

---

# TROY V. MUMFORD, PH.D.: VITA

---

Associate Professor  
Colorado State University  
Department of Management  
222 Rockwell Hall  
Fort Collins, CO 80523-1275

Tel. 970-491-7917  
Fax: 970-491-3522  
troy.mumford@colostate.edu

---

## EDUCATION

---

### **Purdue University**

*Doctor of Philosophy*  
Organizational Behavior/  
Human Resources Management

### **Brigham Young University**

*Bachelor of Science*  
Psychology, Cum Laude

---

## HONORS AND AWARDS

---

Influential Faculty Nomination, The Councils of Fraternity and Sorority Life (2015)  
Honors Prof Award Nominee, Colorado State University (2011, 2013)  
Most Influential Faculty Member Award Nominee, Colorado State University, Beta Gamma Sigma (2013)  
Top Cited Article 2007-2011 for Leadership Skills Strataplex Article published in *Leadership Quarterly*  
Best Teacher Award Nominee, Colorado State University Alumni Association & Student Alumni Connection (2009, 2010, 2011, 2012)  
Certificate of Appreciation, Colorado State University Men's Basketball Team (2010)  
One of Best Papers of the Human Resource Management Division Program of the Academy of Management (2009)  
Best Article in *Leadership Quarterly* Nomination for 2007, Center for Creative Leadership, 2008  
Outstanding Publication in Organizational Behavior Award Nomination for 2006, OB Division, Academy of Management (2007)  
One of Best Papers of the Human Resource Management Division Program of the Academy of Management (2007)  
Teacher of the Year, Management and Human Resources Dept, College of Business, Utah State (2005 & 2006)  
One of Best Papers of the Human Resource Management Division Program of the Academy of Management (2003)  
Purdue Research Foundation (PRF) Summer Research Grant recipient (2001)  
Certificate for Distinguished Teaching (2000 & 2001)  
Robert W. Johnson Award for Distinguished Research Proposal (2000)  
Purdue Research Foundation (PRF) Research Grant recipient (1999-2000)  
Dauch Center for the Management of Manufacturing Enterprises (DCMME) Fellowship Award (1999-2000)  
One of Best Papers of the Organizational Behavior Division Program of the Academy of Management (1999)  
Outstanding Graduate Student Instructor Award recipient (1998)

---

## PEER REVIEWED PUBLICATIONS AND BOOK CHAPTERS

---

Meyer, R. D., Mumford, T. V., Burrus, C. J., Campion, M. A., James, L. R. (2014). Selecting Null Distributions when Calculating  $r_{wg}$ : A Tutorial and Review. *Organizational Research Methods*, 173, 324-345.

Mumford, T. V., Campion, M., & Campion, M. A. (forthcoming). Teams in Organizations: 10 Team Roles to Foster Team Effectiveness. In Elsbach, Kayes, & Kayes (Eds.), *Contemporary OB in Action*. Prentice Hall.

Mumford, T. V. (2013). Social Facilitation. In E. H. Kessler (Ed.), *Encyclopedia of Management Theory*. Thousand Oaks, CA: Sage.

- 
- Mumford, T.V. (2012). Whom to Believe: Recruiting Information Source Credibility and Utilization and Organizational Attractiveness. *Business and Management Research* 1(4) 63-80.
- Chandler, G., DeTienne, D. R., McKelvie, A., & Mumford, T.V. (2011) Causation and Effectuation Processes: A Validation Study. *Journal of Business Venturing* 26(3), 375-390.
- Mumford, T.V. (2010). Just Teams: The Relationship Between Team Roles, Fairness, and Performance. *Journal of the Academy of Business Education*, 11(1), 12-30.
- Mumford, T.V. (2009). Developing Performance Management Competence: An Exercise Leveraging Video Technology and Multi-source Feedback. *Journal of Management Education*, 33(5), 617-644.
- Mumford, T.V. (2009). Distributed Expertise and Mixed-motives in Teams: A Team Leadership Development Simulation. *Journal of Learning in Higher Education*, 5(1), 31-38.
- Mumford, T. V., Van Iddekinge, C. H., Morgeson, F. P., & Campion, M. A. (2008). The team role test: Development and validation of a team role knowledge situational judgment test. *Journal of Applied Psychology*, 93, 250-267.
- Garcia, M. F., Posthuma, R. A., Mumford, T.V., and Quiñones, M. (2008). The Five Dimensions of Pay Satisfaction in a Maquiladora Plant in Mexico. *Applied Psychology: An International Review*, 58 (4), 509-519.
- Mumford, T.V., Campion, M.A., & Morgeson, F.P. (2007). Leadership skills strataplex: Leadership skill requirements across organizational levels. *Leadership Quarterly*, 18, 154-166.  
Nominated for Best Article of 2007 by the Center for Creative Leadership.  
One of the top 5 of 38 articles published in *Leadership Quarterly* in 2007.  
Top Cited Article 2007-2011 *Leadership Quarterly*.
- Morgeson, F. P., Johnson, M. D., Medsker, G. J., Campion, M. A., & Mumford, T. V. (2006). Understanding reactions to job redesign: A quasi-experimental investigation of the moderating effects of organizational context on performance behavior. *Personnel Psychology*, 59, 333-363.  
Nominated for Outstanding Publication in Organizational Behavior Award for 2006 by the OB Division at the Academy of Management. Top 15 publications in top 10 OB journals for 2006.
- Mumford, T. V., Campion, M. A., & Morgeson, F. P. (2006). Situational judgment in work teams: A team role typology. In J. Weekley & R. Ployhart (Eds.), *Situational Judgment Tests*. Mahwah, NJ: Lawrence Erlbaum.
- Campion, M. A., Mumford, T. V., Morgeson, F. P., & Nahrgang, J. D. (2005). Work Redesign: Eight Obstacles and Opportunities. *Human Resource Management* 44 (4), 367-390.
- McEvoy, G., Hayton, J.C., Warnick, A., Mumford, T., Hanks, S. and Blahna, M., (2005). A competency-based model for developing human resource professionals. *Journal of Management Education*, 29 (3), 383-402.
- Morgeson, F. P., Mumford, T. V., & Campion, M. A. (2005). Coming full circle: Using research to address 27 questions about 360-degree feedback programs. *Consulting Psychology Journal: Practice and Research*, 57, 196-209.
-

## PEER/EDITOR REVIEWED PROCEEDINGS PUBLICATIONS

---

Mumford, T. V. & Mattson, M. (2009). Will Teams Work?: How The Nature Of Work Drives Synergy In Autonomous Team Designs. In G. Solomon, *Academy of Management Best Paper Proceedings*. Paper was among the top 10% of papers accepted in the HR Division.

Mumford, T.V., Iddekinge, C.V., & Campion, M.A. (2007). The Team Role Test: Development and Validation of a Team Role Knowledge Situational Judgment Test. In the *Academy of Management Best Paper Proceedings*. Paper was among the top 14 submissions to the HR Division.

Chandler, G., DeTienne, D. R., & Mumford, T.V. (2007). Causation and effectuation: Measure development and theoretical implications. In *Frontiers of Entrepreneurship Research*. Wellesley, MA: Babson College. Paper was among the top 40 submissions to the Babson College Entrepreneurship Research Conference.

Mumford, T. V., Campion, M. A., & Morgeson, F. P. (2003). A Leadership Skills Strataplex: Leadership Skill Requirements Across Organizational Levels. In D. H. Nagao, *Academy of Management Best Paper Proceedings*. Paper was among the top 8 of 235 submissions (3%) to the HR Division.

Matteson, M., Mumford, T.V., & Sintay, G.S. (1999). Taking Teams to Task: A Normative Model for Designing or Recalibrating Work Teams. In S. J. Havlovic, *Academy of Management Best Paper Proceedings*. Paper was among the top 30 of 308 submissions (10%) to the OB Division.

## RESEARCH UNDER REVIEW

---

Mumford, T.V., Hayton, J., Piperopoulos, P., & Franson, G. Strategy-Aligned Organizational Culture: An Investigation of Quality-centered Culture and its Relationship with Organizational Performance. (*Under Review: Production and Operations Management*).

Mumford, T.V., Hanks, S.H., & Alldredge, C. Strategically Managing Employee Benefits: Predictors of Benefit Choices. (*Revise and Resubmit: International Journal of Human Resource Management*).

## RESEARCH IN PROGRESS

---

Mumford, T.V. & Mattson, M. Work Synergy Potential: A Framework of Team Autonomy and Work. (*Target Journal: Group & Organization Management*).

Mumford, T.V. & Fugate, B.S. Quality Management Organizational Culture: A Strataplex View. (*Manuscript and Data (n=3000 across 20 orgs.) in Hand: Target Journal: JOM*).

Mumford, T.V. How Many Faces?: Leadership CSR Signaling Consistency and Organizational Performance. (*Data (n=450 orgs.) collection in process: Target Journal: AMJ*).

- Mumford, T.V. & Hartwell, C.J. Contextual Effects in Organizational Behavior: Evaluating Position Porosity by Leadership Strata (Data (n=1000 across 125 countries.) in Hand: Target Journal: *Academy of Management Journal*).
- Mumford, T.V. The Evolution of Leadership: Tracing Changes in Leadership Skill Requirements. (Data (n=19,000 across 25 years.) partially in Hand: Target Journal: *AMJ*).
- Mumford, T.V. Fugate, B. & Franson, G. Strategic Cultures: The Interplay of Artifacts and Values in Lean-manufacturing Organizations. (Data in Hand: Target Journal: *JOM*).
- Mumford, T.V., Maynard, T., Henle, C. Shared Team Role Cognitions and Their Relationship with Fairness and Conflict in Teams (Data in Hand: Target Journal: *JAP*).
- Mumford, T.V. & Hannon, J.M. The effect of HR reputation signals on organizational attractiveness: A policy-capturing approach. (Partial Manuscript: Target Journal: *Academy of Management Journal*).
- Mumford, T.V. Personality Based Drivers Performance Management Knowledge and Competency. (Data partially in Hand: Target Journal: *Personnel Psychology*).

---

## RESEARCH PRESENTATIONS

---

- Mumford, T.V., Maynard, M. T., & Henle, C. A. (2011). Shared Role Cognitions as Antecedents and Consequences of Justice, Conflict, and Performance in Teams. Paper presented at the 26<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Meyer, R. D., Mumford, T.V., & Campion, M.A. (2010). The Practical Consequences of Null Distribution Choice on  $r_{wg}$ . Presented at the 70<sup>th</sup> Annual meeting of the Academy of Management, Montréal, Canada.
- Mumford, T. V. & Mattson, M (2009). Will Teams Work?: How The Nature Of Work Drives Synergy In Autonomous Team Designs. Paper presented at the 69<sup>th</sup> Annual Meeting of the Academy of Management, Chicago, IL.
- Mumford, T. V. (2008). Team Roles and Fairness: Determinants of Individual and Team Performance. Paper presented at the 68<sup>th</sup> Annual Meeting of the Academy of Management, Anaheim, CA.
- Mumford, T. V., Van Iddekinge, C. H., & Campion, M. A. (2007). The team role test: Development and validation of a team role knowledge situational judgment test. Paper presented at the 67<sup>th</sup> Annual Meeting of the Academy of Management, Philadelphia, PA.
- Chandler, G., DeTienne, D. R., & Mumford, T.V. (2007). Causation and effectuation: Measure development and theoretical implications. Paper presented at the 27<sup>th</sup> Annual Babson College Entrepreneurship Research Conference, Madrid, Spain.
- Mumford, T.V., Hanks, S. and Alldredge, C. (2005). The Role of Individual Differences in Flexible Benefit Choices. Paper presented at the 47<sup>th</sup> Annual Mountain Plains Management Conference, Cedar City, UT.

- 
- Mumford, T.V. & Campion, M.A. (2005). The Use of  $r_{wg}$  as an Indicator of Interrater Agreement: Problems, Practices, and Prescriptions. Paper presented at the 65<sup>th</sup> Annual meeting of the Academy of Management, Honolulu, Hawaii.
- Mumford, T.V., Hayton, J., Franson, G. (2005). TQM-aligned organizational culture and its relationship with organizational performance. Paper presented at the 65<sup>th</sup> Annual meeting of the Academy of Management, Honolulu, Hawaii.
- Mumford, T.V. (2005). Enhancing HR/IR competency development: Case study using video and multi-source feedback. Paper presented at the 4<sup>th</sup> Conference on Innovative Teaching in Human Resources and Industrial Relations, Park City, UT.
- Goldberg, C., Kaplan, D., Marchese, M. Mumford, T.V., and Wadsworth, L. (2005). Using popular film and television as pedagogical tools in HR / IR. Paper presented at the 4<sup>th</sup> Conference on Innovative Teaching in Human Resources and Industrial Relations, Park City, UT.
- Johnson, M., Morgeson, F.P., Medsker, G.J., Campion, M.A., and Mumford, T.V., (2004). When Teams are More Effective than Workgroups. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Posthuma, R. A., Ibarreche, S., Mumford, T. V., and Quiñones, M. (2004) Employee Job Pursuit Intentions: Help-Wanted Advertisements for Mexican Maquiladora Workers. Paper presented at the 19<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Mumford, T.V., Campion, M.A., & Morgeson, F.P., (2003) The Development and Test of a Leadership Skills Strataplex: Leadership Skill Requirements across Organizational Levels. Paper presented at the 63<sup>rd</sup> Annual meeting of the Academy of Management, Seattle, WA.
- McEvoy, G., Hayton, J.C., Hanks, S., Mumford, T., Dryden, D., Warnick, A., and Blahna, M., (2003). Development & Application of a Competency-Based Model for Educating Graduate Students in Human Resource Management (With Implications for Undergraduate HR Programs). Paper presented at the Western Organization and Management Teaching Conference, Las Angeles, CA
- McEvoy, G., Hayton, J.C., Hanks, S., Warnick, A., Blahna, M., and Mumford, T. (2002). A Competency-based model for Developing Human Resource Professionals: A Customer-back Approach. Paper presented at the HR/IR Teaching Conference at Ohio State University, Columbus, OH
- Mumford, T.V. (2002). Team-Role Knowledge and its Relationship with Team-Role Performance. Paper presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario Canada.
- Mumford, T.V., Morgeson, F.P., & Campion, M.A. (2002). Research Answers to Common Questions in Implementing 360-Degree Feedback Programs. Paper presented at the 17<sup>th</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Ontario Canada.
- Matteson, M., Mumford, T.V., & Sintay, G.S. (1999). Taking Teams to Task: A Normative Model for Designing or Recalibrating Work Teams. Paper presented at the 59<sup>th</sup> Annual meeting of the Academy of Management, Chicago, IL.
-

- Mumford, T.V. (1999). Team leader resource and motive awareness: Guiding management teams of the future. Paper presented at the 4<sup>th</sup> Annual Midwest Leadership Teaching Conference, West Lafayette, IN.
- Mumford, T.V. (1999). Seven leverage points for making teams effective: Reviews and recommendations from Organizational Behavior. Paper presented at the 20<sup>th</sup> Annual Industrial/Organizational Behavior Graduate Student Conference, Fairfax, VA.
- Mumford, T.V. (1999). The influence of information source credibility on organizational attractiveness: A policy capturing approach. Paper presented at the 20<sup>th</sup> Annual Industrial/Organizational Behavior Graduate Student Conference, Fairfax, VA.
- Hannon, J.M., & Mumford, T.V. (1997). The effect of HR reputation signals on organizational attractiveness: A policy-capturing approach. Paper presented at A Conference about Corporate Image and Reputation, New York, NY.
- Mumford, T.V. (1997). The integrated motivation model: Combining the common concepts. Paper presented at the 18<sup>th</sup> Annual Industrial/Organizational Behavior Graduate Student Conference, Roanoke, VA.
- Mumford, T.V. (1997). Inductive prediction vs. deductive explanation: A theoretical discussion in the context of employee selection. Paper presented at the 18<sup>th</sup> Annual Industrial/Organizational Behavior Graduate Student Conference, Roanoke, VA.

#### **INVITED PRESENTATIONS**

---

- Mumford, T.V. (2014). Get Tethered: Connecting to Colleagues and Causes in Business, *Training* provided at the Fall 2014 VIP Management Club Meeting, Fort Collins, CO.
- Mumford, T.V. & Fugate, B. (2014). Entering the Strataplex: Recalibrating the Realities of Process Improvement Initiatives, *Research Report* provided at the 2014 SHINGO Conference, Sandusky, OH.
- Mumford, T.V. & Fugate, B. (2013). Are You Strataplexed?: Aligning Views of Process Improvement Initiatives, *Research Report* provided at the 2013 Supply Chain Forum, Fort Collins, CO.
- Mumford, T.V. (2013). Assessing Organizational Culture: SCOPE Data Analysis and Directions, *Technical Presentation* provided at the Shingo Prize for Operational Excellence Headquarters, Logan, UT.
- Mumford, T.V. & Sarason, Y. (2011). Lady Gaga and George Clooney: Bringing the Student's World into the Classroom to Facilitate Learning through Music and Movies. *Master Teacher Workshop* provided at the Colorado State University College of Business, Fort Collins, CO.
- Mumford, T.V. (2011). Four Acts – Twelve Scenes: Business Insights on Goal Setting & Planning via Leadership & Goal Setting. Training provided at the *Colorado Bar Association Leadership Training*, Denver, CO.
- Mumford, T.V. (2010). Four Acts – Twelve Scenes: Powerful Ideas Relating to Leadership, Goal Setting, and Planning. Training provided at the *Colorado Bar Association Leadership Training*, Denver, CO.

- Mumford, T.V. (2008). Leadership Strataplex: Move Up by Building Your Skills. Presented at the *Bridgerland Society for Human Resource Management Meeting*, North Logan, UT.
- Mumford, T.V. (2008). Putting Psychology to Work: Industrial and Organizational Psychology. Guest presentation for *Utah State University Chapter of Psi Chi, the National Honor Society in Psychology*, Logan, UT.
- Mumford, T.V. (2007). Leader Survival: Taking Charge by Letting Go. Training provided at *Transfer Leadership Conference*, Logan, UT.
- Mumford, T.V. (2006). Video in the Classroom. Training provided at *Management and Human Resources Department Brownbag*, Logan, UT.
- Mumford, T.V., Hanks, S. and Alldredge, C. (2005). Reading & Making Signs: How Employee Benefits Can Impact Workforce Composition. Presented at the *Bridgerland Society for Human Resource Management Meeting*, Providence, UT.
- Mumford, T.V. (2004). Action: Five Cinematic Cues for Directing a Balanced Life, *Saint Benedicts Family Medical Center Management Retreat*, Wellsville, UT.
- McEvoy, G., Warnick, A., and Mumford, T.V. (2004). HR Competencies for the Future: Taking HR to the Next Level. Paper presented at the *Human Resource Association of Central Utah April Luncheon*, Provo, UT.
- McEvoy, G., Warnick, A., and Mumford, T.V. (2004). HR Competencies for the Future: Taking HR to the Next Level. Paper presented at the *Salt Lake Society for Human Resource Management March Luncheon*, Salt Lake City, UT.

---

#### **TEACHING-RELATED PUBLICATIONS AND PRESENTATIONS**

---

- Mumford, T.V., (2006, September). Video in the Classroom. Training provided at *Management and Human Resources Department Brownbag*, Logan, UT.
- McEvoy, G., Hayton, J.C., Warnick, A., Mumford, T., Hanks, S. and Blahna, M., (2005). A competency-based model for developing human resource professionals. *Journal of Management Education*, 29 (3), 383-402.
- McEvoy, G., Warnick, A., and Mumford, T.V. (2004, April). HR Competencies for the Future: Taking HR to the Next Level. Paper presented at the *Human Resource Association of Central Utah April Luncheon*, Provo, UT.
- McEvoy, G., Warnick, A., and Mumford, T.V. (2004, March). HR Competencies for the Future: Taking HR to the Next Level. Paper presented at the *Salt Lake Society for Human Resource Management March Luncheon*, Salt Lake City, UT.
- Mumford, T.V. (2005). Enhancing HR/IR competency development: Case study using video and multi-source feedback. Paper presented at the *4<sup>th</sup> Conference on Innovative Teaching in Human Resources and Industrial Relations*, Park City, UT.

Goldberg, C., Kaplan, D., Marchese, M. Mumford, T.V., and Wadsworth, L. (2005). Using popular film and television as pedagogical tools in HR / IR. Paper presented at the *4<sup>th</sup> Conference on Innovative Teaching in Human Resources and Industrial Relations*, Park City, UT.

McEvoy, G., Hayton, J.C., Hanks, S., Mumford, T., Dryden, D., Warnick, A., and Blahna, M., (2003). Development & Application of a Competency-Based Model for Educating Graduate Students in Human Resource Management (With Implications for Undergraduate HR Programs). Paper presented at the *Western Organization and Management Teaching Conference*, Las Angeles, CA

McEvoy, G., Hayton, J.C., Hanks, S., Warnick, A., Blahna, M., and Mumford, T. (2002). A Competency-based model for Developing Human Resource Professionals: A Customer-back Approach. Paper presented at the *HR/IR Teaching Conference at Ohio State University*, Columbus, OH

Mumford, T.V. (1999, March). Team leader resource and motive awareness: Guiding management teams of the future. Paper presented at the *4<sup>th</sup> Annual Midwest Leadership Teaching Conference*, West Lafayette, IN.

---

## **UNIVERSITY AND COLLEGE SERVICE**

---

Management Department, Multi-section Course Coordinator, MGT 320 and MGT 305, 2008-2015

College of Business, MBA 360 Review Committee, Committee Member, 2014

Commencement Name Reader, Fall 2012, Spring 2015

College of Business, Book Across the Curriculum, Selection Committee Member, 2013-2015

Commencement Martial, Spring 2013

Management Department Representative, College of Business Ramplified Event for incoming students, 2012 and 2013.

External member of Faculty Search Committee for the Organizational Learning, Performance and Change Program in the School of Education, 2012-2013.

Undergraduate Core Review Committee, College of Business, Colorado State University, 2011-2012. Evaluated core business curriculum to ensure it met current and future needs of students, companies, and communities.

COB Research Lab Committee, College of Business, Colorado State University, 2010-2013. Aided in the design and implementation of research lab for COB.

Search Committee, College of Business, Colorado State University, 2008. Assisted in the search, recruiting, and selection process for OB position.

College of Business Curriculum, Learning Goals, Expectations, and Assessment Committee, Utah State University, 2004-2008.



Advisory Board Meeting, College of Business, Utah State University, April 2004. Facilitated meeting of the advisory board to gain input on College of Business learning goals.

A-Team, MHR Department, Utah State University, 2002-2008. Assisted in restructuring curriculum and socialization activities and evaluations to support HR competency model.

Computer committee, College of Business, Utah State University, 2002-2003. Assisted in the restructuring of the Management and Human Resources Department website.

Library committee, College of Business, Utah State University, 2003-2004.

Introduced keynote and other speakers at Partners in Business program for Human Resources Management (2), and Operations (2). Utah State University, 2002-2004.

Contribution to data collection acknowledge in: Goodman, J. S., Wood, R.E., and Hendrickx, Margaretha (2004). Feedback Specificity, Exploration, and Learning, *Journal of Applied Psychology*, 89 (2), 248–262.

Department representative for commencement ceremony, 2006.

Department representative for Scholar Day Reception, 2007.

University Graduation Marshal, College of Business, Fall 2007.

---

## **PROFESSIONAL ACTIVITIES AND AFFILIATIONS**

---

Editorial Board Member: Academy of Management Review

Editorial Board Member: Group and Organization Management

Advisory Board: Sustainability, Ethics, and Entrepreneurship (SEE)

Ad-Hoc Reviewer: Harvard Business School Publishing

Ad-Hoc Journal Reviewer: Journal of Applied Psychology

Ad-Hoc Journal Reviewer: Journal of Business Venturing

Ad-Hoc Journal Reviewer: Personnel Psychology

Ad-Hoc Journal Reviewer: Human Resource Management

Ad-Hoc Journal Reviewer: Journal of Business and Psychology

Ad-Hoc Journal Reviewer: European Journal of Work and Organizational Psychology

Conference Reviewer: Academy of Management – Human Resource Management Division

Conference Reviewer: Academy of Management – Organizational Behavior Division

Conference Reviewer: Society for Industrial/Organizational Psychologists

Conference Reviewer: Innovative Teaching in HR/IR Conference

Academy of Management (1996-2013)

American Psychological Association (1996-2008)

Society for Industrial and Organizational Psychology (2001-2009, 2011)

Society for Human Resource Management (2002-2007) – PHR Certified

Krannert Graduate Student Association Secretary (1998-2001)