

Joseph Regina
March 2026

Rutgers University–Camden
Human Resources/Organizational Behavior Area
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Education

Ph.D. (August, 2023)	University of South Florida
Masters (Dec, 2020)	Tampa, Florida
	<i>Industrial-Organizational Psychology</i>
	Additional Concentration: <i>Occupational Health Psychology</i>
B.B.A (May, 2017)	Temple University
	Philadelphia, PA
	Major: <i>Human Resource Management</i>
	Minor: <i>Psychology</i>

Academic Positions

2023-Present	Assistant Professor, Human Resources/Organizational Behavior Department, Rutgers University – Camden
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Research Interests

Work and family
Occupational health psychology
Interpersonal competition
Competitive work environments

Peer Reviewed Publications

Published

- Regina, J.** & Vandello, J. A. (2026). Relevance of legalized sports betting for the gendered nature of work and careers. *Career Development International*. <https://doi.org/10.1108/CDI-04-2026-0297>
- Regina, J.**, Cobb, H. R., Chang, Y., & Gardner, D. (2026). Guest editorial: Introducing the “Changing, evolving, persisting: Exploring the role of masculinity in careers and family” special issue. *Career Development International*, 31(2), 113-119. <https://doi.org/10.1108/CDI-05-2026-573>
- Regina, J.** & Allen, T. D. (2025). Masculinity contest cultures and job satisfaction: To embedded men go the spoils?. *Academy of Management Proceedings*, 2025(1). <https://doi.org/10.5465/amproc.2025.15386poster>
- Regina, J.** & Allen, T. D. (2025). “Cats in the cradle:” Work-family conflict, parenting, and life satisfaction among fathers. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2025.104095>
- Regina, J.** & Allen, T.D (2023). Taking rivalries home: Workplace rivalry and work-to-family conflict. *Journal of Vocational Behavior*. <https://doi.org/10.1016/j.jvb.2023.103844>
- Regina, J.**, & Allen, T. D. (2023). Masculinity context culture: Harmful for whom? An examination of emotional exhaustion. *Journal of Occupational Health Psychology*. <https://doi.org/10.1037/ocp0000344>
- Allen, T.D., **Regina, J.**, Wiernik, B.M, & Waiwood, A.M. (2023). Causal effects of role demands on work-family conflict: Using genetic modeling to advance work–family research. *Journal of Applied Psychology*. <http://dx.doi.org/10.1037/apl0001032>
- Allen, T.D., **Regina, J.**, & Waiwood, A.M. (2021). A worker-centric view of COVID-19. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 14(1-2), 254-259. <https://doi.org/10.1017/iop.2021.46>
- Jang, S., Allen, T.D., & **Regina, J.** (2020). Office housework, burnout, and promotion: Does gender matter? *Journal of Business and Psychology*, 36(5), 793-805. <https://doi.org/10.1007/s10869-020-09703-6>

Under review

- Allen, T.D., Waiwood, A.M., Lezcano, A, **Regina, J.** (under review, 2nd round revise and resubmit). Growing, but not necessarily showing: Pregnancy in remote versus in-person contexts. *Journal of Organizational Behavior*.
- Regina, J.** & Allen, T.D. (under review, 1st round revise and resubmit). Masculinity contest cultures and job satisfaction: Better to be competent or embedded?. *Journal of Business and Psychology*.

In writing phase

- Regina, J.**, Allen, T. D., & Dumani, S. (revising). It’s about having the opportunity (to integrate): Work-family integration among employees in same gender presenting romantic relationships. *Human Relations*.
- Regina, J.**, Allen, T. D., & Dumani, S. (writing). Macro-equity, micro-aggressions: Examining the role of microaggressions in LGBTQIA+ health behaviors. *Journal of Occupational Health Psychology*.

Harrison, J., & **Regina, J.** (writing). Leader gratitude and turnover outcomes. *Human Resource Management*.

In data analysis phase

Regina, J. Looking forward, back, and current: The role of home ownership as a masculinity symbol and for perceived job quality. *Journal of Occupational Health Psychology*.

Regina, J., Waiwood, A. M., Allen, T. D., French, K. A., Salomon, K., Chen, Z., & Kayhan, V. O. (data analysis phase). Physiological and Psychological Responses to Work-Family Conflict Discussions. *Journal of Applied Psychology*.

Allen, T.D., **Regina, J.,** Mancini, V., Hughes-Miller, M., Chen, S., French, K., Centeno, G., & Kim, E.S. (data analysis phase; not yet submitted). Where does the time go? Faculty intended and actual daily time allotment by gender. *Journal of Applied Psychology*.

Cobb, H.R., **Regina, J.,** & Williams, K. (data analysis phase, not yet submitted). What Works and What Hurts: A Systematic Review of Work-Life Policy Effectiveness in Promoting Gender Equity at Work. *Human Resource Management*.

Smith, C.E., **Regina, J.,** Vandello, J. & Flak, S. (data analysis phase, not yet submitted). Dueling dual earners: Career comparisons and gender difference in romantic partners. *Journal of Vocational Behavior*.

In data collection phase

Regina, J., Allen, T. D., & Greenhaus, J.H. (data collection phase; not yet submitted). Reconsidering behavioral work family conflict: Can it be inferred by context?. *Journal of Applied Psychology*.

Abeyta, A.A. & **Regina, J.,** (data collection phase; not yet submitted). The existential consequences of masculinity contest culture in the workplace: The effects of masculinity contest culture and narcissism on work meaning. *Journal of Vocational Behavior*.

Oja, B., **Regina, J.,** & Leslie, J., (data collection phase; not yet submitted). Masculinity contest culture among sport employees. *Journal of Vocational Behavior*.

Book Chapters

Published

Allen, T. D. & **Regina, J.** (2026). Selecting the right journal for your paper. In N. Bowling, M.K. Shoss, & Z. Zhou (Eds.), *How to get published in the best industrial-organizational psychology journals*. Cheltenham, UK: Edward Elgar Publishing.
<https://www.elgaronline.com/edcollchap/book/9781035307746/chapter4.xml>

Forthcoming

Regina, J. & Waiwood, A.M. (invited chapter, forthcoming). Ensuring data collection in the AI age in work-family research. In L. Radcliffe & M. Perrigino (Eds.), *Field Guide to Researching Work and Family*. (Under contract).

Edited Special Journal Issues

Regina, J., Cobb, H. R., Chang, Y. W., & Gardner, D. M. (2026, forthcoming). Changing, evolving, persisting: Exploring the role of masculinity in careers and family. *Career Development International*.

Peer Reviewed Conference Presentations

Under review

Accepted

Regina, J., Allen, T. D., & Dumani, S. (2026). It's about having the opportunity (to integrate): Work-family integration among employees in same gender presenting romantic relationships. *Academy of Management*.

- Top paper award designation with the Diversity, Equity, and Inclusion division

Regina, J., Allen, T. D., & Dumani, S. (2026). Macro-equity, micro-aggressions: Examining the role of microaggressions in LGBTQIA+ health behaviors. *Academy of Management*.

Regina, J. & Allen, T.D. (accepted, 2026). Masculinity Contest Cultures and Job Satisfaction: To Embedded Men Go the Spoils?. In Vial, A. (Chair), Far-Reaching Effects of Hegemonic Masculinity for Individuals, Organizations, and Societies [Symposium]. European Association of Social Psychology, Paris, France.

Regina, J., Allen, T.D., & Dumani, S. (2026). Transparent Data Cleaning to Remove Bad Actors from an LGBTQIA+ Survey Study. In Zhang, D. (Co-chair) & Friedrich, J. (Co-chair), Advances in Open Science Practices for I/O Psychology, [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.

Vosika, E., Dunn, T., Griffiths, A., Leslie, J., **Regina, J.** (2026). In E. Vosika (Chair), Smart Tech, Healthy Workers: Exploring Wearable Technology in Occupational Health [Panel Presentation]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA.

Regina, J. & Allen, T.D. (2025). Masculinity Contest Cultures and Job Satisfaction: To Embedded Men Go the Spoils?. Paper presented at the annual conference of the Academy of Management, Copenhagen, Denmark.

Wilczweski, H., Allen, T. D., Waiwood, A. M., French, K. A., **Regina, J.**, Chen, C., Salomon, K. & Kayhon, V. O. (2025, July). *Navigating work-family conflict: A qualitative study of anchoring decisions in dual-earner couples*. Work, Stress, and Health Conference, Seattle, WA.

Brooks, R.R., Gray, C.E., King, D.D., Prasad, J., **Regina, J.** (2025). In C.E. Smith (Chair), We <3 academia: Advice on finding and thriving in your dream academic job [Panel Presentation]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

Regina, J. (Co-Chair), Waiwood, A.M. (Co-Chair), Eby, L.T., Kell, H., & Moss, A.J. (2025). Combatting Bad Actors in Surveys Using Researchers, Reviewers, and Recruitment

Panels [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

- Regina, J., Waiwood, A.M., Allen, T.D., French, K.A., Salomon, K., Chen, Z., & Kayhan, V.O.** (2024). Physiological skin conductance responses to work-family conflict discussions. In French, K.A. (co-chair) & Smith, C.E. (co-chair), *Delving into dual earners: Romantic partners in work-family research*. Symposia to be presented at the annual conference of the Society of Industrial and Organizational Psychology: Chicago, IL.
- Regina, J. & Allen, T.D.** (2024). Work-family integration among those in same gender presenting romantic relationships. In Gardner, D.M., *Broadening insights on the LGBTQ+ work-life interface*. Symposia to be presented at the annual conference of the Society of Industrial and Organizational Psychology: Chicago, IL.
- Regina, J. (Co-Chair), Waiwood, A.M. (Co-Chair), Dubois, H., Dumani, S., & Hughes, I.M.** (2024). How to defend surveys from bad actors to maximize data quality: A colloquium. Panel presented to be the Society for Industrial and Organizational Psychology Annual Conference: Chicago, IL.
- Regina, J. & Allen, T.D.** (2023). Work-family conflict, parenting, and life satisfaction among fathers. In French, K.A. (co-chair) & Shockley, K.M. (co-chair), *From snapshots to video: Toward capturing work-family processes*. Symposia presented at the annual conference of the Society of Industrial and Organizational Psychology: Boston, MA.
- Jang, S., Hu, X., **Regina, J.**, Allen, T.D., & Rogelberg, S. (2023). Zoom meetings are good for me! An examination of virtual meeting vigor and fatigue. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Boston, MA, United States.
- Regina, J. & Allen, T.D.** (2022). Masculinity contest culture: Harmful for whom? An examination of emotional exhaustion. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: Seattle, WA.
- Regina, J. & Allen, T.D.** (2021). Taking rivalries home: Workplace rivalry and work-to-family conflict. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: New Orleans, LA.
- Regina, J. & Allen, T.D.** (2021). Why are women leaving STEM? An examination of workplace rivalry. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: New Orleans, LA.
- Regina, J., Allen, T.D., Pyram, R., & Bianchi, S.** (2020). The timeline and turning points of workplace rivalry relationships. In Allen, T.D (chair) & **Regina, J.** (co-chair), *New directions in workplace relationships research*. Symposia presented at the annual conference of the Society of Industrial and Organizational Psychology: Austin, Texas.
- Regina, J., Waiwood, A.M., & Allen, T.D.** (2020). An initial examination of a supervisor interpersonal relationship ambiguity scale. Paper presented in the **top poster session** at the annual conference of the Society for Industrial and Organizational Psychology: Austin, TX
- **Note:** Poster was presented again upon request in the top poster session at the 2021 conference of the Society for Industrial and Organizational Psychology: New Orleans, LA

- Allen, T.D., **Regina, J.**, Waiwood, A.M., & Wiernik, B.M. (2020). Genetic influences on work-family conflict: An initial examination. Paper presented in the **top poster session** at the annual conference of the Society for Industrial and Organizational Psychology: Austin, TX.
- Waiwood, A.M., **Regina, J.**, Cooney, S., & Allen, T.D. (2020). The development and validation of a workplace non-task ostracism scale. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: Austin, TX.
- Regina, J.**, Waiwood, A.M., & Allen, T.D. (2019). Family supportive supervision for working moms: The relationship between supervision and health behavior. Paper presented at the Work, Stress, and Health conference: Philadelphia, PA. S
- Regina, J.**, Allen, T.D., Mancini, V., Hughes-Miller, M., Chen, S., French, K., Centeno, G., & Kim, E.S. (2019). Gender and word choice in tenure and promotion written reviews. In Saxena, M (chair), *Women in STEM*. Presented at the annual conference of the Society of Industrial and Organizational Psychology: Washington, DC.
- French, K., Henderson, T., **Regina, J.**, Salomon, K., Allen, T.D., Chen, Z. & Kayhan, V. (2018). Couple work-family decision-making: A multimethod approach. In French, K. (chair), *Reactions to work-family events: An exploration through varying temporal lenses*. Symposia presented at the annual Academy of Management Conference: Boston, MA.
- French, K., Henderson, T., **Regina, J.**, Salomon, K., Allen, T.D., Chen, Z., & Kayhan, V. (2018). Couple work-family decision making: A multimethod approach. Paper presented at the annual Academy of Management Conference: Chicago, IL
- Jang, S., Allen, T.D., **Regina, J.**, & Radke, W. (2018). Office housework, career success, and health: Does gender matter? Paper presented at the annual conference of the Society for Industrial and Organizational Psychology: Chicago, IL.
- Holtz, B.C., Blot, J.F., **Regina, J.**, & DeHoratius, E. (2016). Passive leadership, trust, and perceptions of justice. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Other Conference Presentations

- Regina, J.** & Allen, T.D. (2023) Invisible families, clear consequences: Work-family integration among sexual and gender minorities. Presented at the Southeast Regional Research Symposium: Tampa, FL.
- Regina, J.**, Allen, T.D., Mancini, V., Hughes-Miller, M., Chen, S., French, K., Centeno, G., & Kim, E.S. (2019) Gender and word choice in tenure and promotion written reviews. Poster presented at the University of South Florida Health Research Day: Tampa, FL, 2019.
- Jang, S., Allen, T.D., **Regina, J.**, & Radke, W. (2018). Office housework, career success, and health: Does gender matter? Poster presented at the annual Sunshine ERC Research Day, Tampa, FL.
- Regina, J.** (2017). Who cares if I'm late? The study of the relationship between leadership styles and employee lateness. In Pred, R. (chair), *Business and Economics Research*. Symposium presented at annual Temple University Undergraduate Research Forum and Creative Works Symposium: Philadelphia, PA.

Other Publications

Regina, J., Cobb, H. R., Chang, Y. W., & Gardner, D. M. (2026, forthcoming). Guest editorial: Introducing the “Changing, evolving, persisting: Exploring the role of masculinity in careers and family” special issue. *Career Development International*.

Regina, J., Waiwood, A. M., Gray, C. W., & Allen, T. D. (2020). SOHP membership survey results. *Society for Occupational Health Psychology Newsletter*, 22, 6-10.

Invited Talks

Regina, J. (October, 2025). Masculinity contest culture and the gendered nature of work, Luiss University – Rome.

Regina, J. (January, 2025). Tuesdays with ThirdPath (Virtual), ThirdPath.

Regina, J. (September, 2022). *Occupational health psychology in underrepresented research populations: Expanding research on workplace competition and work-family conflict*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (March, 2022). *Work-family balance strategies*. City University of New York (CUNY) Industrial-Organizational (I-O) Practitioners Network.

Regina, J. (April, 2022). *Masculinity contest culture: Harmful for whom? An examination of emotional exhaustion*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (August, 2021). *Why are women leaving STEM? An examination of workplace rivalry*. Indigogold Work Psychology Innovation Award Competition

Regina, J. (February, 2021). *Examining workplace rivalry*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (December, 2019). *The timeline and turning points of workplace rivalry relationships*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (October, 2018). *Gender & word choice in tenure and promotion written reviews*. Brown Bag Presentation, Psychology Department, University of South Florida

Regina, J. (March, 2018). *Examining episodic work-family conflict in a lab setting*. Brown Bag Presentation, Psychology Department, University of South Florida

Media coverage

Research from Regina & Allen (2023; JOHP) discussed within:

- Fletcher, K.A & Arvan, M.L. (January 22, 2023). *Masculine Contest Cultures* [Healthy Work audio podcast]. Retrieved from <https://healthywork.substack.com/p/masculine-contest-cultures>
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Teaching Experience

Course instructor: Total Worker Health and human resource management

Rutgers School of Business – Camden, Camden, NJ

Fall 2024

- Lecture 10 graduate business students two times per week on topics related to occupational health psychology including research methods, stressor-strain theories, employee safety, psychological wellbeing, and work-family challenges.
 - Course is expected to be offered every fall semester moving forward.

Course instructor: HR analytics

Rutgers School of Business – Camden, Camden, NJ

Spring 2024

- Lecture up to 40 undergraduate business students two times per week on different topics related to data science including general programming and data cleaning, analysis, and visualization using Microsoft Excel and 'R' statistical computing software.
 - Course is expected to be offered every spring semester moving forward.

Course co-instructor: HR Independent Study

Rutgers School of Business – Camden, Camden, NJ

Spring 2024

- In conjunction with instructor of record Dr. Kristie McAlpine, I helped to create an independent study course for a final semester senior that will take the place of a traditional capstone. The student will demonstrate fluency with the HR major content area via case studies, assigned readings, and a final deliverable that will outline the talent management plan for the student Society of Human Resource Management (SHRM) chapter that the department is working to establish.

Course instructor: Fundamentals of talent management

Rutgers School of Business – Camden, Camden, NJ

Fall 2023-2025, Spring 2024-2026

- Provide asynchronous course materials to 40 masters' in business administration (MBA) students related to topics such as talent management philosophies, selection, recruitment, and performance evaluation.
 - Course is expected to be offered every fall and spring semester moving forward.

Course instructor: Programming with data (PSY4931)

University of South Florida, Tampa, FL

Spring 2023

- Lecture 30+ undergraduate students weekly on different topics related to data science including general programming and data cleaning, analysis, and visualization using 'R' statistical computing software.

Course instructor: Occupational health psychology (PSY4931)

University of South Florida, Tampa, FL

Fall 2021, Spring 2022

- Lectured up to 30 upper-level undergraduate students two times a week on different topics related to Occupational Health Psychology including research methods, stressor-strain theories, employee safety, psychological wellbeing, and work-family challenges.

Graduate course assistant: Motivation (EXP4304)

University of South Florida, Tampa, FL

Spring 2021

- Graded weekly written assignments for 60 students follows procedures outlined in rubric created by the course instructor.

Graduate teaching assistant: Introduction to psychological sciences (PSY2012)

University of South Florida, Tampa, FL

Fall 2017

- Lectured 30+ undergraduate students weekly on different topics related to psychology and social science.
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Applied Experience

Research team intern – Applied research

ACT

June 2022- August 2022

- Used machine learning techniques (linear regression, lasso regression, polynomial regression, and classification using training and test data) to examine predictors of first year college performance and course withdrawal using a sample of 24,000 test takers
- Analyzed test responses to conduct classification accuracy and consistency analysis using item response theory (IRT) software
- Shorted a 54-item performance scale to 10 items to reduce time and fatigue effects experienced by the responding supervisors using factor analysis techniques
- Conducted focus groups of 3-6 ACT employees to ascertain the work conditions hindering or assisting in work efficiency with results provided to upper management to inform further workplace planning
- Summarized empirical research on mentorship to inform organizational decisions regarding the implementation of a formal mentoring program
- Functioned as internal statistical consultant on a white paper intended for distribution throughout the organization

Research director – Temple University Student Chapter

Society of Human Resource Management

May 2016- May 2017

- Gathered data and provided research-based recommendations to organizational leadership and department faculty about how to improve the engagement of Human Resource Management (HRM) students
- Crafted online educational materials to supplement in-class learning for HRM students
- Disseminated empirical research articles to organizational members

Human resource management leadership development program intern - Recruiting

Travelers Insurance

June 2016- August 2016

- Presented to members of the senior leadership team, including the VP of HR, after creating a Recruiter Voice-Of-Customer survey as part of a six-person team

- Conducted phone interviews, compensation analysis, and travel analysis to make recommendations for how to best source talent in the California market
 - Analyzed the award history of Travelers and 77 competitors to determine competitive advantages for recruiting strategies
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Mentoring

Mentor Experience

Undergraduate Honor's Thesis: Abigail Gregory

University of South Florida, Tampa, FL

Spring 2021- Fall 2021

- Honor's thesis advisor for a senior undergraduate student
- Provided daily support to student as they conducted a multiple-timepoint survey project that examined the role that perception of coworker personality plays in perception of said coworker as a role model
- Participated on a three-member thesis proposal and thesis defense committee

Mentee Experience

HR Division Mentorship Program Mentee

December 2023-Present

Academy of Management

Rutgers Connection Network Faculty Mentoring Program Mentee

October 2023- Present

Rutgers University, New Brunswick, NJ

Grants and Awards

Early Career Work and Family Fellowship Program, Early Career Fellow, Work and Family Researchers Network (2023-2024)

- "The Work and Family Researchers Network is committed to mentoring the next generation of work and family scholars. Our Early Career Fellowship Program provides support for recent doctoral recipients to advance their research, teaching, and long-term career prospects. By offering networked resources and consultation, we help promising new scholars move into tenure-track, tenured appointments and secure senior-level positions, as well as engage them with the work and family community of scholars." (Work and Family Researchers Network, <https://wfrn.org/early-career-fellowship/>)

Invisible families, clear consequences: Work-family integration among LGB employees

- Pilot Project Research Training Program, National Institute for Occupational Safety and Health (2021). \$12,000

- Award given to “increase research opportunities in the field of Occupational Health, Safety and Wellness (OHSW) for young investigators, or experienced investigators proposing innovative work” (https://health.usf.edu/publichealth/erc/NIOSH_pilot)
- Graduate Student Scholarship, Society for Industrial and Organizational Psychology (2021). \$3,000
 - Award given to a doctoral student for a proposed study intended to “make significant theoretical and application contributions to the field of Industrial-Organizational Psychology” (<https://www.siop.org/Foundation/Awards/Scholarships-and-Fellowships>)
- Walvoord Verizon Wireless Work-Family Research Endowment, University of South Florida (2021). \$1,000
 - Award given to a graduate study that “contributes to the work-family literature by examining new relationships and/or concepts, driving theoretical development, and proposing high-quality/advanced methodology” (<https://www.usf.edu/arts-sciences/departments/psychology/resources/index.aspx>)

Workplace psychology innovation award, Indigogold (2021). \$1,200

- Award given for best graduate thesis

Top poster award, Society for Industrial and Organizational Psychology

- Project: An initial examination of a supervisor interpersonal relationship ambiguity scale (2020)
- Project: Genetic influences on work-family conflict: An initial examination (2020)

Occupational health psychology trainee, National Institute for Occupational Safety and Health (January 2018 – December 2020). \$20,000

Early doctoral consortium invitee, Southern Management Association (2018). \$500

Pre-doctoral consortium invitee, Southern Management Association (2016). \$500

Alter Research Scholars Program student, Temple University (2015). \$5,000

Service

Guest Editor

Career Development International	2026
<i>Changing, evolving, persisting: Exploring the role of masculinity in careers and family</i>	

Editorial Board

Occupational Health Science	March 2026-Present
Journal of Vocational Behavior	April 2024-Present
Career Development International	March 2024-Present
Early Career Reviewer Board – Peer Mentor	March 2024-Present
Special Issue Editor	February 2026-Present

Ad Hoc Reviewer

Applied Psychology: An International Review
Cross Cultural & Strategic Management
Community, Work, and Family
Frontiers in Psychology
Frontiers in Public Health
Frontiers in Education
Human Relations
International Journal of Older People Nursing
Journal of Organizational Behavior
Journal of Occupational & Organizational Psychology
Journal of Family and Economic Issues
Journal of Vocational Behavior
Occupational Health Sciences

Service to Rutgers University School of Business-Camden

Teaching Award Committee	Spring 2026
Faculty Awards Committee	Spring 2025
Employee Engagement Committee	Spring 2024-Present
Undergraduate Curriculum Committee	Fall 2023-Spring 2024, Fall 2025

Service to Field

Beth E. Buchanan Graduate Scholarship Committee – SIOP	July 2025 – April 2026
	July 2026 – April 2026

USF I-O Psychology Association

President	August 2017- August 2023
	August 2019- August 2020
Social media chair	August 2020- May 2021
Graduate student recruitment chair	May 2018- May 2020
Vice president	August 2018- August 2019
Graduate student mentor	August 2018- August 2019
Brown bag chair	August 2017- December 2018

Sunshine ERC (SERC) Student Association

Advisory committee member	August 2017- August 2019
	August 2018- August 2019

USF Psychology Graduate Teaching Assistant Training

Host and graduate student panel question & answer panel moderator	August 2019
Graduate student question and answer panel participant	August 2018

USF Psychology Undergraduate Expo

Judge for research poster submissions	August 2018- October 2020
	October 2018

	October 2020
	October 2021
Committee member	August 2018- October 2018
Lab tour coordinator	August 2018- October 2018
Participant on graduate student panel	October 2018

Graduate Student Open Session for USF Psychology Department Review

Student attendee	April 2018
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Guest Speaker

Judy Genshaft Honors College Volunteer Committee	October 2021
Tampa Bay Technical High School	November 2020
Health Occupational Students of America (HOSA): University of South Florida Chapter	October 2020
City of Tampa Parks and Recreation Department Summer Stay And Play Program	July 2020
Port Richmond High School	December 2019
Tampa Bay Technical High School	November 2019
USF Psychology Graduate Student Question & Answer Panel	October 2019
Johnson Controls International	September 2019
USF College of Behavioral and Community Sciences Graduate Student Question and Answer Panel	July 2019
Port Richmond High School	December 2018
Johnson Controls International	September 2018
Freedom High School	March 2018
	April 2021
USF Psychology Graduate Student Question & Answer Panel	February 2018

Graduate Coursework

Psychological Coursework

- Personnel psychology
- Research in I-O psychology
- Organizational psychology
- Personality seminar
- Social/behavioral science applied to health
- Leadership
- Psychophysiology
- Occupational health psychology

Methodological Coursework

- Regression
- Psychometrics
- Organizational research methods
- Multivariate modeling
- Structural equations in education
- Applied multilevel modeling in education
- Organizational research methods
- Social network analysis
- Meta-analysis

- I-O ethics and professional problems
 - Health, safety and environment management & administration
 - Work-Family
 - Psychology & technology
 - Graduate instruction methods
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Data software experience

Preferred software: R

- Packages used include dplyr, tidyr, ggplot, psych, multilevel, & lavaan to conduct analyses including linear and logistic regression, ANOVA, and multilevel, structural equation, and Cholesky ACE modeling

Additional experience using SPSS, MPlus, and SAS

Professional Memberships

Society of Industrial and Organizational Psychology (SIOP)

Academy of Management (AOM)

Work-Family Researchers Network (WFRN)
