences in Work Ethic: Fact or Fiction? *Journal of Business and Psychology*, 32(3), 301-315

**1 of 10 Editor Commendation recipients for 2017

12. Biermeier-Hanson, B. (2015). What about the rest of us? The importance of organizational culture in nepotistic environments. *Industrial and Organizational Psychology: Perspectives on Science & Practice*, 8(1), 27-31.
13. Nieminen, L., Biermeier-Hanson, B., & Denison, D. (2013). Aligning leadership and organizational culture: The leader-culture fit framework for coaching organizational leaders, *Consulting Psychology Journal: Practice and Research*, 65(3), 177-198.

BOOK CHAPTERS

1. Nieminen, L. R., Denison, D. R., Biermeier-Hanson, B., & Heinz-Oehler, K. (2022). Organizational Culture and Coaching. In *International Handbook of Evidence-Based Coaching* (pp. 691-701). Springer, Cham.
2. Biermeier-Hanson, B., & Christensen, M. Nepotism. (2016). In Rogelberg, S., Shockley, K., & Tonidandel, S. (Eds.) *The Encyclopedia of Industrial-Organizational Psychology* (2nd eds).

Thousand Oaks, CA: Sage.

3. Nieminen, L., Denison, D., Biermeier-Hanson, B., Heinz-Oehler, K. (2016). Organizational Culture and Coaching. In *Handbuch Schlüsselkonzepte im Coaching* (pp. 1-11). Berlin Heidelberg: Springer-Verlag.
4. Biermeier-Hanson, B., Liu, M., & Dickson, M. (2015). Alternate views of global leadership: Applying global leadership perspectives to leading global teams. In R. Griffith & J. Wildman (Eds.) *Leading Global Teams: Translating the Multidisciplinary Science to Practice* (pp. 195-223). New York, NY: Springer.
5. Dickson, M., & Biermeier-Hanson, B. (2014). Leadership. In M. Vodosek & D. Den Hartog (Eds.) *Wiley Encyclopedia of Management* (3rd edition). Hoboken, NJ: Wiley-Blackwell.
6. Dickson, M., Nieminen, L., & Biermeier-Hanson, B. (2012). Nepotism and organizational homogeneity: How the ASA process is accelerated by nonmerit-based decision making. In R. G. Jones (Ed.) *Nepotism in organizations* (pp. 93-128). New York: Routledge.

CHAired SYMPOSIA

1. Chen, G., & Biermeier-Hanson, B. (2017, April). Reflections on the state of science. Symposium presented at the annual meeting for the Society of Industrial and Organizational Psychology, Orlando, FL.
2. Dickson, M., & Biermeier-Hanson, B. (co-chairs). (2017, April). Abusive, destructive, and betraying leaders: Effects and organizational recovery. Symposium presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA.

INVITED TALKS

Advisory Board: College of Humanities & Behavioral Sciences (2022)
Virginia Tech I/O Psychology Area (2018)
Virginia Tech I/O Psychology Area (2016)
Psychology Club: Radford University (2015)
Albion College (2014)
MacMillan's Webinar Series (2013)

REFEREED PRESENTATIONS

Italicized names represent graduate or undergraduate students at the time of presentation.

1. Thrasher, G., Hammond, M., & Biermeier-Hanson, B. (2022, August). Leadership identities across multiple life domains: Examining congruence of leadership claims and grants. Presented in Braun, S., Leaving the office, leaving the lead? Conceptualization leadership identity across time and domains. Symposium presented at the annual Academy of Management Meeting, Seattle, WA.
2. Coyle, P., Biermeier-Hanson, B., *Hastings, C., & Piergallini, R.* (2021, August). Examining ethical-ILT-supervisor alignment and job-related outcomes with moderated mediation. Presented in Carsten, M., Empirical investigations of followership theory: How followers impact leaders and leadership. Virtual.

3. Thomas, B., & Biermeier-Hanson, B. (2021, August). Am I too old for this? Age-based stereotypes & older job-seekers. Paper presented at the annual meeting for the Academy of Management. Virtual.
4. Thrasher, G., Biermeier-Hanson, B. (2021, April). The effects of age on leadership behaviors: An intersectional meta-analysis. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology. Virtual.
5. Coyle, P., Biermeier-Hanson, B., *Hasting, C., & Piergallini, R.* (2021, April). Examining ethical ILT-supervisor alignment and job-related outcomes using moderated mediation. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology. Virtual.
6. *Bullock, V., Leake, V. S., Riding-Malon, R., Biermeier-Hanson, B.* (2020, August). *Career-related decision-making difficulty and psychological distress among student service members/veterans* Poster presentation at the American Psychological Association Annual Convention, Washington, D.C.
7. Petersen, N., Biermeier-Hanson, B., King, R., Liu, M., Stilson, F., & Withrow, S. (2019, April). Everything you ever wanted to know about data science (but were afraid to ask). Panel discussion presented at the annual meeting for the Society of Industrial and Organizational Psychology, National Harbor, MA.
8. Wynne, K. Biermeier-Hanson, B., Thrasher, G., Lyons, J. Keeping it Real (Congruent): The effects of leader-follower authenticity congruence on follower work and family outcomes through leader-member-exchange (LMX). (2019, April). Presenter in Thrasher, G., & Baltes, B, Support is a two-way street: How supervisors affect the work-family interface at the annual meeting for the Society of Industrial and Organizational Psychology, National Harbor, MA.
9. Biermeier-Hanson, B., Coyle, P., Roebuck, A., *Foselle, C., Miller, H, Plocknik, A.* (2019, April). Investigating leader role congruity and counterproductive work behavior. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, National Harbor, MA.
10. *Taylor, L., Chappell, A., Grossheim, T., Steele, J., & Biermeier-Hanson, B.* (2019, February). Creation of the sensitivity to disrespect scale. Poster presented at the annual meeting for the Eastern Psychological Association, New York, New York.
11. Wynne, K. Biermeier-Hanson, B. Lyons, J. Liu, M. (2018, April). Leadership, monitoring, trustworthiness, and deviance: A moderated mediation model. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Chicago, IL.
12. Roebuck, A., Thomas, A., Biermeier-Hanson, B., & Ristow, T. (2018, April). The mitigating role of organizational culture in supervisor-subordinate dyads. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Chicago, IL.
13. Biermeier-Hanson, B., Coyle, P. & Roebuck, A. (2017, August). Examining intra-personal ILT congruence in work-family conflict. Presented in Coyle, P., Expanding perspectives and outcomes of leader and follower role congruence. Symposium presented at the annual Academy of Management Meeting, Atlanta, GA.
14. Christensen, M., & Biermeier-Hanson, B. (2016, August). A Proposed Follower-Culture Fit

Framework. Presented in Goswami, A., Challenging Traditional Views of Followership: A Multi-perspective Approach. Symposium presented at the annual Academy of Management Meeting, Anaheim, CA.

15. Lelchook, A. Biermeier-Hanson, B., & Nieminen, L. (2016, April). Change it up: The effect of culture change on turnover. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychology, Anaheim, CA.
16. Wynne, K., Liu, M., Biermeier-Hanson, B., Baltes, B., & O'Brien, K. (2015, April). Examining the relationships between multifactor leadership types and follower deviance. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Philadelphia, PA.
17. Biermeier-Hanson, B., & Nieminen, L. (2014, August). Examining the empirical linkages between organizational culture and leadership. Presented in Sackmann, S., Leadership and organizational culture: Exploring a multi-faceted relationship. Symposium presented at the annual Academy of Management Meeting, Philadelphia, PA.
18. Marchiondo, L., Biermeier-Hanson, B., Krenn, D., & Kabat-Farr, D. (2014, August). Social identity comparison and target meaning-making of workplace incivility. Presented in Sharma, P.N., Putting a face to aggressive words and actions. Symposium presented at the annual Academy of Management Meeting, Philadelphia, PA.
19. Biermeier-Hanson, B., Nieminen, L., Roebuck, A., & Denison, D. (2014, May). The effect of unionization and hierarchical level on subculture formation. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Honolulu, HI
20. Liu, M., Huang, J., Biermeier-Hanson, B., Li, Y., & Wang, Z. (2014, May). Leader proactive personality, member need for approval, and team performance. Paper presented at the annual meeting of Society for Industrial and Organizational Psychology, Honolulu, HI.
21. Castaño, N., Kotrba, L., Lelchook, A., Biermeier-Hanson, B., & Denison, D. (2013, April). Organizational culture Strength and organizational performance: Comparing differing approaches. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Houston, TX
22. Zabel, K., Biermeier-Hanson, B., Early, R.J., Baltes, B., & Shepard, A. (2013, April). Generational differences in work ethic: A comprehensive analysis. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Houston, TX
23. Dickson, M., & Biermeier-Hanson, B. (2012, October). Different messages for different folks: Persuading faculty members to adopt EdTech. Presented at Clickers 2012, Chicago, IL.
24. Biermeier-Hanson, B., & Dickson, M. (2012, April). Nepotism: Eradicate or adapt? Panel discussion presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA.
25. Biermeier-Hanson, B., Nieminen, L., & Dickson, M. (2012, April). The effect of nepotism on bystander job attitudes. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA.
26. Dickson, M. W., Biermeier-Hanson, B., Lelchook, A., Sund, A. & Weidner, N. (2012, April).

Responses to and Recovery from Leader Betrayal: A Proposed Model. In Dickson, M., & Biermeier-Hanson, B. (co-chairs). Abusive, destructive, and betraying leaders: Effects and organizational recovery. Symposium presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA

27. Nieminen, L., Biermeier-Hanson, B., & Denison, D. (2012, April). Aligning leadership and organizational Culture: A person-organization fit perspective on coaching organizational leaders. Paper presented in Nieminen, L.R.G., & Denison, D. (co-chairs), Understanding and leveraging context in leader development. Symposium presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA.
28. Zabel, K., Biermeier-Hanson, B., Early, B., Shepard, A., & Baltes, B. (2012, April). Demographic correlates and workplace outcomes associated with work ethic endorsement. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA
29. Castaño, N., Lelchhook, A., & Biermeier-Hanson, B. (2011, April). Organizational culture and performance: The role of culture strength. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Chicago, IL

SUPERVISED STUDENT PRESENTATIONS

1. Tuang, H., Wellman, R., & Camerano, M. (2019, April). NFL fantasy selection using machine learning techniques. Presented at the Radford University Student Engagement Forum.
2. Cain., R. (2018, April). Self-Compassion: A potential mediator between Mindfulness & Stress. Presented at the Radford University Student Engagement Forum.
3. Wellman, R., & Tuang, H. (2018, April). Personality, Workaholism, and Burnout: A Moderated Mediation. Presented at the Radford University Student Engagement Forum.
4. Camerano, M., & Sprinkle, A. (2018, April). Perceived Organizational Support and Turnover Intention Moderated by Person Organization Fit. Presented at the Radford University Student Engagement Forum.
5. Setzer, M., Sheets, T., & Uyguner, H. (2018, April). The Role of Perceived Organizational Support on the Relationship Between Emotional Labor and Counterproductive Work Behaviors. Presented at the Radford University Student Engagement Forum.
6. Vandyke, M., & Berry, A. (2018, April). The Moderating Effect of Workplace Spirituality on the Relationship Between Locus of Control and Workplace Stress. Presented at the Radford University Student Engagement Forum.
7. Epperly, M., Holtz, E., Thomas, A., & Watkins, C. (2018, April). An Examination of Self Efficacy as a Moderator of the Relationship Between Autonomy and Work-life Balance. Presented at the Radford University Student Engagement Forum.
8. Dunsmore, V. (2018, April). Does Feminist Ideology Mediate between Gender Studies Education and Self-Esteem? Presented at the Radford University Student Engagement Forum.
9. Knight, S. (2017, April). Emotional labor: A preliminary study of its effect in a moderated-mediated

model. Presented at the Radford University Student Engagement Forum.

10. Galloway, K. (2017, April). Job demand and employee innovation: Perceptions of organizational politics as a moderator. Presented at the Radford University Student Engagement Forum.
11. Kirkland, M., & Borkoski, J. (2017, April). Work engagement, organizational commitment, and job burnout: Generational differences in the workplace. Presented at the Radford University Student Engagement Forum.
12. Weaver, C., Roy, E., & Michau, K. (2016, December). An investigation of work-family-conflict as a moderator of the relationship between job satisfaction and burnout. Poster presented at the Radford Psychology Research Symposium, Radford, VA.
13. Epperly, M., Flynn, R., & Jenkins, M. (2016, December). An investigation of Machiavellianism as a moderator of the relationship between emotional intelligence and counterproductive work behavior. Poster presented at the Radford Psychology Research Symposium, Radford, VA.
14. Easley, T. (2016, December). The effects of emotional intelligence on job satisfaction mediated by locus of control. Poster presented at the Radford Psychology Research Symposium, Radford, VA.
15. Carter, S., & Forest, I. (2015, December). An investigation of job satisfaction as a mediator of the relationship between stress/burnout and intent to quit. Poster presented at the Radford Psychology Research Symposium, Radford, VA.
16. Daidone, E.V., Zyvoloski, L.M., & Camm, H.A. (2015, December). An investigation of job satisfaction as a moderator of the relationship between organizational commitment and counterproductive work behavior. Poster presented at the Radford Psychology Research Symposium, Radford, VA.
17. Falls, K. (2015, December). An examination of occupational stress and distributive justice moderated by locus of control. Poster presented at the Radford Psychology Research Symposium, Radford, VA.
18. Fisher-Hewett, A., & Loving, L. (2015, December). What affects your overall happiness in the workplace? The effects of stress/burnout, job satisfaction, and work-family conflict. Poster presented at the Radford Psychology Research Symposium, Radford, VA.
19. James, C., Hurley, C., & Turner, B. (2015, December). The levels of job satisfaction moderated by work-family conflict on job stress and burnout. Poster presented at the Radford Psychology Research Symposium, Radford, VA.
20. Morgan, A. (2015, December). Counterproductive work behavior and job stressors: The moderating role of negative affectivity. Poster presented at the Radford Psychology Research Symposium, Radford, VA.

ADMINISTRATIVE DUTIES

Graduate Program Coordinator – Psychology M.A./M.S. Program August 2020-December 2022

- Coordinated program efforts and maintained a consistent vision and culture amongst four faculty and 20-25 graduate students

- Led graduate recruiting, student selection, budget supervision, course scheduling, alumni relations, and workshop development
- Developed external partnerships, resulting in regular internship pipelines, external client projects in the New River Valley, workshops to cover additional topics, scholarships, and gift donations (\$250,000 given or promised since assuming coordinator role)
- Worked with upper administration to set up a university-recognized center (The Work Place, established Fall, 2021) to better support the I/O program, its consulting efforts, and its external stakeholders

TEACHING EXPERIENCE

Graduate Courses

- Organizational Psychology
- Multivariate Statistics
- Leadership
- Psychometrics

Undergraduate Courses

- Introduction to Psychology
- Social Psychology
- Industrial-Organizational Psychology
- Research Design & Analysis
- Introduction to Statistics
- Special Topics Lab: Organizational Psychology

INDUSTRY EXPERIENCE

Supervising Consultant. *Radford University, Radford, VA.* (September 2015-December 2022)

- Made initial contact with external clients
- Assessed the nature of the organizational problem and negotiated deliverables
- Supervised graduate students in conducting focus groups, gathering survey data, and analyzing the data
- Assisted students in preparing for final presentations (written and oral) to upper management groups.
- Example projects:
 - **Warm Hearth Village** (Fall, 2015). Employee engagement assessment
 - **Virginia Tech** (Fall, 2016). Organizational culture audit
 - **Christiansburg Police Department** (Fall, 2017). Morale audit and compensation analysis
 - **Volvo Group North America** (Fall, 2018). Teamwork climate assessment
 - **Eaton Corporation** (Fall, 2019). Analysis and recommendations regarding HR analytics in a manufacturing environment
 - **Town of Christiansburg** (Fall, 2020). Used survey and focus group methodology to identify barriers to retention among public works employees

Research Consultant. *Air Force Research Lab, Wright-Patterson AFB, Dayton, OH.* (June 2017-present)

- Led research projects using data collected by the AFRL towards publication in peer-reviewed journals

Research & Development Intern. *Denison Consulting. Ann Arbor, MI.* (May 2013 – July 2014).

- Provided subject matter expertise in organizational culture and statistical/methodological support to internal and external clients in measuring, interpreting, and improving organizational culture
- Analyzed and interpreted organizational culture surveys and 360-degree leadership surveys

Statistical Consultant. *Method Consultants. Ann Arbor, MI.* (January 2013 – June 2014).

- Served as a methodological expert on research projects in healthcare and education to help clients with research design, interpretation, and analysis

Project Consultant. *Wayne State School of Business Administration. Detroit, MI.* July, 2013.

- Assisted in a job evaluation procedure for the Assistant Dean of Admissions position at Wayne State University's School of Business Administration. Activities included designing and conducting interviews and providing a technical report of the findings.

Project Consultant. *Applied Psychology and Organizational Research Group (APORG). Wayne State University, Detroit, MI.* (May 2010 – May 2013).

- Conducted a job evaluation for the position of Assistant Dean of Admissions at Wayne State University's School of Business Administration. Designed and conducted interviews to develop a formal job description.
- Assisted in the development of a scoring selection system for entry level healthcare employees at several Detroit-area hospitals.
- Developed position and person competency profiles within the finance department of a national insurance company

AWARDS & FUNDING

Awards

- Nominated for the Dalton Eminent Scholar Rising Star Award (2020)
- Nominated for the Dalton Eminent Scholar Rising Star Award (2019)
- Editors Commendation – Journal of Business and Psychology for Huang et al. (2021)
- Editors Commendation – Journal of Business and Psychology for Zabel et al. (2018)
- Heberlein Teaching Award for University-Wide Excellence in Graduate Teaching Wayne State University (2013)
- Excellence in Graduate Teaching– Wayne State Psychology Department (2013)
- Rumble Research Fellowship – Wayne State University Graduate School (2012-2013)
- Rumble Research Fellowship – Wayne State University Graduate School (2009-2010)

Grant Funding

- Radford University, Investigation on the Experiences of Older Workers in the Job Application Process (2019-present)
 - Role: Co-Principal investigator
 - Amount awarded: \$10,000
- United States Air Force Research Lab. Sponsored Research on Leadership (2016-2018)
 - Role: Principal investigator
 - Amount awarded: \$20,000
- National Science Foundation. Institutional Transformation: Ethics training for scientists in low and middle income nations. (2016)

- Role: Co-principal investigator.
 - Not funded
 - Amount requested: \$399,989
- Radford University, College of Humanities and Behavioral Sciences. *Investigating perspectives on fit* (2015-2016)
 - Role: Principal investigator
 - Amount awarded: \$9,850

PROFESSIONAL & UNIVERSITY SERVICE

Professional Service

- Editorial Board Member, *Journal of Vocational Behavior* (July 2020-present)
- Committee member, SIOP Special Sessions sub-committee (April 2016-April 2017)
- Ad-hoc Reviewer
 - *Journal of Vocational Behavior*
 - *Teaching of Psychology*
 - *Current Psychology*
 - *Journal of Managerial Psychology*
- Reviewer, *Annual Meeting for the Society of Industrial and Organizational Psychology* (2015-present)

University Service

- Advisory Board: Citizen Leaders Program (Fall 2023-present)
- Graduate Program Coordinator: I/O Master's Program (Fall 2020-December 2022)
- Psychology Department Curriculum Committee (Fall 2020-December 2022)
- Personnel Tenure & Promotion Committee – Psychology (Fall 2020-December 2022)
- Graduate Affairs Committee (Fall 2019-December 2022)
- Psychology Department REAL General Education Committee (Fall 2019-December 2022)
- I/O Area Website Coordinator: Fall 2018-December 2022
- Acting Program Coordinator: I/O Master's Program (Fall 2018)
- Graduate Assessment Coordinator (Fall 2017-December 2022)
- I/O Faculty Search Committee (Fall 2017)
- Undergraduate Advising - Psychology (Fall 2016-present)
- Psychology SONA Advisory Committee (Fall 2016-Fall 2018)
- Psychology Department Social Committee (Fall 2016-Fall 2018)

Professional Activities and Affiliations

- APA Div. 14: Society for Industrial & Organizational Psychology
- Academy of Management

Thesis & Dissertation Committee Service

Dissertation

- Emily Siebach - Committee Member (Counseling Psychology Psy.D.: Completed May 2023)
- Hadley Brochu – Dissertation Chair (Counseling Psychology Psy.D.: Completed May 2023)
- Caitlyn Thelen – Committee Member (Counseling Psychology Psy.D.: Completed May 2022)
- Daniel Wiegart - Committee Member (Wayne State University I/O Psychology Ph.D.: Completed August 2021)
- Daniel George - Committee Member (Counseling Psychology Psy.D.: Completed July 2019)

- Victor Bullock – Committee Member (Counseling Psychology Psy.D.: Completed June 2020)
- Paul Pohto – Committee Member (Counseling Psychology Psy.D.: Completed May 2020)
- Emily Ludwig – Committee Member (Counseling Psychology Psy.D.: Completed March 2018)

Thesis

- Shanya Chandel - Committee member (I/O psychology: Completed April 2022)
- Teresa Ristow – Committee member (I/O psychology: Completed July 2018)
- Katherine Korthase – Committee member (I/O psychology: Completed June 2018)
- Enrica McMillan – Thesis Chair (I/O psychology: Completed May 2017)
- Kate Kerpez – Committee member (I/O psychology: Completed May 2017)
- Adam Roebuck – Committee member (Roosevelt University I/O psychology. Completed September 2016)