

KELSEY E. MEDEIROS, PHD

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RESEARCH INTERESTS

Creativity & Innovation

Business Ethics

Gender & Leadership

EDUCATION

- Ph.D.** Industrial & Organizational Psychology, Statistics & Measurement (Minor) 2016
The University of Oklahoma
- M.S.** Industrial & Organizational Psychology 2013
The University of Oklahoma
- B.S.** Psychology, Business Emphasis 2011
Pennsylvania State University, University Park

ACADEMIC APPOINTMENTS

- Assistant Professor of Management 2019-Present
University of Nebraska at Omaha
- Assistant Professor of Psychology 2016-2019
University of Texas at Arlington
- Adjunct Instructor of Management 2015-2016
University of Central Oklahoma

PUBLISHED & ACCEPTED ARTICLES

- Griffith, J. A., & **Medeiros, K. E.** (Conditional Acceptance). Expanding the footprint of sexual harassment prevention training: A power, credit, and leadership perspective. *Industrial and Organizational Psychology: Perspective on Science and Practice*.
- Watts, L. L., Gray, B., **Medeiros, K. E.**, (Conditional Acceptance). Side effects associated with organizational interventions: A perspective. *Industrial and Organizational Psychology: Perspective on Science and Practice*.
- Watts, L. L., **Medeiros, K. E.**, McIntosh, T. J., & Mulhearn, T. J. (2020) Biases in ethical decision making: Construct development and measurement. *Personality and Individual Differences*.
- Medeiros, K. E.**, & Griffith, J. A. (2019). Double-edged scalpels: The trials and triumphs of women surgeons. *Narrative Inquiry in Bioethics*, 9, 3, 221 – 227.
- Watts, L. L., McIntosh, T., Gibson, C., Mulhearn, T. J., **Medeiros, K. E.**, Mecca, J., & Cohen-Charash, Y. (2019). Mild affective shifts and creativity: Effects on idea generation, evaluation, and implementation planning. *Journal of Creative Behavior*.

- Medeiros, K. E.,** & Griffith, J. A. (2019). #ustoo: How IO psychologists can advance the conversation on sexual harassment and sexual assault. *Industrial and Organizational Psychology: Perspective on Science and Practice*.
- Watts, L. L., Steele, L. M., **Medeiros, K. E.,** & Mumford, M. D. (2019). Minding the gap between generation and implementation: Effects of idea source, goals, and climate on selecting and refining creative ideas. *Psychology of Aesthetics, Creativity, and the Arts*.
- Steele, L. M., Johnson, G., & **Medeiros, K.** (2018). Revisiting the creative self-efficacy construct: Evidence for the differential validity of its generative and evaluative processes. *Personality and Individual Differences*.
- Griffith, J. A., Gibson, C., **Medeiros, K. E.,** MacDougall, A., Hardy, J., & Mumford, M. D. (2018). Are you thinking what I'm thinking?: The influence of leader style, distance, and leader-follower mental model congruence on creative performance. *Journal of Leadership and Organizational Studies*, 25, 2, 153 – 170.
- Medeiros, K. E.,** Steele, L. M., Watts, L. L., & Mumford, M. D. (2017). Timing is everything: Examining the role of constraints throughout the creative process. *Psychology of Aesthetics, Creativity, and the Arts*. Advance online publication.
- Medeiros, K. E.,** Watts, L. L., Mulhearn, T. J., Steele, L. M., Mumford, M. D., & Connelly, S. (2017). What is working, what is not, and what we need to know: A meta-analytic review of business ethics instruction. *Journal of Academic Ethics*, 1 – 31.
- Watts, L. L., Mulhearn, T. J., **Medeiros, K. E.,** Steele, L. M., Connelly, S., & Mumford, M. D. (2017). Modeling the instructional effectiveness of responsible conduct of research education: A meta-analytic path-analysis. *Ethics and Behavior*, 27, 8, 632 – 650.
- Mulhearn, T. J., Steele, L. M., Watts, L. L., **Medeiros, K. E.,** Mumford, M. D., & Connelly, S. (2017). Review of instructional approaches in ethics education. *Science and Engineering Ethics*, 23, 3, 883 – 912.
- Watts, L. L., **Medeiros, K. E.,** Mulhearn, T. J., Steele, L. M., Connelly, S., & Mumford, M. D. (2017). Are ethics training programs improving? A meta-analytic review of past and present ethics instruction in the sciences. *Ethics and Behavior*, 27, 5, 351 – 384.
- Mulhearn, T. J., Watts, L. L., Todd, M., **Medeiros, K. E.,** Connelly, S., & Mumford, M. D. (2017). Validation and use of a predictive modeling tool: Employing scientific findings to improve responsible conduct of research education. *Accountability in Research*, 24, 4, 195 – 210.
- Watts, L. L., Todd, E. M., Mulhearn, T. J., **Medeiros, K. E.,** Mumford, M. D., & Connelly, S. (2017). Qualitative evaluation methods in ethics education: A systematic review and analysis of best practices. *Accountability in Research*, 24, 4, 225 – 242.
- Mumford, M. D., Watts, L. L., **Medeiros, K. E.,** Mulhearn, T. J., Steele, L. M., & Connelly, S. (2016). Biomedical ethics education may benefit from integrating compliance and analysis approaches. *Nature Immunology*, 17, 6, 605 – 608.
- Steele, L. M., Mulhearn, T. J., **Medeiros, K. E.,** Watts, L. L., Connelly, S., & Mumford, M. D. (2016). How do we know what works? A review and critique of current practices in ethics training evaluation. *Accountability in Research*, 23, 6, 319 – 350.

- Mecca, J. T., **Medeiros, K. E.**, Giorgini, V., Gibson, C., Mumford, M. D., Connelly, S., & Devenport, L. D. (2016). Biases and compensatory strategies: The efficacy of a training intervention. *Ethics and Behavior*, 26, 2, 128 – 143.
- Partlow, P. J., **Medeiros, K. E.**, & Mumford, M. D. (2015). Leader cognition in vision formation: Simplicity and negativity. *The Leadership Quarterly*, 26, 3, 448 – 469.
- Medeiros, K. E.**, Gibson, C., Mecca, J. T., Giorgini, V., Connelly, S., & Mumford, M. D. (2015). Playing, sitting out, and observing the game: An investigation of faculty members' perspectives on political behavior in ethical decision making. *Accountability in Research*, 22, 5, 284 – 300.
- Giorgini, V., Gibson, C., Mecca, T., **Medeiros, K. E.**, Mumford, M. D., Connelly, S., & Devenport, L. D. (2015). Differences in biases and compensatory strategies across discipline, rank, and gender among university academics. *Science and Engineering Ethics*, 21, 6, 1551 – 1579.
- Mecca, J. T., Gibson, C., Giorgini, V., **Medeiros, K. E.**, Mumford, M. D., Connelly, S., & Devenport, L. D. (2014). Researcher perspectives on conflicts of interest: A qualitative analysis of views from academia. *Science and Engineering Ethics*, 21, 4, 843 – 855.
- Medeiros, K. E.**, Partlow, P. J., & Mumford, M. D. (2014). Not too much, not too little: The influence of constraints on creative problem solving. *Psychology of Aesthetics, Creativity, and the Arts*, 8, 198 – 210.
- Gibson, C., **Medeiros, K. E.**, Giorgini, V., Mecca, J. T., Devenport, L., Connelly, S., & Mumford, M. D. (2014). A qualitative analysis of power abuses in ethical situations in academia. *Ethics and Behavior*, 24, 311 – 325.
- Medeiros, K. E.**, Mecca, J. T., Gibson, C., Giorgini, V. D., Mumford, M. D., Devenport, L., & Connelly, S. (2014). Biases in ethical decision making among university faculty. *Accountability in Research*, 21, 4, 218 – 240.
- Mecca, J. T., Giorgini, V., **Medeiros, K. E.**, Gibson, C., Devenport, L., Connelly, S., & Mumford, M. D. (2014). Perspectives on whistleblowing: Faculty member viewpoints and suggestions for organizational change. *Accountability in Research*, 21, 3, 159 – 175.
- Mecca, J. T., **Medeiros, K. E.**, Giorgini, V., Gibson, C., Mumford, M. D., Connelly, S., & Devenport, L. D. (2014). The influence of compensatory strategies on ethical decision making. *Ethics and Behavior*, 24, 1, 73 – 89.
- Mumford, M. D., **Medeiros, K. E.**, & Partlow, P. J. (2012). Creative thinking: Processes, strategies, and knowledge. *The Journal of Creative Behavior*, 46, 1, 30 – 47.

PUBLISHED AND ACCEPTED BOOK CHAPTERS

- Griffith, J. & **Medeiros, K. E.** (Accepted). Gender (under)representation in the CIP model: Reconsidering outstanding leadership through a gender lens. In J. Lovelace and S. T. Hunter (Eds.), *Extending the Charismatic, Ideological, and Pragmatic Approach to Leadership: Multiple Pathways to Success*.
- Medeiros, K. E.**, Williams, B., & Damadzic, A. (2019). Creative problem solving: Processes, strategies, and considerations for leaders. In M. D. Mumford & C Higgs (Eds.), *Leader Thinking Skills: Capacities for Contemporary Leadership*. New York, NY: Taylor and Francis.

Medeiros, K. E., Watts, L. L., & Mumford, M. D. (2016). The role of constraints in leading creative efforts. In C. Zhou (Eds.), *Handbook of Research on Creative Problem-Solving Skill Development in Higher Education*. Hershey, PA: IGI Global.

Mumford, M. D., **Medeiros, K. E.**, Steele, L. M., Watts, L. L., & Gibson, C. (2014). Leadership, creativity, and innovation: An overview. In M. D. Mumford (Eds.), *Leadership, Creativity, and Innovation*. Thousand Oaks, CA: Sage.

Mumford, M. D., Partlow, P. J., & **Medeiros, K. E.** (2013). Charismatic leadership in crises: Its origins and effects on performance. In A. J. DuBrin (Eds.) *Handbook of Research in Crisis Leadership*. Northampton, MA: Edward Elgar Publishing Inc.

OTHER SCHOLARLY WORKS

Watts, L. L., **Medeiros, K. E.**, McIntosh, T. J., Mulhearn, T. J. (2020). *Ethics Training for Managers: Best Practices & Techniques*. Sheffield, UK: Greenleaf Publishing.

*All authors contributed equally to this work

FUNDED GRANTS

An ethical leadership assessment center: Assessing and developing moral person and moral manager dimensions, Co-Principal Investigator [The Society for Industrial and Organizational Psychology, \$9,500]

Open Educational Resource Grant [University of Nebraska Omaha, \$2,500]

MANUSCRIPTS UNDER REVIEW

Damadzic, A. & **Medeiros, K. E.** (under review). The balancing act: An empirical study introducing and removing constraints during idea generation. *Psychology of Aesthetics, Creativity, and the Art*.

Medeiros, K. E., Griffith, J. A., Shipe, S., Crayne, M., & McIntosh, T. (under review). Minding the (\$600,000) gap: Accounting for the gender-driven gap in executive severance agreements. *Personnel Psychology*.

Rainone, N. A., Watts, L. L., Mulhearn, T. J., McIntosh, T. J., & **Medeiros, K. E.** (R&R). The impact of happy and sad affective state on biases in ethical decision making. *Ethics & Behavior*.

MANUSCRIPTS IN PREPARATION

Medeiros, K. E., Griffith, J. A., Damadzic, A., & Winchester, C. (in preparation). [Re]thinking outside the box: A meta-analytic review of constraints and creative performance.

Target journal: *Journal of Organizational Behavior*

Medeiros, K. E. & Cropley, D. (in preparation). Creativity and Artificial Intelligence.

Target journal: *Journal of Applied Psychology*

Logan, M. K., Damadzic, A., **Medeiros, K. E.**, Ligon, G. S., & Derrick, D. C. (in preparation). Creativity in terrorist attacks: A constraint perspective

Target journal: *Psychology of Aesthetics, Creativity, and the Arts*

Lovelace, J., Griffith, J., & **Medeiros, K. E.** (in preparation). Gender and leader development: Outcomes of leader style and expression (in)congruence.

Target journal: *Academy of Management Review*

Medeiros, K. E., Ackerman, K., Dubois, H., Damadzic, A., Whitaker, J., & Bricka, T. (in preparation). Coaching in heels: A historiometric investigation of the CIP leadership model in women's basketball coaches.

Target journal: *The Leadership Quarterly*

PRESENTATIONS

Damadzic, A. & **Medeiros, K. E.** (2020, April). *Balancing act: Introducing and removing constraints throughout the creative process.* In A. S. McKay (Chair) *Creativity and Time*. Symposium submitted to the 2020 Society for Industrial and Organizational Psychology Conference, Austin, TX.

Griffith, J. & **Medeiros, K. E.** (2020, April). *Who run the world?* In K. Walters (Chair) *What's New with CIP Model of Leadership Research?* Symposium submitted to the 2020 Society for Industrial and Organizational Psychology Conference, Austin, TX.

Medeiros, K. E. (2020, April). *Sexual harassment.* In Kay, K., Campion, E., Gabriel, A., Golbodaghi, A., & Poepelman, T. (Chairs) Academic and Practitioner Roundtables. Alternative session submitted to the 2020 Society for Industrial and Organizational Psychology Conference, Austin, TX.

Rainone, N. A., Watts, L. L., McIntosh, T., Mulhearn, T., & **Medeiros, K. E.** (2020, April). The impact of happy and sad affective states on biases in ethical decision making. Poster submitted to the 2020 Society for Industrial and Organizational Psychology Conference, Austin, TX.

Bagdasarov, Z., MacDougall, A., Lauri, L., & **Medeiros, K. E.** (2020, April). *Examination of internships and ethical decision making among business students.* Poster submitted to the 2020 Society for Industrial and Organizational Psychology Conference, Austin, TX.

Medeiros, K. E. (2020, January). *Creativity, Ethics, & AI.* Address at the Human and Artificial Cognition Congress, Adelaide, Australia.

Medeiros, K. E. (2019, October). Chair, *Research on Prosocial and Job crafting.* Session presented at the Midwest Academy of Management Conference, Omaha, NE.

Damadzic, A., & **Medeiros, K. E.** (2019, October). *That was intense: The effects of case moral intensity on individual awareness and judgment.* Paper presented at the Midwest Academy of Management Conference, Omaha, NE.

Farro, A., Powell, G. N., Chiu, C. Y., Griffith, J., Trainer, H., Carter, D. R., Chan, E., Cullen-Lester, K., D'Innocenzo, L., Frear, K., Hekman, D. R., Jones, J. M., Kukenberger, M., & **Medeiros, K. E.** (2019, August). *Gender as a substantive variable in leadership studies: Individual and team level perspectives.* Presented at the 79th Annual Meeting of the Academy of Management Conference, Boston, MA.

Medeiros, K. E., MacDougall, A., & Damadzic, A. (2019, June). *Ethics in the creative process: Exploring ethical framing and timing on ethical and creative outcomes.* Poster presented at the 6th World Conference on Research Integrity, Hong Kong, China.

- Medeiros, K. E.**, Griffith, J. A., Crayne, M., & Antonik, C. (2019, April). *Hit me with your best plot: Presenting science with impact*. Alternative session presented at the 2019 Society for Industrial and Organizational Psychology Conference, Washington, DC.
- Watts, L. L., Gray, B. E., & **Medeiros, K. E.** (2019, April). *Side effects in I-O psychology research and practice*. Alternative session presented at the 2019 Society for Industrial and Organizational Psychology Conference, Washington, DC.
- Medeiros, K. E.**, Griffith, J. A., & MacDougall, A. (2019, April). *The academic job market*. Panel session in the Doctoral Consortium at the 2019 Society for Industrial and Organizational Psychology Conference, Washington, DC.
- Mulhern, T. J., McIntosh, T. J., Watts, L. L., & **Medeiros, K. E.** (2019, April). *Ethical issues are closer than they appear: A pilot training on ethical blindspots*. Poster presented at the 2019 Society for Industrial and Organizational Psychology Conference, Washington, DC.
- McIntosh, T. J., Watts, L. L., Mulhern, T., & **Medeiros, K. E.** (2019, April). *Antecedents of professional misconduct: Situational constraints and personal biases*. Poster presented at the 2019 Society for Industrial and Organizational Psychology Conference, Washington, DC.
- Medeiros, K. E.** (2019, January). *Look what you made me do; The science behind (un)ethical leadership*. Keynote address at the 2018 Ethics and Leadership Conference, The University of Texas at Arlington, Arlington, TX.
- Watts, L. L., McIntosh, T., Gibson, C., Mulhern, T. J., **Medeiros, K. E.**, Mecca, J., & Cohen-Charash, Y. (2018, October). *Mild affective shifts and creativity*. Poster presented at the 2018 Southern Management Association Conference, Lexington, KY.
- Dutta, T., Watts, L. L., **Medeiros, K. E.**, McIntosh, T. J., & Mulhern, T. J. (2018, August). *The impact of age and gender on biases in ethical decision making*. Poster presented at the 2018 International Personnel Assessment Conference, Alexandria, VA.
- Medeiros, K. E.**, & Rice, O. P. (April, 2018). *Why are you doing that?: Exploring motivations for CSR engagement*. Poster presented at the 33rd annual conference of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Watts, L.L., **Medeiros, K. E.**, McIntosh, T. J., Mulhern, T. J., Patel, K. R., & Rothstein, E. (April, 2018). *Biases in ethical decision making: A nomological network*. Poster presented at the 33rd annual conference of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Mulhern, T. J., Watts, L. L., McIntosh, T. J., & **Medeiros, K. E.** (April, 2018). *Measuring biases in ethical decision making: A novel approach to studying ethics*. Poster presented at the 33rd annual conference of the Society for Industrial-Organizational Psychology, Chicago, IL.
- Griffith, J., & **Medeiros, K. E.** (August, 2017). Training that transfers: Exploring sexual assault prevention that works. In F. Afiouni, C. M., Karam, & B. D. Mercalfe (Co-Chairs) *Sexual harassment at the workplace and beyond: Exploring perspectives from around the globe*. Presented at the 77th annual Academy of Management conference, Atlanta, GA.

- McIntosh, T. J., **Medeiros, K. E.**, Mason, C., & Green, K. (May, 2017). *Donkeys or elephants: Assessing the impact of political affiliation on hiring decisions*. Presented at the 29th annual Association for Psychological Science conference, Boston, MA.
- Mumford, M. D., Mulhearn, T. J., Steele, L., Watts, L. L., Connelly, S., & **Medeiros, K. E.** (May, 2017). Major types of ethics education and their effectiveness. Presented at the 5th *World Conference on Research Integrity*, Amsterdam, Netherlands.
- Mumford, M. D., Watts, L. L., Steele, L., Mulhearn, T. J., **Medeiros, K. E.**, & Connelly, S. (May, 2017). Modeling the effectiveness of RCR education. Presented at the 5th *World Conference on Research Integrity*, Amsterdam, Netherlands.
- Medeiros, K. E.**, Mecca, J. T., & Watts, L. L. (April, 2017). *Tell me about it: Making the case for case-based RJPs*. Poster presented at the 32nd annual Society for Industrial-Organizational Psychology conference, Orlando, FL.
- Medeiros, K. E.**, Johnson, G., Steele, L. M., Mumford, M. D. (April, 2017). *It's about time: How constraints influence creative problem solving*. Poster presented at the 32nd annual Society for Industrial-Organizational Psychology conference, Orlando, FL.
- Griffith, J. A., Gibson, P. C., **Medeiros, K. E.**, MacDougall, A. E., & Hardy, J. H. (April, 2017). Begin with the end in mind: Rethinking outstanding leadership outcomes. In J. B. Lovelace (Chair), *The CIP model of leadership: Research advancements and new directions*. Presented at the 32nd annual Society for Industrial-Organizational Psychology conference, Orlando, FL.
- Steele, L. M., Watts, L. L., **Medeiros, K. E.**, McIntosh, T. J., Mulhearn, T., & Mumford, M. D. (April, 2017). Leading for innovation: A multilevel meta-analysis. In L. M. Steele (Chair), *Leadership and innovation: New theoretical and empirical developments*. Presented at the 32nd annual Society for Industrial-Organizational Psychology conference, Orlando, FL.
- Medeiros, K. E.**, Steele, L. M., Crayne, M., & Green, K. (October, 2016). *Moral self-efficacy: Does it predict performance?* Invited talk at the University of Texas at Arlington.
- Watts, L. L., Steele, L. M., Song, H., **Medeiros, K. E.**, Partlow, P., & Gibson, P. C. (April, 2016). *Re-examining the relationship between need for cognition and creativity*. Poster presented at the 31st annual Society for Industrial-Organizational Psychology conference, Anaheim, CA.
- Medeiros, K. E.**, Watts, L. L., Mulhearn, T., Steele, L. M., Mumford, M. D., & Connelly, S. (March, 2016). Let's get ethical: A meta-analytic review of business ethics education from 1988 to 2015. Poster presented at the 2016 University of Oklahoma Student Research & Creativity Day, Norman, OK.
- Mecca, J. T., **Medeiros, K. E.**, Giorgini, V. D., Gibson, P., Mumford, M. D., & Connelly, S. (April, 2015). *Biases and compensatory strategies: The efficacy of a training intervention*. Poster presented at the 30th annual Society for Industrial and Organizational Psychology conference, Philadelphia, PA.
- Steele, L. M., Johnson, G., & **Medeiros, K. E.** (April, 2015). *Rethinking creative self-efficacy: Moving beyond creativity stereotypes*. Poster presented at the 30th annual Society for Industrial and Organizational Psychology conference, Philadelphia, PA.
- Medeiros, K. E.** (March, 2015). *Not too much, not too little: The influence of constraints on creative problem solving*. Presented at the World Creativity Forum, Oklahoma City, OK.

Mumford, M. D., & **Medeiros, K. E.** (August, 2014). *Leaders words and meaning: But meaning for who?*
Presented at the Academy of Management conference, Philadelphia, PA.

Medeiros, K. E., Mecca, J. T., Gibson, P. C., Giorgini, V. D., Mumford, M. D., Devenport, L., & Connelly, S. (May, 2013). *Common biases in the ethical decision making of university faculty*. Poster presented at the World Conference on Research Integrity, Montreal, Canada.

Mecca, J., Giorgini, V., Gibson, C., **Medeiros, K. E.**, Connelly, S., Devenport, L., & Mumford, M. (April, 2012). *The effects of ethical guidelines on ethical decision making in the science*. Presented at the American Association for the Advancement of Science, Tulsa, OK.

Lovelace, J. B., **Medeiros, K. E.**, Hetrick, A. L., & Hunter, S. T. (April, 2012). *Leaders influencing creative performance throughout the creative process*. Poster presented at the 27th annual Society of the Industrial and Organizational Psychology conference, San Diego, CA.

TEACHING EXPERIENCE

The University of Nebraska at Omaha

- Creativity (Executive Education) Spring 2020
- Organizational Behavior (MBA) Fall 2019, Spring 2020
- Organizational Behavior (Online MBA) Summer 2019
- Organizational Behavior (Online Undergraduate) Fall 2019, Spring 2020

The University of Texas at Arlington

- Leadership (Graduate) Spring 2018, 2019
- Psychometric Theory (Graduate) Fall 2017, 2018
- Employee Selection (Graduate) Spring 2017, 2018, 2019

The University of Central Oklahoma

- Principles of Management (Online) Summer 2016
- Organizational Behavior Spring 2016
- Organizational Behavior (Online) Fall 2015
- Business Ethics Fall 2015, Spring 2015

The University of Oklahoma

- Responsible Conduct of Research & Professional Ethics (Graduate) Fall 2011-Summer 2016
- Introductory Statistics for Psychology Majors Fall 2014
- Introductory Statistics for Non-Psychology Majors (Online) Summer 2014

INDUSTRY ENGAGEMENTS

Training Development and Facilitation, <i>Metropolitan Community College</i>	2019-Present
Affiliate Researcher, <i>Prevention Innovations Center at The University of New Hampshire</i>	2018-Present
Co-founder and Consultant, <i>Ethics Advantage</i>	2016-Present
Contractor, <i>Cengage Learning</i>	Summer 2019
Contractor, <i>Tenex Health</i>	Spring 2015
Research and Development Intern, <i>Hogan Assessments</i>	2014-2015
Staffing Intern, <i>NBC Universal</i>	Fall 2009
Human Resource and Development Center Intern, <i>Pennsylvania State University</i>	Summer 2010

AWARDS & COMMENDATIONS

Gettys Award – Outstanding Student Researcher, <i>The University of Oklahoma</i>	Spring 2016
2 nd Place – Best Social Science Presentation, <i>The University of Oklahoma</i>	Spring 2016
Finalist – Best Student Submission, <i>SIOP's Flannigan Award</i>	Spring 2015
Harold Hinman Scholarship, Outstanding Undergraduate, <i>The Pennsylvania State University</i>	Fall 2010

REVIEWER ACTIVITY

The National Science Foundation	Spring 2017, Spring 2018, Summer 2018, Summer 2019
Frontiers in Organizational Psychology	Editorial Board Member
Journal of Business Ethics	Editorial Board Member
Journal of Creative Behavior	Adhoc Reviewer
European Journal of Work and Organizational Psychology	Adhoc Reviewer
Equality, Diversity, and Inclusion	Adhoc Reviewer
BMC Medical Education	Adhoc Reviewer
Canadian Journal of Higher Education	Adhoc Reviewer
Journal of Academic Ethics	Adhoc Reviewer
Social Sciences	Adhoc Reviewer
Accountability in Research	Adhoc Reviewer
Society for Industrial and Organizational Psychology Conference	Adhoc Reviewer
Midwest Academy of Management Conference	Adhoc Reviewer
Academy of Management Conference	Adhoc Reviewer

PROFESSIONAL SERVICE

Management Department Curriculum Committee, <i>University of Nebraska Omaha</i>	2019 - Present
President, <i>The University of Oklahoma I-O Alumni Association</i>	2016-2019
Scholarship Committee, <i>Women with Promise, Dallas, TX</i>	2018-2019
Colloquium Committee Chair, <i>University of Texas at Arlington</i>	2017-2019
Award and Scholarship Committee, <i>University of Texas at Arlington</i>	2016-2019
College of Science Awards Committee, <i>University of Texas at Arlington</i>	2018
Responsible Conduct of Research Steering Committee, <i>University of Texas at Arlington</i>	2016-2018
Social Chair, Psychology Graduate Student Association, <i>The University of Oklahoma</i>	2012-2014
Treasurer, Psychology Graduate Student Association, <i>The University of Oklahoma</i>	2011-2012
Recruitment Chair, I/O Program, <i>The University of Oklahoma</i>	2012-2014