

## Christina N. Lacerenza

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### EDUCATION

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#### Rice University

PhD, Industrial/Organizational Psychology

#### University of Central Florida

MS, Industrial/Organizational Psychology  
BS, Psychology, with Honors

### EXPERIENCE

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- 2018 - **University of Colorado Boulder**  
Leeds School of Business, AACSB Accredited  
Organizational Leadership and Information Analytics Division  
Assistant Professor
- 2017 - 2018  
Chancellor's Postdoctoral Fellow
- 2016 **Amazon**  
Talent Assessment Department  
Organizational Psychologist

### RESEARCH AREA

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*Broad topics:* Teamwork | Leadership | Training

*Specific interests:* Shared Power | Team Climate | STEM Teams | Learning & Development in Organizations | Dyadic Relations | Gender & Diversity

### PUBLICATIONS

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\*\*denotes author was a student when the majority of their work was conducted

Maynard, M. T., Conroy, S., **Lacerenza, C. N.**, & \*\*Barnes, L. (in press). Teams in the Wild are Not Extinct, but Challenging to Research: A Guide for Conducting Impactful Team Field Research with Ten Recommendations and Ten Best Practices. *Organizational Psychology Review*.

**Lacerenza, C. N.**, Joseph, D. L., & Cassisi, J. E. (2020). Are we assessing guilt correctly? An investigation of the psychometric properties of a prominent guilt measure. *Motivation and Emotion*, 1-16.

\*\*Reyes, D. L., \*\*Dinh, J., **Lacerenza, C. N.**, Marlow, S. L., Joseph, D. L., & Salas, E. (2019). The state of higher education leadership development program evaluation: A meta-analysis, critical review, and recommendations. *The Leadership Quarterly*, 30(5), 101311.

- Lacerenza, C. N.,** Marlow, S. L., Tannenbaum, S. I., & Salas, E. (2018). Team development interventions: Evidence-based approaches for improving teamwork. *American Psychologist, 73*(4), 517.
- Marlow, S., **Lacerenza, C.N.,** \*\*Paoletti, J., Burke, S., & Salas, E. (2018). Does team communication represent a one-size-fits-all approach?: A meta-analysis of team communication and performance. *Organizational Behavior and Human Decision Processes, 144*, 145-170.
- Maynard, M.T., Conroy, S., & **Lacerenza, C.N.** (2018). It takes two to tango: The management of academic-industry partnerships requires multiple perspectives. *Industrial and Organizational Psychology, 11*(4) 1-5.
- Marlow, S., \*\*Bisbey, T., **Lacerenza, C.N.,** & Salas, E. (2018). Performance Measures for Health Care Teams: A Review. *Small Group Research, 49*(3), 306-356.
- Johnson, S. K., & **Lacerenza, C. N.** (2018). Leadership Is Male-centric: Gender Issues in the Study of Leadership. In What's Wrong With Leadership? (pp. 121-137). Routledge.
- Sonesh, S., **Lacerenza, C. N.,** Marlow, S. L., & Salas, E. (2018). What Makes an Expert Team. In K. A. Ericsson (Ed.). *Cambridge Handbook of Expertise and Expert Performance* (2nd Edition).
- Lacerenza, C. N.,** \*\*Reyes, D., Marlow, S., Joseph, D., & Salas, E. (2017). Leadership training design, delivery, and implementation: A Meta-analysis. *Journal of Applied Psychology, 102*(12), 1686-1718.
- Marlow, S. L., **Lacerenza, C. N.,** Salas, E. (2017). Communication in virtual teams: A conceptual framework and research agenda. *Human Resource Management Review*. Advance online publication.
- Marlow, S., **Lacerenza, C. N.,** & Iwig, C. (2017). The Influence of textual cues on perceptions of an email sender. *Business and Professional Communication Quarterly*. Advance online publication.
- Feitosa, J., **Lacerenza, C. N.,** Joseph, D., & Salas, E. (2017). Ethnic identity: Factor structure and measurement invariance across ethnic groups. *Psychological Assessment, 29*(9), 1129-1141.
- Marlow, S. L., Hughes, A. M., Sonesh, S. C., Gregory, M. E., **Lacerenza, C. N.,** Benishek, L. E., & Salas, E. (2017). A Systematic review of team training in health care: Ten questions. *The Joint Commission Journal on Quality and Patient Safety, 43*(4), 197-204
- Marlow, S. L., **Lacerenza, C. N.,** Woods, A. L., & Salas, E. (2017). Training Creativity in Teams. *Team Creativity and Innovation, 283*.

- Marlow, S. L., **Lacerenza, C. N.**, Reyes, D., & Salas, E. (2017). 11 The Science and Practice of Simulation-Based Training in Organizations. *The Cambridge Handbook of Workplace Training and Employee Development*, 256.
- Hughes, A. M., Gregory, M. E., Joseph, D. L., Sonesh, S. C., Marlow, S. L., **Lacerenza, C. N.**,...& Salas, E. (2016). Saving Lives: A Meta-analysis of team training in healthcare. *Journal of Applied Psychology*, 101(9), 1266-1304.
- Benishek, L. E., Gregory, M. E., Hodges, K., Newell, M., Hughes, A. M., Marlow, S., **Lacerenza, C. N.**, & Salas, E. (2016). Bringing the science of team training to school-based teams. *Theory Into Practice*, 55(2), 112-119.
- Sonesh, S. C., Coultas, C. W., **Lacerenza, C. N.**, Marlow, S. L., Benishek, L. E., & Salas, E. (2015). The power of coaching: a meta-analytic investigation. *Coaching: An International Journal of Theory, Research and Practice*, 1-23.
- Sonesh, S. C., Coultas, C. W., Marlow, S. L., **Lacerenza, C. N.**, Reyes, D., & Salas, E. (2015). Coaching in the wild: Identifying factors that lead to success. *Consulting Psychology Journal: Practice and Research*, 67(3), 189.
- Lacerenza, C.N.**, Gregory, M., Marshall, A., & Salas, E. (2015). Debriefs: The Learning meeting. In J. A. Allen, N. Lehmann-Willenbrock, & S. G. Rogelberg. (Eds.). (2015). *The Science of Meetings at Work*. Cambridge University Press.
- Lacerenza C. N.** & Salas, E. (2014). Improving Collaboration: Guidelines for Team Training. *Journal of Translational Medicine and Epidemiology*, 2(2), 1028-1038.
- Lacerenza, C.N.**, Zajac, S., Savage, N., & Salas, E. (2014). Team training across cultures. In R. Griffith & J. Wildman (Eds.), *Leading Global Teams*.
- Lacerenza, C.N.**, Rico, R., Salas, E., & Shuffler, M. (2014). The Future of multiteam systems: Implications for research and practice. In M. Shuffler, E. Salas, & R. Rico (Eds.), *Multiteam Systems*.
- Salas, E., & **Lacerenza, C.N.** (2013). Team Training for Team Science: Improving Interdisciplinary Collaboration. In *Workshop on Science Team Dynamics and Effectiveness- The National Academies of Sciences, Engineering, and Medicine*, July (Vol. 1).
- Ford, J. A., & **Lacerenza, C.N.** (2011). The relationship between source of diversion and prescription drug misuse, abuse, and dependence. *Substance use & misuse*, 46(6), 819-827.

#### *Technical Reports*

- Pusilio, C., **Lacerenza, C. N.**, & Steffensmeier, J. (2017). Global Job Analysis Project. Amazon.com, Inc.

Sonesh, S., Gregory, M., Hughes, A., **Lacerenza, C.N.**, Marlow, S., Cooper, T., & Salas, E. (2013). An Empirical Examination of Medication Error in Emergency Medical Systems (EMS): Towards a Comprehensive Taxonomy. Florida Department of Health Bureau of Emergency Medical Services.

*Under Review*

\*\*Lambert, B., \*\*Van Wagoner, P., **Lacerenza, C. N.**, & Johnson, S. (under 3rd review at *Academy of Management Journal*). Women and leadership.

\*\*Luna, M., \*\*Santos, M., \*\*Reyes, D., \*\*Traylor, A., **Lacerenza, C.N.**, & Salas, E. (Under review at *Organizational Dynamics*). STEM teams.

## **WORKING PAPERS**

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**Lacerenza, C. N.**, Zajac, S., & Holladay, C. Topic: Dyad leadership. Target: *Journal of Applied Psychology*.

**Lacerenza, C. N.**, \*\*Barnes, L., & Volpone, S. Topic: Relational overidentification. Target: *Academy of Management Journal*.

**Lacerenza, C. N.**, \*\*Traylor, A., \*\*Reyes, D., & Salas, E. Topic: Daily teamwork processing. Target: *Journal of Applied Psychology*.

Volpone, S. D., Lyons, B. J., & \*\*Van Wagoner, H. P., **Lacerenza, C. N.** Topic: Authenticity and identity work. Target: *Academy of Management Journal*.

Marlow, S. & **Lacerenza, C. N.** Topic: Team learning. Target: *Journal of Management*.

## **RESEARCH IN PROGRESS**

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McCluney, C. L., \*\*Barnes, L., **Lacerenza, C. N.**, Hernandez, M., & Washington, E. Topic: Chief of staff positions and minority career trajectories. *Data analyses underway*.

**Lacerenza, C. N.**, Marlow, S., & Johnson, S. Topic: Leader skill decay. *Data analyses underway*.

**Lacerenza, C. N.**, Zajac, S. & Holladay, C. Unpacking dyadic leadership development. *Data collection underway*.

**Lacerenza, C. N.** & Zarske, M. Team role distribution in engineering teams. *Data collection underway*.

**Lacerenza, C. N.**, Traylor, A., Reyes, D., & Salas E. Teamwork processing and climate emergence in engineering teams. *Data collection underway*.

\*\*Barnes, L., & **Lacerenza, C. N.** Topic: Taking leave as an employee. *Data collection underway*.

## GRANTS/RESEARCH SUPPORT

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Univ. of Colorado Boulder Research & Innovation Seed Grant [\$50,000]

*Principal Investigator*

Project: Increasing Diversity and Inclusion in STEM

National Science Foundation, Science of Organizations Unit [\$494,852]

*Co-Investigator*

Project: A Two-Part Project Examining Team Discrimination by Gender in STEM teams and a Way Forward

Doerr Institute for New Leaders' Innovation Fund, Rice University [\$27,634.96]

*Principal Investigator*

Project: Increasing Leadership Effectiveness in Self-Managed Engineering Teams at Rice University

Doerr Institute for New Leaders' Innovation Fund, Rice University [\$28,795]

*Co-Investigator*

Project: Developing Better Leaders by Incorporating Diversity Competencies into Training Programs

National Aeronautics and Space Administration [\$920,000]

*Research Associate & Assisting Author*

Project: Facilitating the Synergistic Side of Cultural Diversity in LDSE: Identification of Challenges and Development of Cultural Training

Interdisciplinary Excellence Awards (IDEA) Rice University [\$60,000]

*Research Associate & Assisting Author*

Project: Cross-Cultural Management: Challenges to Team Process and Performance

## PRESENTATIONS

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Marlow, S. L. & **Lacerenza, C. N.** (2021, November). To The Root of Team Learning: A Meta-Analysis of Team Learning Antecedent and Outcomes. Accepted at the 20th annual meeting of the Southern Management Association.

**Lacerenza, C. N.**, Barnes, L. Y., Maynard, M. T., & Conroy, S. (2021, August). "Research in the Wild: Best Practices and Recommendations for Conducting High-Quality Field Research. PDW accepted to the annual meeting of the Academy of Management (AOM).

Barnes, L. Y., **Lacerenza, C. N.**, & Volpone, S. D. (2021, August). Who am I when you are with me?: How eclipsed figures construct identities while working in the shadow of high-powered leaders. In D. Sluss, Y. Zhong, & K. L. Badura (Co-Chairs) "With or without you": Relationships and taking stock of their influence on work identity. Paper accepted to the annual meeting of the Academy of Management (AOM).

Traylor, A., Reyes, D., **Lacerenza, C.N.**, & Salas, E. (2021, April). Understanding the impact of Covid-19 and virtuality on engineering teams. In D. Reyes and J. Feitosa (Co-Chairs), COVID-19 pandemic on teams: How crises impact teamwork processes and outcomes. Symposium conducted at the 36th annual meeting of the Society of Industrial and Organizational Psychology, virtual conference.

- Traylor, A., Reyes, D., **Lacerenza, C.N.**, & Salas, E. (2021, April). Team gender-based discrimination in engineering teams. In I. Bilotta and E. King (Co-Chairs), *Beyond representation: Understudied aspects of diversity in STEM*. Symposium conducted at the 36th annual meeting of the Society of Industrial and Organizational Psychology, virtual conference.
- Traylor, A., Reyes, D., **Lacerenza, C.**, & Salas, E. (2020, July). Team gender-based discrimination in engineering teams. Symposium conducted at the 2020 INGroup Conference (canceled due to COVID-19).
- Lacerenza, C. N.**, & Marlow, S. L. (2020, August). Team Emergent State Development, an Enigma No More: Investigating Psychological Safety Emergence. Accepted at the 80th annual meeting of the Academy of Management.
- Rivin, J.M., Volpone, S.D., & **Lacerenza, C. N.** (2020, August). The Role of Moral Licensing in How Neglecting Employee Diversity Can Threaten the Triple Bottom Line. In *Under Threat: Dominant Group Members' Experiences of Identity Threat Symposium*. Accepted at the 80th annual meeting of the Academy of Management (canceled due to COVID-19).
- Barnes, L.Y., Volpone, S.D., **Lacerenza, C. N.**, Lyons, B.J., & Fleming, A. (2020, August). Employee Identity Management of Marginalized Identities: A Meta-Analytic Review. In *Broadening our Sight to Incite the Future of Identity Management Research Symposium*. Accepted at the 80th annual meeting of the Academy of Management (canceled due to COVID-19).
- Lacerenza, C. N.**, et al. (2020, August). Chair for Psychological Safety Paper Session. Accepted at the 80th annual meeting of the Academy of Management.
- Reyes, D., Dinh, J., **Lacerenza, C.**, Marlow, S., Joseph, D., & Salas, E. (2020, March). The state of higher education leadership development program evaluation: A meta-analysis, critical review, and recommendations. Virtual presentation for Rice University I/O Department Brown Bag.
- Reyes, D., Dinh, J., **Lacerenza, C. N.**, Marlow, S. L., Joseph, D. L., & Salas, E. (2019, April). Leadership Development in Higher Education: A Meta-Analysis and Systematic Review. Presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology. Washington, D.C.
- Lacerenza, C. N.**, Marlow, S. L., Reyes, D., & Hebl, M. (2018, August). The Stigmatization of Feminism and the 2016 U.S. Election: A Two-Part Study. Presented at the 78th annual meeting of the Academy of Management. Chicago, IL.
- Lambert, B., Van Wagoner, P., Johnson, S., **Lacerenza, C. N.**, & Hekman, D. R. (2018, August). How Female Leadership Inspires Advancement, Breaks Barriers, and Destroys Biases. Presented at the 78th annual meeting of the Academy of Management. Chicago, IL.
- Marlow, S. L., **Lacerenza, C. N.**, Reyes, D., & Hebl, M. (2018, April). Perceptions towards Feminists: Did the 2016 Election Matter? Presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Reyes, D., **Lacerenza, C. N.**, Woods, A., Traylor, A., & Salas, E. (2018, April). Bringing the Science of Team Training to Start-Up Companies. Presented at the 33rd annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
- Lacerenza, C. N.** (2017, August). Dynamic Leader Emergence in Self-Managed Engineering Teams. Presented at the 77th annual meeting of the Academy of Management. Atlanta, GA.

- Lacerenza, C. N., & Salas, E.** (2017, August). The New Leader on the Block: A Review and Research Agenda of Shared Leadership. Presented at the 77th annual meeting of the Academy of Management. Atlanta, GA.
- Reyes, D. L., Woods, A., **Lacerenza, C. N., & Salas, E.** (2017, August). The Science Behind Leading a Science team. Presented at the 77th annual meeting of the Academy of Management. Atlanta, GA.
- Lacerenza, C. N., Johnson, M., Reyes, D., Woods, A., & Salas, E.** (2017, April). Critical Competencies to Enhance Multidisciplinary Team Success: A Systematic Review. Presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Lacerenza, C. N., Marlow, S. L., & Iwig, C.** (2017, April). Email me! How email textual cues influence perceptions. Presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Lacerenza, C. N., Reyes, D., Marlow, S. L., Joseph, D., & Salas, E.** (2017, April). Measuring Leadership Behaviors: A Meta-Analytic Review. In S. L. Marlow and J. Feitosa (Co-Chairs), Team-related constructs: How and what to measure?. Symposium conducted at the 32nd annual meeting of the Society of Industrial and Organizational Psychology, Orlando, FL.
- Monsky, D., **Lacerenza, C.N,** Howell, R., Burke, C. S., Salas, E. (2017, April) Team roles and role triggers in long duration exploration missions. Presented at the 32nd Annual Conference for the Society of Industrial and Organizational Psychology, Orlando, FL.
- Lacerenza, C. N., Marlow, S., Sonesh, S., Salas, E.** (2016, August). What makes an expert team? A Decade of research. Presented at the 76th annual meeting of the Academy of Management. Anaheim, CA.
- Lacerenza, C. N., Reyes, D., Marlow, S., & Salas, E.** (2016, August). First comes selection, then comes training: A Meta-Analytic review of leadership and managerial development. Presented at the 76th annual meeting of the Academy of Management. Anaheim, CA.
- Lacerenza, C. N., Iwig, C., Gregory, M., Thayer, A., Burke, S., Driskell, T., Driskell, J., & Salas, E.** (2016, April). Team Role Composition and Vulnerability in Long Duration Space Flight. In S. Burke & C. Wiese (Co-Chairs). Examining Team Process and Performance Requirements in Mission Critical Teams. Presented at the 31st annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Lacerenza, C. N., Reyes, D., Marlow, S., & Salas, E.** (2016, April). The Nuts and Bolts of Leadership Training: A Meta-Analytic Investigation. In C. N. Lacerenza and K. Cullen (Co-Chairs), Develop Me! Novel Approaches to Enhance Leadership. Presented at the 31st annual meeting of the Society of Industrial and Organizational Psychology, Anaheim, CA.
- Marlow, S. L., Hughes, A. M., Gregory, M. E., Joseph, D., Sonesh, S., **Lacerenza, C. N., Benishek, L. E., King, H. B., & Salas, E.** (2016, April). The progressive model of healthcare team training: The trickle-down effect. Presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Marlow, S. L., Woods, A. L., Hughes, A. M., Sonesh, S., Gregory, M. E., **Lacerenza, C. N., Benishek, L. E., Hernandez, C., & Salas, E.** (2016, April). A systematic qualitative review of healthcare team training. Presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Lacerenza, C. N., Marlow, S., Joseph, D., & Salas, E.** (2015, April). Improving virtual team effectiveness through team cognition: A meta-analysis. In T. Koehler (Chair),

- #VirtualTeamDevelopment: Applying the Science. Presented at the meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
- Lacerenza, C.N.**, Marlow, S., Guler, C., Feitosa, J., & Salas, E. (2015, April). Predictive Power of Cognition: A meta-Analytic Structural Equation Model. Presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Gregory, M. E., Sonesh, S., Hughes, A. M., Cooper, T., **Lacerenza, C. N.**, Marlow, S. L., & Salas, E. (2015, April). When lives depend on it: Stressors and medication error. Presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Hughes, A.M., Sonesh, S.C., Gregory, M.E., Marlow, S. L., **Lacerenza, C.N.**, & Salas, E. (2015, April). Medication error in Emergency Medical Systems (EMS): Introducing the systems-based approach for EMS medication error diagnosis (SAFE MED). Presented at the HFES 2015 International Symposium in Healthcare. Baltimore, MD.
- Marlow, S. L., Coultas, C., **Lacerenza, C. N.**, Sonesh, S., & Salas, E. (April, 2015). Insights into coaching: Identifying contributors to effectiveness. Presented at the 30th Annual Conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Sonesh, S.C., Hughes, A.M., Gregory, M.E., Benishek, L.E., **Lacerenza, C. N.**, Marlow, S., Joseph, D.L., Salas, E. (2015, April). Elements of Training Design and Training Implementation: Implications for Team Training Effectiveness. In K. Ford & K. Kraiger (co-chairs), *New Directions for Understanding Training Effectiveness*. Presented at the 30th annual meeting of the Society for Industrial Organizational Psychology, Philadelphia, PA.
- Marlow, S. L., **Lacerenza, C. N.**, Petruzzelli, A., & Salas, E. (2015, April). The effect of virtuality on team communication: A meta-analysis. Presented at the 30th Annual Conference for the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Feitosa, J., **Lacerenza, C. N.**, Cruz, D., Moynihan, L., & Salas, E. (2014, August). Multigroup ethnic identity measure: An investigation of its psychometric properties. Presented at the 74th annual meeting of the Academy of Management. Philadelphia, PA.
- Lacerenza, C. N.**, Joseph, D., & Cassisi, J. (2014, August). The Measurement of guilt: Psychometric properties of the test of self-conscious affect. Presented at the 74th annual meeting of the Academy of Management. Philadelphia, PA.
- Marlow, S. L., **Lacerenza, C.N.**, Colley, K., & Salas, E. (2014, July). The effect of virtuality on team communication: A meta-analysis. Presented at the 9th annual INGRoup Conference, Raleigh, NC.
- Nesse, S., Salas, E., & **Lacerenza, C. N.** (2014, May). Right from the start: A Corporate crisis team leadership intervention. Presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Lacerenza, C. N.**, Marlow, S., Colley, K., Joseph, D., & Salas, E., (2014, May). Does virtuality matter? A meta-analysis on team cognition and performance. Presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
- Gregory, M. E., Hughes, A. M., Sonesh, S. C., Marlow, S. L., **Lacerenza, C. N.**, Benishek, L. E., & Salas, E. (2014, April). Who is participating in healthcare team training?: A qualitative review. Presented at the 2014 Human Factors and Ergonomics Society Health Care Symposium, Baltimore, MD.



- Feitosa, J., Moynihan, L., **Lacerenza, C.N.**, Cruz, D. & Salas, E. (2013, April). Examining the Factor Structure of the Multigroup Ethnic Identity Measure. Presented at Society of Industrial Organizational Psychology, Houston, TX.
- Salas, E., & **Lacerenza, C.N.** (2013, July). Team Training for Team Science: What We Know Works & A Way Forward. Presented at the National Academy of Sciences: Team Dynamics and Effectiveness.
- Lacerenza, C.N.**, Vogel-Walcutt, J.J. (2011, November). The effect of meta-cognitive prompts pre-training on scenario-based training. Presented at SLOAN Consortium International Conference on Online Learning. Lake Buena Vista, FL.
- Ford, J.A., **Lacerenza, C. N.** (2010, August). The Relationship between source of diversion and prescription drug misuse, abuse, dependence. Presented at Society for the Study of Social Problems. Atlanta, GA.

## **INVITED TALKS**

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College of Engineering and Applied Sciences, University of Colorado Boulder  
The Women's Collective Forum to End the Gap, University of Colorado Boulder  
Prime Chief of Staff, The 2020 Chief of Staff Summit  
Claremont McKenna College, Department of Psychological Sciences  
The Ohio State University, College of Medicine  
Leeds School of Business Alumni Network, University of Colorado Boulder  
Graham Capital Management, Rowayton, Connecticut  
University of Connecticut, School of Business  
Colorado State University, College of Natural Sciences  
University of Colorado Boulder, College of Arts and Sciences  
MD Anderson Cancer Center, Houston, Texas

## **TEACHING AND DEVELOPMENTAL WORKSHOPS ATTENDED**

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Canvas Design Workshop I, by University of Colorado's Leeds School of Business (2021)

Deep Dive into Case Teaching Online by Harvard Business Publishing (2020)

Distance Training Workshop #3: How to Create Engagement in Zoom by University of Colorado's Leeds School of Business (2020)

Leeds Inclusive Pedagogy Panel by University of Colorado's Leeds School of Business (2020)

Distance Training Workshop #2: How to Create Engagement in Canvas by University of Colorado's Leeds School of Business (2020)

Teaching with Cases Part I at Harvard Business School (2019)

Consortium for the Advancement of Research Methods and Analysis (CARMA) workshops attended:

- (1) Advanced Multilevel Analysis with R with Dr. Gilad Chen, University of Maryland
- (2) Advanced Multilevel and Longitudinal Analysis using R Mixed-Effect Models with Dr. Paul Bliese, University of South Carolina

- (3) Advanced SEM I: Measurement Invariance, LGM, and Recursive Models with Dr. Robert Vandenberg, University of Georgia
- (4) Introduction to Multilevel Analysis with R with Dr. James LeBreton, Pennsylvania State University
- (5) Introduction to SEM with LAVAAN with Dr. Robert Vandenberg, University of Georgia

## TEACHING EXPERIENCE

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University of Colorado, Boulder; Boulder, CO. (Leeds School of Business)

- Foundations of Teamwork (MBA program), Summer 2019; 2020; 2021
- Individual, Team, and Organizational Development, Spring 2019; 2020; 2021
- Individual, Team, and Organizational Development (honors), Spring 2019; 2020; 2021

University of Houston-Downtown, Houston, TX. (Master of Business Administration Program)

- Human Resource Management, Spring 2017 (Adjunct Lecturer)

Rice University, Houston, TX. (Undergraduate)

- Business Communications, Fall 2016 (Teaching Facilitator)
- Business Communications, Fall 2016 (Guest Lecturer)
- Developmental Psychology, Fall 2016 (Teaching Assistant)
- Introduction to Psychology, Spring 2016 (Teaching Assistant)
- Research Methods, Fall 2015 (Teaching Assistant)

## SELECTED MEDIA COVERAGE

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Teaching highlighted in: The Leeds Women's Collective sets-up female grad students for success. (2021). *Leeds School of Business*.

<https://www.colorado.edu/business/news/2021/05/03/incoming-students-discover-culture-gender-equity>

Interviewed in: How offices have evolved to meet pandemic challenges. (2021). *The Denver Post*. <https://www.denverpost.com/2021/05/05/work-from-home-top-workplaces/>

Research highlighted in: Rice research to study hurdles women face pursuing STEM careers. (2019). *Houston Style Magazine*. <http://stylemagazine.com/news/2019/aug/22/rice-research-study-hurdles-women-face-pursuing-st/>

Interviewed in: Rich with Learning. (2020). *Business Officer*.

<https://businessofficermagazine.org/features/rich-with-learning/>

Interviewed in: 5 things to know for work-from-home newbies. (2020). *BU Boulder Today*. <https://www.colorado.edu/today/2020/03/31/5-things-know-work-home-newbies>

Research highlighted in: Teamwork: The hidden ingredient in trading success. (2017). *Forbes*. <https://www.forbes.com/sites/brettsteenbarger/2017/11/13/teamwork-the-hidden-ingredient-in-trading-success/#514c7e2d70af>

Research highlighted in: Quality beats quantity in team communications. (2017). *Association for Psychological Science*. <https://www.psychologicalscience.org/news/minds-business/quality-beats-quantity-in-team-communications.html>

Research highlighted in: Team training can produce great results. (2016). *EMR & EHR*. <http://www.emrandehr.com/2016/07/21/team-training-can-produce-great-results/>

Research highlighted in: Team-trained health care staff can reduce patient deaths by 15 percent. (2016). *Science Daily*. <https://www.sciencedaily.com/releases/2016/07/160714110914.htm>

Research highlighted in: McCaig, M. (2016). Team training in healthcare can save lives. *Rice News*. <http://news.rice.edu/2016/07/14/team-training-in-health-care-can-save-lives/>

## STUDENT ADVISING

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### University of Colorado, Boulder

#### Doctoral Dissertation Committees:

- Liza Y. Barnes (2023) Organizational Behavior, Chair
- Graduate School Beverly Sears & Cynthia H. Schultz Grant (2021)
- Ph.D. Teaching Award, Leeds School of Business (2020)
- Gerald Hart Doctoral Research Fellowship Award (2019)
- Brittany K. Lambert, Organizational Behavior (2021) Member (Indiana University)

#### Doctoral Qualifying Examination Committees:

- Liza Y. Barnes, Organizational Behavior (2020) Chair
- Jessi R. Rivin, Organizational Behavior (2020) Member
- Richard Reed, Organizational Behavior (2020) Member

#### Undergraduate Research Thesis Committees:

- Ziwei Cheng (2021) Member & Faculty Mentor
- Lindsay Jackson (2020) Member & Faculty Mentor
- Undergraduate Research Opportunities Program (UROP) Grant (2019)

## AWARDS

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- Best Symposium Award by the Careers Division of AOM finalist (2021)
- Schmidt-Hunter Meta-Analysis Award (2018)
- Leslie Joyce and Paul Thayer Fellowship (2017)
- Carolyn Dexter Best International Paper Award finalist (2014)

## SERVICE

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### Professional Service

**Editorial Board Member:** *Journal of Organizational Behavior*

**Ad-hoc Reviewer:** *Journal of Applied Psychology, Academy of Management Review, Personnel Psychology, Journal of Management, Journal of Management Studies*

**Committee Member:** Goldstein and Schneider Scholarship Committee (Society for Industrial & Organizational Psychology), 2019; 2020; Human Resource Division Best Paper Committee (AOM), 2018, 2019

**Advisory Board Member:** National Health Leadership Survey Advisory Council (National Center for Healthcare Leadership), 2018; 2020

**Mentorship + Outreach Coordinator:** Code Cadets (group for advancing coding skills in young women), 2016

**Founder:** Boulder Women in Technology and Science (BWSTEM) Meetup Group

### University Service

Diverse Doctorates in Business Program Contributor (2020-present)

AACSB Accreditation Assistance Team (2021-present)

Leeds Classroom Inclusion Committee (2020-present)

BASE Uplift Committee, Assisting the Committee with teamwork training components (2018-2021)

Freshman Mentor for Diverse Scholars, Leeds School of Business (2018-2020)

PUEC for Shukri, OLIA (Fall 2019)

Leeds School Teaching Quality Framework Task Force Committee Member (2018-2019)

### PROFESSIONAL MEMBERSHIPS

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Academy of Management	2014 - Present
Society for Industrial & Organizational Psychology	2011 – Present