

**Oscar Holmes IV**  
**Curriculum Vitae**

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**Personal Information**

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Address: Rutgers, The State University of New Jersey  
School of Business  
227 Penn Street  
Camden, NJ 08102-1656

E-mail: Oscar.HolmesIV@Rutgers.edu

Telephone: (856) 225-6593

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**Education**

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Ph.D. & M. A. (2013) The University of Alabama  
Major: Management (Organizational Behavior)  
Minor: Human Resource Management

M.L.A. The University of Richmond  
Major: Liberal Arts  
Focus: International and American Cultural Studies

B.S. Virginia Commonwealth University  
Major: Psychology, Cum Laude  
Minors: Human Resource Management & Spanish

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**Professional Certifications**

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SHRM-Senior Certified Professional      December 2022-August 2026

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**Primary Research Foci**

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**Dissertation:** An examination of the mediators and moderators in the relationship between justifications, organizational contexts, and discrimination in personnel selection.

**Dissertation Committee:**

- Derek Avery, PhD-Co-Chair
- James King, Jr., PhD-Co-Chair
- K. Michele Kacmar, PhD
- Diane E. Johnson, PhD
- Lenita Davis, PhD

**Organizational Behavior**

- Conflict, Group Processes, and Decision Making
- Social Identity and Organizational Climate

### **Human Resource Management**

- Recruitment, Selection, and Hiring Practices
- Managing Diversity and Corporate Training

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### **Article Publications**

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Roberson, Q. M., Ruggs, E. N., Pichler, S., & **Holmes IV, O.** (in press). LGBTQ Systems: A Framework and Future Research Agenda. *Journal of Management*.

**Holmes IV, O.**, Smith, A. N., Loyd, D. L., & Gutiérrez, A. S. (2022). Scholars of color explore bias in academe: Calling in allies and sharing affirmations for us by us. *Organizational Behavior and Human Decision Processes*, 173, 1-7. (Editorial Board Reviewed Invited Submission)

**Holmes IV, O\***, Jiang, K\*, Avery, D., McKay, P., Oh, I., & Tillman, C. J. (2021) A meta-analysis of 25 years of diversity climate research. *Journal of Management*, 47, (6), 1357-1382.

**Holmes IV, O.** (2020). Police Brutality and Four Other Ways Racism Kills Black People. *Equality, Diversity and Inclusion: An International Journal*, 39, (7), 803-809.

**Holmes IV, O.**, Lopiano, G., Hall, E.V. (2019). A review of compensatory strategies to mitigate bias. *Personnel Assessment and Decisions*, 5, (2), 23-34. (Special Issue: Reducing Discrimination in the Workplace).

Ford, D. L., Ziegler, L. L., Fang, R., & **Holmes IV, O.** (2018). Exploring knowledge sharing in a professional network: A Central Eurasian case. *Eurasian Journal of Business and Economics*, 11, (21), 1-22.

Pichler, S. & **Holmes IV, O.** (2017). An investigation of fit perceptions and promotability in sexual minority candidates. *Equality, Diversity and Inclusion: An International Journal*, 36, (7), 628-646.

Roberson, Q., **Holmes IV, O.**, Perry, J. L. (2017). Transforming research on diversity and firm performance: A dynamic capabilities perspective. *Academy of Management Annals*, 11, (1), 189-216.

**Holmes IV, O.**, Whitman, M. V., Campbell, K., Johnson, D. E. (2016). Exploring the social identity threat response framework. *Equality, Diversity and Inclusion: An International Journal*, 35, (3), 205-220.

Williamson, I. & **Holmes IV, O\***. (2015). What's culture got to do with it? Examining job embeddedness and organizational commitment and turnover intentions in South Africa. *Africa Journal of Management*, 1, (3), 225-243.

- Okulicz-Kozaryn, A., **Holmes IV, O.**, & Avery, D. R. (2014). The Subjective well-being political paradox: Happy welfare states and unhappy liberals. *Journal of Applied Psychology*, 99, (6), 1300-1308.
- Whitman, M. V., Halbesleben, J. R. B., & **Holmes IV, O.** (2014). Abusive supervision and feedback avoidance: The mediating role of emotional exhaustion. *Journal of Organizational Behavior*, 35, 28-53.
- King, J. E., & **Holmes IV, O.** (2012). Spirituality, recruiting and total wellness: Overcoming challenges to organizational attraction. *Journal of Management, Spirituality, and Religion*, 9, 237-253.

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### **Book, Book Chapter, Encyclopedia, and Conference/Book Review Publications**

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- Holmes IV, O.** (Ed.). (in progress). *Championing Diversity, Equity, and Inclusion: Effective Strategies for Management Education (Volume 2)*.
- Holmes IV, O.** (Ed.). (in progress). *Championing Diversity, Equity, and Inclusion: Effective Strategies for Organizations and Institutions (Volume 1)*.
- Holmes IV, O.**, Johnson III, R. G., Aydin, E., & Ozeren, E. (in press). LGBTQ+ Individuals and Precarious Work. In E. Meliou, J. Vassilopoulou, & M. Ozbilgin (Eds.), *Diversity and Precarious Work During Socio-Economic Upheaval: Exploring the Missing Link*. Cambridge, UK: Cambridge University Press.
- Hebl, M.\*, Hebl, W.\*, **Holmes IV, O.\***, Salter, N.\*, & Silver, E. R.\* (in press). Mentoring female and LGBTQ graduate students. In E. Yu, E. Chang, & A. Lucas (Eds.), *Positive mentoring, teaching, and supervision in multicultural contexts*. Springer.
- Holmes IV, O.** (2023). Making the case for mesearch: Legitimizing race/ethnicity research. In Q. M. Roberson, E. B. King, & M. R. Hebl (Eds.), *Research on Social Issues in Management: Perspectives on Race and Work* (pp. 55-64). Charlotte, NC: Information Age Publishing.
- Holmes IV, O.** (2020). Sexuality blindness: A new frontier of diversity resistance. In K. M. Thomas (Ed.), *Diversity Resistance in Organizations* (2nd ed., pp. 34-57). New York: Lawrence Erlbaum Associates.
- Holmes IV, O.** (2019). The antecedents and outcomes of heteronormativity in organizations. In *Oxford Encyclopedia of Business and Management*. Oxford University Press.
- Holmes IV, O.** (2019). For diversity scholars who have considered activism when scholarship isn't enough! *Equality, Diversity and Inclusion: An International Journal*, 38, (6), 668-675.
- Avery, D. R., Volpone, S. D., & **Holmes IV, O.** (2018). Racial discrimination in organizations. In J. Colella & E. B. King (Ed.), *The Oxford Handbook of Workplace Discrimination* (pp. 89-109). New York: Oxford University Press.

**Holmes IV, O.** (2013). The Race Dilemma: The American Non-Dilemma: Racial Inequality without Racism Nancy DiTomaso. *Equality, Diversity and Inclusion: An International Journal*, 32, 794-798. (Book Review).

**Holmes IV, O.** (2012). Hazing and pledging in Alpha Phi Alpha: An organizational behavior perspective. In G. S. Parks & S. M. Bradley (Ed.), *Alpha Phi Alpha: A Legacy of Greatness, the Demands of Transcendence* (pp.313-350). Lexington, KY: University Press of Kentucky.

**Holmes IV, O.** (2010). Redefining the way we look at diversity: A review of recent diversity and inclusion findings in organizational research. *Equality, Diversity and Inclusion: An International Journal*, 29, 131-135.

\*Indicates authors contributed equally to the manuscript.

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### Conference Presentations

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**Holmes IV, O.** Carrim, N., & Jones, K.S. (2020, January). A broader examination of perceived prototypical leadership characteristics of managers. Paper presented at the biennial meetings of the Africa Academy of Management, Lagos, Nigeria.

**Holmes IV, O.,** Marchiondo, L., & Daniels, S. (2017, August). An investigation of race-based impression management strategies. Paper presented at the annual meetings of the Academy of Management, Atlanta, GA.

Pichler, S. & **Holmes IV, O.** (2017, August). An investigation of fit perceptions and promotability in sexual minority candidates. Paper presented at the annual meetings of the Academy of Management, Atlanta, GA.

Daniels, S., **Holmes IV, O.,** & Marchiondo, L. (2016, August). The effect of incivility spirals on workplace relationships. Paper presented at the annual meetings of the Academy of Management, Anaheim, CA.

Ford, D. L., Ziegler, L. L., Fang, R., & **Holmes IV, O.** (2015, June). Exploring knowledge sharing in a professional network: A central Eurasian example. Paper presented at the annual meetings of Eastern Academy of Management—International Conference, Lima, Peru.

**Holmes IV, O.** (2014, June). Justifications, organizational contexts, and discrimination in personnel selection. Paper presented at the annual meetings of Equality, Diversity and Inclusion Conference, Munich, Germany.

**Holmes IV, O.,** Tillman, C. J., & Lawrence, E. R. (2013, November). An emotional rollercoaster: The relationship between diversity climate, conflict, and emotional exhaustion. Paper presented at the annual meetings of the Southern Management Association, New Orleans, LA.

Tillman, C. J., Lawrence, E. R., & **Holmes IV, O.** (2012, August). Positive people and negative practices: The mediating role of moral disengagement on unethical intentions and behavior. Paper presented at the annual meetings of the Academy of Management, Boston, MA.

**Holmes IV, O.**, Lawrence, E. R., & King, J. E. (2011, August). Religion and work-related gender attitudes: The moderating role of fundamentalism. Paper presented at the annual meetings of the Academy of Management, San Antonio, TX.

**Holmes IV, O.**, McDaniel, M. A., & Tillman, C. J. (2011, August). A meta-analysis of diversity climate and organizational commitment and job satisfaction. Paper presented at the annual meetings of the Academy of Management, San Antonio, TX.

Blake-Beard, Stacy, **Holmes IV, O.**, Jenkins, T., & Daugherty, C. (2010, August). Insights from the intersection of national culture and gender: Exploring the mentoring experiences of Indian female MBA students. Paper presented at the annual meetings of the Academy of Management, Montreal, CA. Nominated for GDO Division **Emerald Best International Symposium Award**.

Charles, A., Griffith, J., & **Holmes IV, O.** (2009, August). The effect of identity-impacting societal events on organizations. Paper presented at the annual meetings of the Academy of Management, Chicago, IL.

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### **International Education and Professional Experience**

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October 2016 & January 2018	Directed Research, South Africa Research Fellow at The University of Pretoria leading a research team studying stereotypes and leadership characteristics of South African managers.
June 2004 & August 2004	Directed Research, Dominican Republic, Studied the United States' involvement in the nation, and Dominican history, culture, and practical experiences.
July 2004	Friends of Barnabas, Honduras Volunteered as a Spanish interpreter for a team of physicians and nurses who provided medical care to Honduran natives in a number of poverty-stricken villages.
June 2002 & June 2003	Universidad Internacional, Mexico Studied Spanish language, history, literature, and culture for four weeks and lived with host family



- Rutgers University Leaders in Faculty Diversity Award (2020) \$1,000 Honorarium
- Rutgers-Camden Remarkable 31 Honoree (March 2020)
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2019). Funding \$3,823
- Rutgers University School of Business Summer Research Grant (2019). Funding \$12,000
- New Jersey Policy Research Organization Foundation Bright Idea Award for Academy of Management Annals Publication (2018).
- Mid-Atlantic Association of College of Business Administration (MAACBA) Innovation in Teaching Award (2018). \$1,000 Honorarium
- Rutgers Research Council Program Grant (2018). Funding \$3,025.
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2018). Funding \$1,800
- Poets & Quants Best 40 Under 40 Professors (2018)
- Omicron Delta Kappa National Leadership Honor Society (2018)
- Outstanding Community Partnership Award sponsored by Say it with Clay (2018)
- Business On Board Scholarship sponsored by the Arts + Business Council of Greater Philadelphia (2017) \$3,000 value
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2017) Funding \$3,500
- Rutgers University Catalyst Research Grant (2017). Funding \$5,000
- University of Pretoria Research Fellowship (2016). Travel, Lodging, & Per Diem Funding
- Rutgers Research Council Program Grant (2016). Funding \$1,000.
- Rutgers University School of Business Summer Research Grant (2016). Funding \$12,000
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2016). Funding \$2,394
- Rutgers Chancellor's Award for Teaching Excellence (2016). \$1,000 Honorarium
- Heizme 35 Doctors Under 35 (6/12/15)
- Rutgers Research Council Program Grant (2015). Funding \$1,000.
- Rutgers School of Business Annual Faculty Research Award (2015). \$1,000 Honorarium
- Rutgers Chancellor's Academic Civic Engagement Award (2015)
- AquaCorps Partnership Award (2015)
- Rutgers Digital Teaching Fellowship (2014). \$2,000 Stipend
- Rutgers Civic Engagement Faculty Fellow (2014). \$1,000 Stipend
- Southern Regional Education Board Dissertation Fellow Award Recipient (2012-2013). Funding \$20,000
- 2012-2013 Outstanding Management Doctoral Student Award
- 2013 Joffre and Zadie B. Whisenton Award
- Outstanding Reviewer Award, GDO Division, 2012 AOM, Boston, MA
- 2010 Winner of the Management Doctoral Student Association Teaching Excellence Award

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## Service

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### University Related

- Rutgers-Camden Provost Search Committee Member (university-wide) (August 2022-November 2022)
- Rutgers University Faculty and Staff Sexual Harassment Climate Survey Project Committee Member (university-wide) (July 2022-present)
- Rutgers-Camden Chancellor Mayoral Internship Committee Member (campus-wide) (Spring 2022-present)
- Rutgers-Camden Chancellor Convocation Committee Member (campus-wide) (Spring 2022-present)
- Rutgers University Faculty Senator: At-Large Camden (April 2022-October 2023)
- General Education Committee Member (campus-wide) (Spring 2022-September 2023)
- Microcredentials Steering Committee Member (university-wide) (August 2021-September 2023)
- Rutgers-Camden Diversity Strategic Planning Committee Co-Chair (until Dec. 2022) and Member (campus-wide) (March 2021-September 2023)
- Rutgers-Camden Chancellor Search Committee Member (university-wide) (November 2020-March 2021)
- Assurance of Learning Committee Member, Business School (school-wide) (September 2020-Present)
- Student Engagement and Impact Committee Chair, Business School (school-wide) (September 2020-May 2021)
- Dean's Welcome and Orientation Committee Member (Spring 2020)
- Rutgers Connection Network (RCN) Mentoring Program Mentor: Dr. Jun Guo (2019-2020)
- Civic Engagement Faculty Fellows Mentor: Dr. Melissa Fender (Spring 2019)
- RSBC Dean Search Committee Members (Spring 2019-Fall 2019)
- RSBC Promotion and Tenure Committee Member (Fall 2019-Present)
- Beyond the Mill Diversity Dialogues Talk Show Creator & Host (campus-wide) (Fall 2018-2020)
- Sexual Harassment Prevention Committee Member (university-wide) (Fall 2018-May 2019)
- Center for Learning and Student Success Advisory Board Member (campus-wide) (Fall 2018-September 2023)
- Certificate in Civic Engagement and Social Change Committee Member (campus-wide) (Fall 2018-September 2023)
- LGBTQIA+ History Month Committee Member (campus-wide) (Spring 2018-September 2023)
- Walter Rand Institute Faculty Council Member (campus-wide) (Fall 2017-2020)
- Diversity and Inclusion Committee Member (campus-wide) (Spring 2017-September 2023)
- OB/HR Tenure Track Faculty Search Committee Member (Fall 2014-Spring 2015; Fall 2017-Spring 2018; Fall 2022)
- Rutgers-Camden Center for the Arts Advisory Council Member (September 2014-May 2015)
- Committee on Institutional Equity and Diversity (campus-wide) (September 2015-June 2021; September 2013-May 2014)

- Undergraduate Curriculum Committee Member, Business School (school-wide) (September 2013-present) (Chair, September 2020-present)
- Undergraduate Curriculum Innovations Committee Member, Business School (school-wide) (February 2015-2020)
- Teaching Assistant Supervisor: Rasheda Weaver (Fall 2014)
- Research Assistant Supervisor: Emanuel Rodriguez (2021-2023)
- Research Assistant Supervisor: Jannat Javed (2020-2021)
- Research Assistant Supervisor: Danielle Cloud (2019-2020)
- Research Assistant Supervisor: Molly Hartig (2018-2019)
- Research Assistant Supervisor: Sara Fiorot (2017-2018)
- Research Assistant Supervisor: Kiersten Westley (2016-2017)
- Research Assistant Supervisor: Michelle Dixon (2015-2016)
- Research Assistant Supervisor: Autumn Nanassy (2014-2015)
- Research Assistant Supervisor: Gabriel Johnston (2013-2014)

### **Editor and Reviewer Related**

- Editorial Review Board Member for Personnel Assessment and Decisions (2021-present)
- Editorial Review Board Member for Organizational Psychology Review (2020-2022)
- Editorial Review Board Member for Journal of Business and Psychology (2017-present)
- Editorial Review Board Member for Equality, Diversity and Inclusion: An International Journal (2017-present)
- Editorial Review Board Member for Africa Journal of Management (2014-present)
- Book Proposal Reviewer for Routledge/Taylor & Francis
- Ad Hoc Reviewer for Academy of Management Journal
- Ad Hoc Reviewer for Organizational Behavior and Human Decision Processes
- Ad Hoc Reviewer for Organization Science
- Ad Hoc Reviewer for Journal of Management
- Ad Hoc Reviewer for Personnel and Assessment Decisions
- Ad Hoc Reviewer for Journal of Business and Psychology
- Ad Hoc Reviewer for Journal of Organizational Behavior
- Ad Hoc Reviewer for Human Relations
- Ad Hoc Reviewer for Equality, Diversity and Inclusion: An International Journal
- Ad Hoc Reviewer for Journal of Managerial Psychology
- Ad Hoc Reviewer for British Journal of Management
- Ad Hoc Reviewer for Journal of Occupational and Organizational Psychology
- Ad Hoc Reviewer for Cross Cultural Management: An International Journal
- Ad Hoc Reviewer for Career Development International
- Ad Hoc Reviewer for Canadian Journal of Administrative Sciences
- Ad Hoc Reviewer Southern Management Association Annual Meeting
- Ad Hoc Reviewer Academy of Management Annual Meeting (OB/HR/GDO Divisions)

### **Professional and Community Related**

- Founders First Capital Partners Entrepreneurship Pitch Judge (8.31.23)
- Including Behavior Institute Member (2022-Present)
- Sunday Breakfast Club Board Member (June 2022-Present)

- External Promotion and Tenure Reviewer (2020-Present)
- Undergraduate Honor's Thesis Committee Member: Taylore Owens: Rutgers School of Business-Camden (2022-May 2023)
- OB Division Executive Committee Representative-At-Large (2020-2023)
- Master Thesis Committee Member: Alondrea Hubbard: Rutgers University School of Management and Labor Relations (2022-April 2023)
- Outstanding Publication in OB Award Committee Member (Spring 2020)
- Advisory Committee on Equity, Diversity and Inclusion Policy; Tri-Agency Institutional Programs Secretariat, Canada (2020-2023)
- EDI Stream Track Chair (2013, 2019, 2020)
- GDO Sage Award for Scholarly Contributions Committee Member (2019, 2021)
- GDO Division Best Student Conference Paper Award Committee Member (2019)
- AOM All Academy Theme Committee Member (2018-2019)
- Dissertation Committee Member: Jared Poole: David Eccles School of Business University of Utah (2020)
- Dissertation Committee Member: Mateo Cruz: Columbia University Teachers College (2020)
- Dissertation Committee Member: Stefanie Watson: Antioch University (2021)
- SMA Best Paper for the HR/RM Track Committee Member (2017)
- The Village of Arts and Humanities Board of Directors Member (2017-May 2022)
- St. Paul's Baptist Church Trustee Board Member (Philadelphia, PA) (January 2015-January 2018)
- GDO Division Junior Faculty Consortium Co-Chair (2016-2017)
- GDO Division Doctoral Consortium Co-Chair (2015-2016)
- SMA Research Initiative Committee Member (2015-2016)
- GDO Division Executive Committee Representative-At-Large (2014-2017)
- GDO Division Best Paper Based on a Dissertation Committee Chair (2015)
- Psychology Today Expert and Author of the Blog, "Beyond the Cubicle: Managing Human Capital" (2014-present)
- SIOP Student Travel Award Committee Member (2014)
- GDO Division Best Student Paper Award Committee Member (2013; 2014)
- SMA Pre-Doctoral Track Chair and Panelist (2013)
- PhD Project Conference Planning Committee Member (2011-present)
- Alpha Phi Alpha Fraternity, Inc. Life Member and Past Officer (2006-present)

### **Memberships in Professional Organizations**

- Academy of Management (AOM)
- Southern Management Association (SMA)
- Management Faculty of Color Association (MFCA)
- American Psychological Association (APA)
- Society for Industrial and Organizational Psychologist (SIOP)
- Equality, Diversity and Inclusion International (EDI)
- Society for Human Resource Management (SHRM)
- Africa Academy of Management (AFAM)

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## Teaching Experiences, Training, Consulting, and Talks

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### Courses Taught

- *Conflict Resolution & Negotiation* (MBA: online), Professor, Rutgers, The State University of New Jersey (Fall 2018, 2019, 2020, 2021, 2022)
- *Crisis Management in a Diverse Global Word* (BLDP, Undergraduate) Professor, Rutgers, The State University of New Jersey (Spring 2016)
- *Leadership and Managing Human Capital* (MBA, PMBA, & PMac) Professor, Rutgers, The State University of New Jersey (Summer 2013, 2014, 2015, 2017; Spring 2016, 2017, 2018, 2019; Fall, 2017, 2018, 2019)
- *Organizational Behavior* Professor, Rutgers, The State University of New Jersey (Summer 2013, Fall 2013, 2014, 2015, 2017, 2018; Spring 2014, 2015, 2017, 2018, 2019, 2020)
- *Leadership* Instructor, The University of Alabama (Spring, 2013)
- *Human Resource Management* Instructor, The University of Alabama (Fall, 2012)
- *Organizational Theory and Behavior* Instructor, The University of Alabama (Summer, 2012)
- *Organizational Behavior* Instructor, Virginia Commonwealth University (Fall 2009, Summer 2010, Summer 2011)
- *Business Statistics* Instructor, Virginia Commonwealth University (Summer 2011)
- *Managerial Skill and Development* Instructor, Virginia Commonwealth University (Summer 2009, Spring 2010, Summer 2010)
- *Organizational Communication* Instructor, Virginia Commonwealth University (Spring 2010, Summer 2010)

### Executive/Professional Education Training/Consulting

- *Negotiation 101*. Training delivered to young professionals at Hopeworks (5/11/23)
- *Unconscious Bias in Personnel Selection*. Training delivered to 150+ administrators, faculty, and staff at Rowan University (9/19/19, 9/30/19, 10/1/19, 10/3/19, 11/26/19, 12/18/19)
- *Diversity in the Workplace*. Training delivered to 11 Transatlantic Ruhr Fellowship Program Scholars. (8/6/19)
- *Leadership & Management Development*. Training delivered to approximately 18 managers at First Atlantic Federal Credit Union. (5/11/19, 5/14/19, 5/18/19, 5/20/19, 5/21/19)
- *Integrating Diversity and Inclusion into the Curriculum*. Consulting and training delivered to members 7 members of the Business, Organizations and Society department at Franklin & Marshall College. (5/8/19)
- *What Happened at Starbucks Couldn't Happen Here...or Could it? Becoming and Diversity & Inclusion Leader*. Training delivered to 60+ business leaders and creative professionals as a part of the Arts + Business Council Designing Leadership program. (10/12/18)

- *Motivating & Leading Teams*. Training delivered to 60+ for-profit and non-profit leaders as a part of the Arts + Business Council Designing Leadership program. (10/5/17)
- *TeamSTEPPS™ Communication and Mutual Support*. Training delivered to approximately 15 attending physicians and medical residents at Drexel College of Medicine. (8/15/17)
- *Surviving & Thriving in Changing Environments*. Training delivered to approximately 70 staff members at the Rutgers School of Allied Health Professions. (1/12/17)
- *Title & Company Name Withheld Due to Non-Disclosure Agreement*. Training/Talk delivered to over 75 Engineers and Scientists at a Fortune 50 Company. (6/1/16)
- *Time Management & Organizational Skills*. Training delivered to over 50 Rutgers University—Camden Administrators, Managers, Chancellors. (3/10/16 & 3/24/16)
- *Budgeting & Forecasting Analysis*. Training delivered to 12 Trustees at St. Paul’s Baptist Church. (2/20/16)
- *Employee Resource Groups*. Consulting provided to Janet Taffe, SVP, Lloyds Bank USA. (11/4/14)
- *Diversity Recruitment & Selection*. Consulting provided to Marcelo Rouco, CEO of Ecosave, Inc.
- *Strategy & Personnel Planning*. Consulting provided to Michael Jenkins, CEO of Graphics in Atlanta (10/16/14)
- *Scale Validation*. Consulting provided to Arthur Johnson, EVP of Infinity Systems, Inc. (8/14/14)
- *Negotiation 101*. Training delivered to PhD Students for The PhD Project (8/1/14; 8/6/15)
- *Motivating Problem Employees*. Consulting provided to Ronald Hall, M.D., ER Medical Resident Director of Jefferson Hospitals. (2/20/14)
- *Effective Business Communication*. Training delivered to over 100 Rutgers University—Camden Administrators, Managers, and Chancellors. (1/10/14, 12/11/13, 12/5/13, 4/8/14, 4/10/14)

### **Invited Lectures/Panels/Keynote Addresses**

- *DEI Q&A session with MBA students led by Prof. Marla Baskerville*. Expert Guest. Northeastern University (6.1.23)
- *SMA Virtual Summit: Issues in Diversity, Equity, and Inclusion*. Panel Speaker. (4.14.23)
- *Transforming Me-Search into Research: Designing, Communicating and Avoiding Pitfalls of Research*. Panel speaker for CARMA’s PhD Prep series. (11.18.22)
- *Inclusive Teaching to Promote Student Engagement*. Panel speaker for Rutgers-Camden Provost’s Teaching Effectiveness Lunch and Learns. (11.8.22)
- *DEI Fundamentals*. University of Pennsylvania Organizational Dynamics Program Course: Dr. Kimberly Torres. (4.13.22)
- *Multidisciplinary Discussion panel on Digital Equity and Justice*. Rutgers-Camden Spring Research Symposium. (4.6.22)
- *Police Brutality and the Less Conspicuous Ways Racism Kills*. TEDxRutgersCamden Talk; Talk elevated to TED.com global platform (2.5.22)
- *Reflections of Success*. Invited speaker for Sankofa Collective at Rutgers University-Camden. (11.16.21)
- *Understanding and Becoming an Ally to our LGBTQ+ Community*. Presentation given for Alpha Phi Alpha Fraternity, Inc. Ohio District Round-Up Leadership Meeting. (11.6.21)

- *Effective Time Management*. Invited Lecture given at Rutgers University for the International Friends at Rutgers Organization. (3.23.21)
- *A Clarion Call on the Need to Interrogate Anti-Black Racism*. Invited Lecture given at New Jersey Collegiate Business Administration Association. (2/26/21)
- *Centering Anti-Black Racism in DEI Conversations*. Invited Lecture given at Wayne State University. (1/27/21)
- *A Clarion Call on the Need to Interrogate Anti-Black Racism*. Invited Lecture given at Heriot Watt University. (12/2/20)
- *Living Out Black Lives Matter*. Speaker at Sunday Breakfast Club. (9/16/20)
- *Chancellor Haddon's Town Hall on Racism & Social Justice*. Panelist at Rutgers University-Camden. (6/4/20)
- *The Economics Advantage of Diversity in Health Care*. Invited speaker and panelist at Ramapo College Diversity in Health Care event. (10/21/19)
- *Have African-American Men Benefitted from Diversity Initiatives*. Keynote address speaker at the National African American Insurance Association Conference. (9/12/19)
- *My Career Story*. Presentation given at Networking for Connections and Collaborations organized by Claudia Hawkins. (7/9/19)
- *The Ins and Outs of Non-Profit Board of Director Service*. Panel speaker for Business on Board Alumni Panel at the Science Institute organized by Tommy Butler. (5/3/19)
- *Diversity Theories in Organizational Behavior*. PhD seminar given at the David Eccles School of Business at the University of Utah. (4/26/19)
- *Leadership and Success in the Era of Trump*. Keynote address given at the African-American Museum in Philadelphia organized by Mary Clare Venuto for the Rutgers-Camden Alumni Association. (1/24/19)
- *Bringing Civic Engagement into Management Classes*. Presentation given at the 2018 Mid-Atlantic Association of College of Business Administration Conference at Rowan University. (10/9/18)
- *Why Diversifying Matters and How to Achieve it*. Panel speaker at Mid-Atlantic Association of College of Business Administration at Rowan University. (10/8/18)
- *National Honor Society Induction Ceremony*. Keynote address speaker at Dr. Charles E. Brimm Medical Arts High School NHS ceremony organized by Quinn Nguyen. Camden, NJ. (5/4/18)
- *Who You Don't Know May Hurt You: An Investigation of Stereotype Spillover*. Presentation given at the Chancellor's Spring Research Symposium Fair Housing Act at 50: Success, Failures, and Opportunities. Camden, NJ. (4/13/18)
- *The PhD Project: Dedicated to Increasing Diversity in the Workplace*. Presentation given at the 2017 NBMBA/Prospanica Annual Conference & Exposition. Philadelphia, PA. (9/27/17)
- *For Diversity Scholars who Have Considered Activism when Scholarship is not Enough!* Keynote address given at the Equality, Diversity and Inclusion Conference organized by Dr. Joana Vassilopoulou. London, UK. (6/28/17)
- *Central High Commencement*. Keynote commencement address speaker at King and Queen Central High School organized by Etta Amis and Beverly Minor. King and Queen, VA. (6/16/17)

- *Exploring Discrimination and Intolerance in the Trump Era.* Panel speaker at Rutgers University organized by the Rutgers-Camden National Association of Black Accountants chapter. Camden, NJ. (3/28/17)
- *Modern Racism in the Age of Obama.* Keynote address given at Wayne Presbyterian Church organized by Pamela Jensen. Wayne, PA. (2/5/17)
- *Civic Engagement Faculty Fellows.* Panel speaker at Rutgers University for 2017 incoming civic engagement faculty fellows organized by Michael D'Italia. Camden, NJ. (1/13/17)
- *Trickle-down interpersonal justice: The moderating role of transformational leadership and work experience.* Talk given at Drexel University LeBow College of Business organized by Dr. Jeff Greenhaus. Philadelphia, PA (11/11/16)
- *Trickle-down interpersonal justice: The moderating role of transformational leadership and work experience.* Talk given at Temple University Fox School of Business organized by Dr. Crystal Harold. Philadelphia, PA. (9/23/16)
- *The Impact of Business Research on Practice.* Talk given at Rutgers School of Business-Camden Dean's Leadership Council Meeting organized by Dr. Jaishankar Ganesh. Camden, NJ. (5/6/16)
- *Preparing Our Future Alums.* Panel facilitator at Rutgers University 2<sup>nd</sup> Annual Retreat to Devise Strategies for Learning and Success organized by Dr. Julie Amon. Camden, NJ. (4/4/16)
- *Breaking the Color Barrier.* Panel moderator at Rutgers University organized by the Rutgers-Camden National Association of Black Accountants chapter. Camden, NJ. (3/10/16)
- *Diversity at Rutgers-Camden.* Panel speaker at Rutgers University for Black History Month Celebration organized by Dr. Wayne Glasker. Camden, NJ. (1/27/16)
- *Careers and Context-Specific Theorizing.* Presentation given at the Africa Academy of Management Jr. Faculty & Doctoral Consortium at Strathmore Business School. Nairobi, Kenya. (1/6/16)
- *Why Being a Diversity Researcher Means You Have to Be a Gladiator in a Suit.* Keynote address given at the American Accounting Association Diversity Section Meeting Conference. Atlanta, GA. (11/8/15)
- *Who You Don't Know May Hurt You: Stereotype Spillover in Personnel Selection.* Presentation given at the 10<sup>th</sup> Faculty Forum on Race and Ethnicity sponsored by the Rutgers University Center for Race and Ethnicity. New Brunswick, NJ. (10/30/15)
- *That's So Gay! Exploring Scientific Research to Answer Common Questions and Beliefs about LGBTQ People.* Lecture presented with Matthew Shaw, J.D., at National Black Justice Coalition OUT on the Hill Black LGBT Leadership Summit. Washington, D.C. (9/18/15)
- *Living a Successful Life by Being Honored to Tell Others Thank You.* Motivational lecture presented at Englewood High School for Circles of Color Community Organization. Englewood, NJ. (4/17/15)
- *Implementing Civic Engagement into Your Course.* Panel speaker presenter at Rutgers University for the 2014-2015 Civic Engagement Faculty Fellows. Camden, NJ. (1/16/15)
- *Leadership and the Civil Rights Movement.* Panel speaker presenter at St. Paul's Baptist Church. Philadelphia, PA. (1/11/15)

- *Implementing Diversity & Inclusion Initiatives*. Panel speaker presenter at Lloyd Banking Group. New York, NY. (11/14/14)
- *The Biggest Threat to Greek Letter Organizations*. Lecture presented at Rutgers University for Student Affairs Personnel and Greek Students. Camden, NJ. (9/26/13)
- *Diversity within the Greek System*. Lecture presented via Skype for students enrolled in Managing Human Capital at St. Joseph's University, Philadelphia, PA. (9/24/13)
- *Team Leadership & Decision-Making*. Lecture presented at Rutgers University for high school students enrolled in the BizEd Program. Camden, NJ. (7/12/13 & 7/11/14)
- *The Biggest Threat to BGLOs: An Organizational Behavior Perspective*. Lecture presented at The George Washington University (sponsored by Wake Forest Law School) for BGLO leaders and University Administrators. Washington, D.C. (4/20/13)
- *Casuistry in Decision-Making*. Lecture presented at The University of Alabama for undergraduate students enrolled in Business Ethics (MGT 341). Tuscaloosa, AL. (10/11/12)
- *Leadership Development*. Lecture presented for members of the National Association of Black Accountants chapter at The University of Alabama. Tuscaloosa, AL. (9/24/12)
- *Economic Inequality*. Lecture presented at The University of Alabama for undergraduate students enrolled in Social Inequality (AAST 352). Tuscaloosa, AL. (8/30/10 & 1/27/11)
- *Organizational Leadership and Change*. Lecture presented at Virginia State University for graduate students enrolled in Instructional Leadership (EDAS 591). Petersburg, VA. (11/17/09)
- *Spanish Transculturation and Technology*. Lecture presented on behalf of the VCU School of Community Engagement (FRLG 591) for Spanish teachers at Virginia Commonwealth University. Richmond, VA. (7/30/09)
- *Diversity in the Latino Community*. Lecture presented on behalf of the VCU School of Community Engagement at the Richmond City Fire Department. Richmond, VA. (6/9/09)
- *VCU Diverse, but Segregated*. Lecture presented on behalf of the VCU chapter of NAACP at Virginia Commonwealth University. Richmond, VA. (4/14/09)

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### Media Appearances, Mentions, Articles, and Interviews

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- *Tech Firms' Move to Flatten Organizations Raises Concerns over DEI Progress*. The Logic article written by Jonathan Got. (5/16/23)
- *Oscar Holmes IV Named American Council on Education Fellow*. Rutgers News Release written by Dustin Petzold. (2/23/23)
- *The PEER Review: Episode 3*. Rutgers-Camden Professional & Executive Education radio interview with Justin Harris. (2/10/23)
- *This Father Wants to Encourage Other Black Men to Take Their Children to the Philadelphia Ballet*. The Philadelphia Inquirer article written by Melanie Burney. (11/29/22)
- *Episode 4*. Rutgers-Camden The Hot Spot WCCR radio interview with Justin Harris (2/12/22)
- *Black History Spotlight*. Nuanced Café interview with Alana Arthur. (2/1/22)
- *The Need for Greater Strides in the Workplace*. Rutgers News Now article written by Andrea Alexander. (6/24/21)

- *GOP: Don't Teach Bad History in Classrooms: Ignore It.* NJ Urban News article written by Glenn Townes. (6/11/21)
- *How Allies to the Black Community Can Make a Difference.* Rutgers News Now article written by Andrea Alexander. (2/4/21)
- *Racism Kills Black People in Inconspicuous Ways, Says Rutgers-Camden Scholar.* Rutgers News Now article written by Jeanne Long. (2/2/21)
- *Amid Calls for Social Justice, Researcher is Hopeful for More Inclusive Workplaces.* Rutgers News Now article written by Jeanne Leong. (9/12/20)
- *Creating an Association Diversity and Inclusion Program.* Association Headquarters blgo post article written by Sarah Black and Kevin Howard. (9/8/20)
- *Rising in Hard Times.* NJ Monthly magazine article written by Eric Levin & Carlett Spike. (August 2020)
- *The importance of a Ph.D. in the DEI space.* Diversity Professional magazine article written by Oscar Holmes IV. (6/24/20)
- *Employers can't fire you based on your sexual orientation | Video | NJTV News.* Interview by Raven Santana. (6/16/20)
- *Oscar Holmes IV announces new ways to listen to 'Diversity Matters.'* Front Runner New Jersey article written by Clyde Hughes. (4/11/20)
- *Rutgers-Camden students engage in conversations about diversity and inclusion thanks to innovative program.* Rutgers-Camden News Now article written by Jeanne Leong. (12/3/19)
- *Diversity in health care event advocates for equity.* The Ramapo News article written by Kim Bongard. (10/23/19)
- *Orgs, experts file workplace discrimination amici briefs.* Qnotes article written by Lainey Millen. (7/12/19)
- *Oscar Holmes IV means business at Rutgers-Camden.* Frontrunner New Jersey article written by Clyde Hughes. (7/10/19)
- *N.J. bill would ban discrimination based on hairstyle. It's a measure prompted by Buena dreadlocks incident.* The Philadelphia Inquirer article written by Melanie Burney. (6/25/19)
- *Pride Month: Oscar Holmes IV on Equality in Business.* Video produced by Mary Anderson at Rutgers-Camden. (6/19/19)
- *How Should Departments Address Police Bias On Social Media.* Mark & Denise in the Mornings 860AM Philly radio interview with Mark Tyler. (6/19/19)
- *How Effective is Diversity Training?* WHYR Radio Times radio interview with Marty Moss-Coane. (6/18/19)
- *The Compassion Dividend.* University of Richmond Alumni Magazine article written by Aggrey Sam. (5/3/19)
- *4 Ways to Create an Inclusive Environment.* Journal of Accountancy Newsletter article written by Samiha Khanna. (4/9/19)
- *Included in business: An award-winning teacher, professor and alumnus talks about helping organizations open up to diversity.* VCU Alumni News article written by Erica Naone. (2/18/19)
- *Workplace Diversity: Expert Opinion.* Video produced by Mary Anderson at Rutgers-Camden. (2/15/19)

- *Advance Diversity Awareness with a Personal Survey on Identity and Inclusion*. Course Hero profile and article written by Brittany Nelson. (2/5/19)
- *The Mighty Middle Market*. Master of Ceremony and Moderator for the Chamber of Commerce of Greater Philadelphia Program. (1/30/19)
- *Beyond the Mill*. Host of Diversity Talk Show on the campus of Rutgers-Camden. October-Present.
- *Stress, Anxiety Weigh on Government Employees as Shutdown Continues*. ABC News article written by Dr. Anees Benferhat. (1/11/19)
- *Changing the Landscape: Countdown to 25 Years*. Article written and produced by The PhD Project. (11/1/18)
- *Workplace Bullying: Expert Opinion*. Video produced by Mary Anderson at Rutgers-Camden. (10/3/18)
- *Interested in a PhD in Business*. Video produced by The PhD Project. (9/26/18)
- *Rutgers Camden Business School Professor Oscar Holmes IV Honored for Creating Innovative Management Course*. Article written by Jeanne Long. (9/11/18)
- *Can Miss America bounce back after months of controversy?* Press of Atlantic City article written by Erin Serpico and Lauren Carroll. (9/8/18)
- *Interested in a PhD in Management*. Video produced by The PhD Project. (6/18/18)
- *Feature Article: What's Working: Utilizing NCFDD Workshops to Catalyze Change*. NCFDD article written by Kerry Ann Rockquemore. (5/8/18)
- *Culverhouse Alum Named 40 Under 40 World's Best Business School Professors*. Culverhouse College of Business Alumni News Article written by Breanna Pianfetti. (4/25/18)
- *Rutgers-Camden Program Introduces Camden-area High School Students to Business Disciplines and Careers*. Rutgers-Camden News Now article written by Jeanne Leong and video produced by Mary Anderson. (4/7/18)
- *Letter to Parents: Bus Drivers Calling Out After Super Bowl May Cause Delays in South Jersey*. CBS Philly television interview with Cleve Bryan. (2/2/18)
- *Super Bowl Hype, Conflicts May Affect Workplace Productivity*. WEDL 101.7 FM article written by Mark Fowser. (1/24/18)
- *Super Bowl Mania and Workplace Issues*. WDEL 101.7 FM radio interview with Allan Loudell. (1/23/18)
- *Camden Rising: Rutgers Students, Faculty, Alumni, and Staff Embrace the City's Resurgence*. Rutgers-Camden magazine article written by Sam Starnes. (11/20/17)
- *Should Employers Give Their Employees Holiday Gifts?* New Jersey 101.5 article and radio interview by Dino Flammia. (12/3/17)
- *Trump Business Panels Shut Down After CEOs Quit, Including Head of Campbell Soup*. CBS Philly article and KYW 1060AM radio interview by David Madden. (8/16/17)
- *Rutgers-Camden Grad Lands Job at KPMG*. The PhD Project LinkedIn Article written by Oscar Holmes IV and Hideki Octavio Yamamoto. (7/6/17)
- *This Local Professor is Making a Big Impact in his Community*. Philly Voice Article written by Julia Aspen. (5/9/17)
- *King's Dream*. South Jersey Journal Article written by Glenn Townes. (1/14/17)
- *How a Philly Firm Fired a Toxic Star Performer and Sales Went Up*. Philadelphia Inquirer Article written by Jane M. Von Bergen. (9/6/16)

- *March Madness and Employee Productivity*. News Interview with Cleve Bryan on Philadelphia CBS Channel 3 News. (3/17/16)
- *Howard Takes on 'Delicate Topic' of Race*. The Rider News Article written by James Shepard. (3/1/16)
- *"Remixing Colorblind" Opens Honest Discussion on Race in America*. Moderator for Dr. Sheena Howard's documentary that debuted at The Landmark Theatre, Ritz at the Bourse, Philadelphia. (2/25/16)
- *Job Embeddedness*. Radio Interview with Jennifer Campbell on The Jennifer Campbell Show on 570 News Talk Radio. (2/17/16)
- *Job Embeddedness*. Radio Interview with Eric Drozd on The Eric Drozd Show on 570 News Talk Radio. (2/12/16)
- *What's Safe for Work?* Philadelphia Inquirer Article written by Jane M. Von Bergen. (12/8/15)
- *Is Gaydar Real?* Florida Agenda Article written by Linda Pentz. (11/2/15)
- *Keeping Sayreville Teens off Megan's Law List 'Business as Usual,' Advocate Says*. New Jersey 101.5 News Story written by Dan Alexander. (9/1/15)
- *Changing the Face of Business Academe*. AOM AcadeMY News Newsletter feature written by Oscar Holmes IV. (June 2015)
- *Charleston Shooting Raises Concern in S.J.* Courier-Post News Story written by Matt Flowers. (6/18/15)
- *No Tile Left Behind: America's Mosaic Dilemma*. "Should U.S. be Melting Pot or Beautiful Mosaic?" Ashbury Park Press @ISSUE debate published by Randy Bergmann. (6/18/15)
- *Dissertation Twitter Chat*. Twitter Q & A session facilitated by SREB @SREBDocSch #sdspchat (6/09/15)
- *Who's Happier: Liberals or Conservatives?* Radio interview with Tommy Tucker on The Tommy Tucker Show on New Orleans WWL FM 105.3 Talk Radio. (3/16/15)
- *Brilliant is the New Black* Blog feature written by Dr. Kyla McMullen. (10/6/14)
- *The Political Happiness Gap*. Radio Interview with Joy Cardin on The Joy Cardin Show on Wisconsin Public Radio. (9/16/14)
- *Who's Happier, Liberals or Conservatives?.* Radio Interview with Allan Loudell on The Loudell Report on WDEL 1150AM News Talk Radio. (9/16/14)
- *Management Professor Pens Essay on Ferguson*. Rutgers-Camden News Now News Release written by Ed Moorhouse. (9/4/14)
- *Racial Bias (Drug Testing) in the Workplace*. HuffPost Live webcast hosted by Dr. Marc Lamont Hill. (8/8/14)
- *The Truth About Black Students & The Ph.D.: Challenges, Other Experiences and Responsibility to Black People*. Video re-broadcast online by Oronde Miller. (6/27/14)
- *America's Black Ph.D. Problem*. Centric TV article written by Gerren Keith Gaynor. (6/27/14)
- *The Truth About Black Students & The Ph.D.* HuffPost Live webcast hosted by Dr. Marc Lamont Hill. (6/26/14)
- *Black Men + the Ph.D.* Twitter Q & A session facilitated by TTG Partners @ttgpartners #ttgpchat (6/26/14)
- *Business, Diversity, and Higher Education*. Radio Interview on The Empowerment Hour with John Harmon, Sr. on 920The Voice.com. (6/23/14)

- *Business Students Plan Fundraising Projects for Nonprofit Organizations.* Rutgers-Camden News Now News Release written by Ed Moorhouse. (5/4/14)
- *The Right Fit.* Video Interview for The PhD Project posted on their YouTube Channel. (11/7/13)
- *Management Class Aids National Charities.* The Crimson White Article written by Kyle Dennan. (4/2/13)

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### Media Coverage of Research

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- *Good Cop/Bad Cop.* NJ Urban News article written by Isaac Hamlet. (7.8.22)
- *Dr. Oscar Holmes IV on TEDx: Police Brutality Tip of Racism, Discrimination Iceberg.* Front Runner New Jersey article written by Clyde Hughes. (3.7.22)
- *Police Brutality and the Less Conspicuous Ways that Racism Kills.* Trenton Daily article written by Bryan Evans. (2.28.22)
- *Diversity Climate in Organizations.* Leader to Leader article written by Bruce Rosenstein. (2/4/21)
- *PECO Named One of Forbes' 2019 'Best Employers for Diversity.'* The Philadelphia Tribune article written by Ayana Jones. (1/19/19)
- *Stress, Anxiety Weigh on Government Employees as Shutdown Continues.* ABC News article written by Anees Benferhat. (1/11/19)
- *Stuck in Job Security.* Rutgers Alumni Magazine Spring 2016 Issue article written by Deborah Yaffe. (6/1/16)
- *Why Strong Community Ties Lower Turnover.* Business News Daily article written by Mark Henricks. (3/24/16)
- *Hate Your Job but Can't Bring Yourself to Leave? You May Be Too 'Embedded': Staff Perks and Outside Commitments Leave Us Feeling Trapped.* Daily Mail article written by Sarah Griffiths. (2/9/16)
- *This is Why You Won't Leave Your Job, Even if You Don't Like It.* Yahoo! News article. (2/9/16)
- *This is Why You'll Probably Never Quit that Job You Hate.* Cosmopolitan article written by Josie Copson. (2/9/16)
- *This is Why You Will Never Leave Your Job, No Matter How Much You Hate It.* Metro article written by Rob Waugh. (2/8/16)
- *Why do Unhappy Employees Stay? "Job Embeddedness" Factors Impact the Decision.* Rutgers News Now News Release written by Ed Moorhouse. (2/2/16)
- *Why Unhappy Workers Don't Always Quit.* Business News Daily article written by Chad Brooks. (2/4/16)
- *7 Reasons Employees Stay at Jobs They Dislike.* New Jersey 101.5 article written by David Matthau. (2/2/16)
- *Prejudice goes unnoticed in organizations, says New Research by Rutgers University-Camden Management Scholars.* Rutgers Today News Release written by Ed Moorhouse. (6/18/15)
- *Who are Happier, Liberals or Conservatives?* CBS News Release written by Michael Casey. (3/15/15)

- *Conservatives are Happier than Liberal—But Only Because They Lack Empathy.* The Journal.Ie article. (9/15/14)
- *People Happiest in Liberal Countries.* Deccan Chronicle News Release. (9/15/14)
- *People Happiest in Liberal Countries, Says Study.* Med India Article written by Sheela Philomena. (9/14/14)
- *People Happiest in Liberal Countries.* Business Standard News Release. (9/14/14)
- *Study: Conservatives Happier Than Liberals.* Liberaland News Release written by Alan Colmes. (9/12/14)
- *Why Leaning to the Right Can Make You Happy.* Daily Times News Release. (9/11/14)
- *Scientists Find Happiness Gap Between Liberals and Conservatives.* Huffington Post article written by Macrina Cooper-White. (9/11/14)
- *Happiness Could Depend on Political Beliefs.* Rutgers—Camden News Release written by Ed Moorhouse. (9/11/14)
- *Scientists Find Happiness Gap Between Liberals and Conservatives.* Hee MD News Release. (9/11/14)
- *Scientists Find Happiness Gap Between Liberals and Conservatives.* Omaha Sun Times News Release by News Feed. (9/11/14)
- *Liberal vs. Conservatives, Which Countries are Happier with Their Lives? A Recent New Jersey Study Found The Answer.* Franchise Herald article. (9/11/14)
- *Why Liberal States are Happiest, but Conservatives are Happier than Liberals?* Technology.Org article. (9/10/14)
- *Liberal Countries Have More Satisfied Citizens while Conservatives are Happier Individuals.* (e) Science News News Release. (9/10/14)
- *A New Study Reveals Who is Happier: Liberals or Conservatives?* News.Mic article written by Eileen Shim. (9/10/14)
- *Liberal Countries Have More Satisfied Citizens while Conservatives are Happier Individuals, Study Finds.* American Psychological Association News Release written by Audrey Hamilton. (9/9/14)
- *Liberal Countries Have More Satisfied Citizens while Conservatives are Happier Individuals.* Daily News New Release. (9/9/14)
- *Liberal Countries are Happier Countries.* ScienceBlog News Release. (9/9/14)
- *Liberal Countries Have More Satisfied Citizens while Conservatives are Happier Individuals.* Science Daily New Release. (9/9/14)
- *Conservatives are Happier Than Liberals – Even Living in a Liberal Democracy.* Scientific Blogging article written by News Staff. (9/9/14)
- *Your Leadership and the Death of Innovation.* Bold Type Article written by Brad Squires. (11/1/13)
- *Why You Should Confront Your Abusive Boss.* Business News Daily New Release written by Nicole Fallon. (9/20/13)
- *Management Scholar’s Research Suggests it’s Better to Confront an Abusive Boss.* Rutgers Today News Release written by Ed Moorhouse. (9/18/13)

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### **Administrative & Supplemental Training**

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- American Council on Education Fellow 2023-2024

- Diversity, Equity and Inclusion in the Workplace Certificate, University of South Florida (June 2021)
- Undergraduate Associate Deans Conference at University of Texas at Dallas (3/1/21 & 3/2/21)
- AACSB Aspiring Leaders Seminar (7/20/20 & 7/21/20)
- Rutgers Leadership Academy Fellow 2020-2021
- Lead New Jersey Program Fellow Class of 2020
- Challenging Racial Disparities Conference: Rutgers School of Social Work and Office of Continuing Education, Piscataway, NJ (6/4/19)
- Unconscious Bias Training (Dr. Donna Blancero), KPMG, Montvale, NJ (5/30/18)
- Difficult Conversations in the Classroom (Dr. Ali Michael), Rutgers University. Camden, NJ (3/26/18)
- Rutgers Online Learning Conference (3/12/18)
- European Institute for Advanced Studies in Management 6<sup>th</sup> Annual Talent Management Conference. Barcelona, Spain. (10/1/17 to 10/3/17)
- Business On Board Leadership Development Program sponsored by the Arts + Business Council of Greater Philadelphia (2017).
- LGBTQ Scholars of Color Conference (Dr. Kevin Nadal), John Jay College of Criminal Justice (CUNY), New York, NY (4/8/15 to 4/10/15)
- Microaggressions Presentation (Dr. Kevin Nadal), Rutgers University. Camden, NJ (3/30/15)
- How Great Organizations Create a Culture of Engagement, Dale Carnegie (Amy Markwood), King of Prussia, PA (11/18/14)
- Project Management Basics, Rutgers University HR Professional Development Program (5/22/14)
- HR Boot Camp, Sponsored by Archer & Greiner Law Firm (3/5/14; 3/1/16)
- Junior Faculty Professional Development, Compact on Faculty Diversity (10/31/13 to 11/3/13)
- Surviving and Thriving in a Changing Environment, Rutgers-Camden Executive Education Seminar (Summer, 2013)
- Washington University in St. Louis Olin School of Business Professional Development Conference (Fall, 2012)
- The University of Tennessee Future Faculty Program, (Fall, 2012)
- Center for the Advancement of Research Methods and Analyses (CARMA), *Analysis of Multi-Level Organizational Data* (Paul D. Bliese as Instructor, Summer 2011, Virginia Commonwealth University, Richmond, VA)
- Center for the Advancement of Research Methods and Analyses (CARMA), *Multi-level Theory & Measurement* (James M. LeBreton as Instructor, Summer 2011, Virginia Commonwealth University, Richmond, VA)
- Workplace Diversity: Practice and Research Conference, George Mason University, Summer 2009 & 2012
- Center for the Advancement of Research Methods and Analyses (CARMA), *Meta-Analysis and Design* (Michael McDaniel & Hannah Rothstein as Instructors, Summer 2009, Virginia Commonwealth University, Richmond, VA)

- Center for the Advancement of Research Methods and Analyses (CARMA), *Testing Interactions with Linear Regression* (Herman Aguinis as Instructor, Summer 2009, Virginia Commonwealth University, Richmond, VA)
- Center for the Advancement of Research Methods and Analyses (CARMA), *Ordinary Least Squares Regression* (Jose Cortina as Instructor, Summer 2008, Virginia Commonwealth University, Richmond, VA)
- Graduate School of Business Summer Institute for General Management, Stanford University, Palo Alto, CA., June 2006

### **Teacher Training**

- *The University of Alabama's Workshop for New Graduate Teaching Assistants*—Two-day long workshops designed to hone lecturing and teaching skills. *Teaching with Technology* (8/18/11); *Leading Lab Classes* (8/18/11); *How to Manage Distressed Students* (8/18/11); *Policies & Legal Issues for GTAs & Professors* (8/18/11); *Leading Group Discussions* (8/18/11); *Videotaping/Teaching Assessment* (8/19/11); *Ethical Issues & Solving Classroom Problems* (8/19/11)
- *VCU Center for Teaching Excellence Courses*—Two-hour long workshops designed to hone lecturing and teaching skills. *Promoting Critical Thinking in the Classroom* (8/19/08); *Active Learning: Techniques for All Occasions* (8/20/08); *Creating a Learning Centered Syllabus: From Contract to Roadmap* (1/14/09)