

Curriculum Vitae

Robert T. Hitlan, Ph.D.
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EDUCATION:

The University of Texas, El Paso, El Paso, TX
Ph.D. (2002), Social Psychology / Human Behavior In Organizations (HBIO)

Illinois State University, Normal, IL
M.S. (1997), Experimental Psychology

The University of Toledo, Toledo, Ohio
B.A. (1993), Psychology

BOOKS/JOURNALS (Edited Volumes/Special Issues):

Hitlan, R. T. (Ed.) (under contract, 2026). *Ostracism and Social Dynamics: Antecedents, Consequences, and Interventions*. Nova Publishers.

Hitlan, R. T., & Estrada, A. (Co-Guest Editors). (2026). The Impact of Workplace Harassment on Employee Well-Being. *Behavioral Sciences*, 16.

BOOK CHAPTERS (Peer-Reviewed):

Hitlan, R. T. (to be published 2026). A Multilevel Appraisal-Response Model of Exclusion (MARME): An Integrative Biopsychosocial Framework. In R. T. Hitlan (Ed.), *Ostracism and Social Dynamics: Antecedents, Consequences, and Interventions*, Nova Scientific Publishing.

PEER-REVIEWED ARTICLES:

* student co-author

Hitlan, R. T., Dobersek, U., Terry F. Pettijohn III, McCutcheon, L., Locker, L., & Williams, J. (2026). The Dark Triad, Emotional Regulation, and Celebrity Admiration. *Current Psychology*.

Hitlan, R. T. (2026). Sexual and Bystander Harassment Among Part-Time Employees: Effects on Work Attitudes, Stress, and Withdrawal. *Behavioral Sciences*, 16(1), 17; <https://doi.org/10.3390/bs16010017>

Hitlan, R. T., Shabahang, R., McCutcheon, L., Aruguete, M., Wolfe, W., and Rivardo, M. (2023). Negative Judgements about Beautiful Women's Sex Lives and Self-esteem. *North American Journal of Psychology*, 25, 305-320.

Hitlan, R. T., McCutcheon, L. E., Volungis, A., Joshi, A., Clark, C. B., & Pena, M. (2021) Social desirability and the celebrity attitude scale. *North American Journal of Psychology*, 23, 105-114.

Hitlan, R. T. (2020). Social exclusion and Health: The buffering effects of perceived social support. *North American Journal of Psychology*, 22, 309-330.

- DeSoto, M. C. & **Hitlan, R. T.** (2015). Can Dual Hormones Ever Duel? Neuroendocrine Interactions During Social Exclusion. *North American Journal of Psychology*, 17, 555-574.
- Hitlan, R. T.**, Zarate, M. A., Kelly, K., & DeSoto, M. C. (2015). Linguistic ostracism causes prejudice: Support for a serial mediation effect. *Journal of Social Psychology*, 1-15.
- DeSoto, M. C., & **Hitlan, R. T.** (2013) Professional opinion on the question of changes in autism incidence. *Open Journal of Psychiatry*, 3.
- DeSoto, M. C., & **Hitlan, R. T.** (2012). Fish consumption advisories and the surprising relationship to prevalence rate of developmental disability as reported by public schools. *Journal of Environmental Protection*, 1579-1589.
- DeSoto, M. C., & **Hitlan, R. T.** (2012). Synthetic folic acid supplementation during pregnancy may increase risk of developing autism. *Journal of Pediatric Biochemistry*, 2, 251-261.
- DeSoto, M. C., **Hitlan, R. T.**, *Deol, R. S., & *McAdams, D. (2010). Testosterone fluctuations in young men: The difference between interacting with like and not-like others. *Evolutionary Psychology*, 8, 173-178.
- DeSoto, M. C., & **Hitlan, R. T.** (2010). Sorting out the spinning of autism: Heavy metals and the question of incidence. *Acta Neurobiologiae Experimentalis*, 70, 165-176.
- Hitlan, R. T.**, & Noel, J. M. (2009). The Influence of Workplace Exclusion and Personality on Counterproductive Workplace Behaviors: An Interactionist Perspective. *European Journal of Work and Organizational Psychology*, 18, 477-502.
- Hitlan, R. T.**, Pryor, J. B., Hesson-McInnis, M. S., & *Olson, M. (2009). Antecedents to gender harassment: An analysis of person and situation factors. *Sex Roles: A Journal of Research*
- DeSoto, M. C. & **Hitlan, R. T.** (2008). Concerning blood mercury levels: A need to clarify. *Journal of Child Neurology*, 23, 463-465.
- DeSoto, M. C., & **Hitlan, R. T.** (2007). Blood levels of mercury are related to diagnosis of autism: A reanalysis of an important data set. *Journal of Child Neurology*, 22, 1321-1323.
- Walsh, B. M., & **Hitlan, R. T.** (2007). Organizational stress: Investigating the impact of dual harassment experiences on appraisal and outcomes. *North American Journal of Psychology*, 9, 331-346.
- Hitlan, R. T.**, Carrillo, K., Aikman, S. N., & Zarate, M. A. (2007). Attitudes toward immigrant groups and the effects of the 9/11 terrorist attacks. *Peace and Conflict: Journal of Peace Psychology*, 13, 1-18.
- Hitlan, R. T.**, Schneider, K. T., & Walsh, B. (2006). Upsetting behavior: Reactions to personal and bystander sexual harassment experiences. *Sex Roles: A Journal of Research*, 55, 187-195.
- Hitlan, R. T.**, Clifton, R. J., & DeSoto, M. C. (2006). Perceived Exclusion in the Workplace: The Moderating Effects of Gender on Work-Related Attitudes and Psychological Health. *North American Journal of Psychology*, 8, 217-236.
- Hitlan, R. T.**, Kelly, K., Schepman, S., Schneider, K. T., & Zarate, M. A. (2006). Language Exclusion and the Consequences of Perceived Ostracism in the Workplace. *Group Dynamics: Theory, Research, and Practice*, 10, 56-70.
- Zarate, M. A., Garcia, B., Garza, A. A., & **Hitlan, R. T.** (2004). Cultural threat and perceived realistic group conflict as predictors of attitudes towards Mexican immigrants. *Journal of Experimental Social Psychology*, 40, 99-105.
- Schneider, K. T., & **Hitlan, R. T.**, & Radhakrishnan, P. (2000) An examination of the nature and correlates of ethnic harassment experiences in multiple contexts. *Journal of Applied Psychology*, 85(1), 3-12.

NON-PEER REVIEWED*** student co-author**

Hitlan, R. T. (2009) Misogyny. *Encyclopedia of Gender and Society*. Sage Publications

Hitlan, R. T. (2007). The Ringelmann Effect. In R. Baumeister and K. D. Vohs (Ed.), *Encyclopedia of Social Psychology*. Sage Publications

Hitlan, R. T. (2007, August 1). Attitude Measures: Past Present and Future [Review of the book - Implicit measures of Attitudes]. *PsycCritiques—Contemporary Psychology: APA Review of Books*, 52 (No. 31), Article 6.

Hitlan, R. T. (2006, November 8). Workplace Violence and Aggression: The Dark Side Organizations [Review of the book - Handbook of Workplace Violence]. *PsycCritiques—Contemporary Psychology: APA Review of Books*, 51 (No. 45), Article 9.

Hitlan, R. T. & DeSoto, M. C. (2006, March 8). The pros and cons of growing up in the electronic age [Review of the book Imagination and Play in the Electronic Age]. *PsycCritiques—Contemporary Psychology: APA Review of Books*, 51 (No. 10), Article 17.

DeSoto, M. C., & **Hitlan, R. T.** (2005, October 26). Transgender, transsexual, or intersexual: A plight by any other name would tell as tragic [Review of the book The Riddle of Gender: Science Activism, and Transgender Rights]. *PsycCritiques—Contemporary Psychology: APA Review of Books*, 40 (No. 43), Article 8.

Estrada, A. X., Berggren, A. W., **Hitlan, R. T.**, & Schneider, K. T. (1999). Sexual harassment of female officers and cadets in the Swedish Armed Forces. In M. Dansby (Ed.), Proceedings of the Defense Equal Opportunity Management Institute, 3. DEOMI: Cocoa Beach, FL.

*Clifton, R. J., **Hitlan, R. T.**, *Peterson, K., & DeSoto, M. C. (2005). Gender differences in exclusion: Aggression, perceived fairness, and organizational citizenship behaviors. Annual Proceedings of the 2004 CSBS research conference, University of Northern Iowa.

*Harden, J., & **Hitlan, R. T.** (2005). Predicting antisocial workplace behaviors: Examining the interaction between workplace exclusion and personality. Annual Proceedings of the 2004 CSBS research conference, University of Northern Iowa.

MANUSCRIPTS IN PROGRESS:

Hitlan, R. T. Workplace Harassment: The consequences of experiencing multiple types of harassment.

Hitlan, R. T. Social exclusion and risk-taking behavior

Hitlan, R. T. The relation between social exclusion and deceptive behavior: Investigating Differential Need Fulfillment

Hitlan, R. T. Is bad stronger than good...well sometimes: Examining the relations between acceptance and ostracism on behavior and psychological well-being.

Hitlan, R. T. et al. Workplace Exclusion and Deviance: The Mediating Role of Psychological Need-Threat

Hitlan, R. T. Linguistic ostracism: Consequences for Intergroup Relations

Hitlan, R. T. et al. The Moderating Role of Neuroticism on the Cognitive and Behavioral Costs of Workplace Exclusion.

CONFERENCE PRESENTATIONS:***student co-author**

- *Naylor, P., *Kelly, Q., *Rainwater, R., & **Hitlan, R. T. (April, 2026)**. Psychological Threat as a Mediator Between Workplace Exclusion and Deviance. Poster accepted for presentation at the 98th Annual Meeting of the Midwestern Psychological Association (MPA), Chicago, IL (April 16-18)
- *Kelly, Q., *Rainwater, R., *Naylor, P., & **Hitlan, R. T. (April, 2026)**. Cognitive and Behavioral Costs of Workplace Exclusion: Does Neuroticism Matter?. Poster accepted for presentation at the 98th Annual Meeting of the Midwestern Psychological Association (MPA), Chicago, IL (April 16-18)
- *Rainwater, R., *Naylor, P., *Kelly, Q., & **Hitlan, R. T. (April, 2026)**. Attachment Style Moderates the Relation between Exclusion and Psychological Health. Poster accepted for presentation at the 98th Annual Meeting of the Midwestern Psychological Association (MPA), Chicago, IL (April 16-18)
- Shorey, A., Hitlan, R. T., DeSoto, M. C., & Lentfer, H. (2020). Baseline Endocrinological Activation Predicts Music Listening Behavior. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- Shorey, A., Hitlan, R. T., DeSoto, M. C., & Lentfer, H. (2020). Investigating Musical Genre in Predicting Baseline Endocrinological Levels. Poster to be presented at the New York State School Music Association (NYSSMA) Winter conference, Rochester, NY.
- Desoto, M.C., **Hitlan, R. T.**, *Lentfer, H., & *Shorey, A. (2020). Baseline testosterone as an individual difference variable that predicts reactions during group interactions. Poster to be presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA.
- *Lentfer, H, **Hitlan, R. T.**, DeSoto, M. C., & *Shorey, A. (2020). Ostracism, cortisol, and intergroup interactions. Poster to be presented at annual meeting of the Society for Personality and Social Psychology, New Orleans, LA
- *Shorey, A., **Hitlan, R. T.**, Desoto, M. C., & *Lentfer, H. (2020). Baseline endocrinological activation predicts music listening behavior
- Pieper, D., DeSoto, C., & Hitlan, R. T. (April, 2018). Personality predictors of avoiding meat: It is not just vegetarians. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.
- Ng, A. M. L., Dreesman, S., Arsiwala, D., **Hitlan, R. T.**, & Desoto, M. C. (2017). Sleep and mental health outcomes: The moderating role of neuroticism and openness to experience. Poster to be presented at the Annual conference of the Midwestern Psychological Association, Chicago, IL.
- Hitlan, R. T.**, & DeSoto, M. C. (2015). Can duel Hormones Duel? Poster presented at Human Behavior and Evolution Annual Conference, Columbia, Mo.
- DeSoto, M.C., **Hitlan, R. T.**, Salinas, M., Hollenberg, B., & Rigdon, O. (2015). HPA and personality: Bad idea to control for sex differences. Talk presented at Human Behavior and Evolution Annual Conference, Columbia, Mo.
- *Salinas, M. & **Hitlan, R. T.** (2014). Social exclusion and health: Examining the relations among social exclusion, cortisol, C-reactive protein, and psychological and physical well-being. Poster to be presented at the 15th annual meeting of the Society for Personality and Social Psychology, Austin, TX.
- *Salinas, M, & **Hitlan, R. T.** (2013) The moderating role of social support on the relation between social exclusion and health correlates. Poster to be presented at the 22nd annual national McNair research conference and graduate fair, Milwaukee, WI.
- *Salinas, M. & **Hitlan, R. T.** (November, 2013). The interaction between social exclusion and personality on psychological and physical health among young adults. Poster to be presented at the 23rd Annual Tri-State (COE) Undergraduate Psychology Research Conference. Cedar Rapids, IA.

- *Salinas, M. (August, 2013 - McNair Scholar Mentor: **Dr. Robert T. Hitlan**). Does social support matter? Examining the role of social support on the relation between social exclusion and psychological and physical health. Oral presentation presented at the UC Berkley McNair Symposium, Berkeley, CA.
- *Lyons, W., **Hitlan, R. T.**, *Peterson, J., & DeSoto, M. C. (Jan. 2013). Intercultural communication apprehension and prestige. Poster presented at the annual meeting of the Society for Personality and Social Psychology, New Orleans, LA
- Quezada, S. A., **Hitlan, R. T.**, *Shenberger, J. M., & Zarate, M. A. (2012). The extreme of a continuum: how cultural inertia predicts responses to immigration in a stable U.S. community. Poster presented at the 13th annual meeting of the Society for Personality and Social Psychology, San Diego, CA.
- Hitlan, R. T.** DeSoto, M. C, *Doel, R, *McAdams, D. (January, 2011). The effects of social exclusion and similarity on group relations: The role of hormones. Poster presented at the Annual Meeting of the Society for Personality and Social Psychology, San Antonio, TX.
- **Deol, R.S. (with M.C. DeSoto and **R. T. Hitlan** faculty sponsors) Testosterone and exclusion. CSBS 2010 Student Research Conference, Oral presentation.
- **First Place Award Winner**
- *Deol, R. S., *McAdams, D. L., *Palmonio, A., **Hitlan, R. T.**, DeSoto, M. C. (2009). Friendly outgroups and the effect on Testosterone change. Poster presented at the annual meeting of the Human Behavior in Evolution Society. Fullerton, CA.
- *McAdams, D. L., *Deol, R. S., *Palomo, A., DeSoto, M. C., & **Hitlan, R. T.** (2009). Racial bias mediated by testosterone change. Poster presented at the annual CSBS Research Conference, Cedar Falls, IA.
- *Deol, R. S., *McAdams, D. L., & *Palomo, A., DeSoto, M. C., & **Hitlan, R. T.** (2009). In-group/out-group interactions mediate testosterone change. Poster presented at the annual CSBS Research Conference, Cedar Falls, IA.
- Hitlan, R. T.**, & *Redlinger, P. (2009). Coping with exclusion. Poster presented at the annual meeting of the Midwestern Psychological Association conference, Chicago, IL
- Hitlan, R. T.** & *Noel, J. M. (April, 2009). The relation between perceived exclusion, personality, and counterproductive work behavior. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New Orleans, LA.
- Hitlan, R. T.** & DeSoto, M. C. (February, 2009). The Relation between testosterone, and social dominance orientation. Poster presented at the annual meeting of the Society for Personality and Social Psychology conference, Tampa, FL.
- *Walsh, B. M. & **Hitlan, R. T.** (April, 2008) Convergent and discriminant validity of the workplace exclusion scale. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.
- Hitlan, R. T.**, & *Noel, J. M. (January, 2007) Workplace exclusion: An interactionist perspective. Poster presented at the annual meeting of the Society for Personality and Social Psychology conference, Memphis, TN.
- Hitlan, R. T.**, Schneider, K.T., & *Walsh, B. M. (May, 2006). The impact of personal and bystander harassment experiences on appraisal. Poster presented at the annual meeting of the Midwestern Psychological Association conference, Chicago, IL
- *B. M. Walsh & **Hitlan, R. T.** (March, 2006). The Impact of Sexual and Bystander Harassment on Female Employees' Physical Health. Poster presented at the annual meeting of the Iowa Psychological Association.
- Hitlan, R. T.**, Schneider, K. T., & *Walsh, B. M. (2005). Upsetting behavior: Reactions to personal and bystander sexual harassment experiences. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

- Hitlan, R. T., & Schneider, K. T.** (January, 2006). The impact of multiple harassment stressors on psychological distress using the SCL-90. Poster presented at the annual meeting of the Society for Personality and Social Psychology conference, Palm Springs, CA.
- *Cliffon, R. J., **Hitlan, R. T.**, DeSoto, M. C. (April, 2005). Workplace ostracism: Examining the moderating effects of gender on workplace attitudes and psychological health. Poster presented at the University of Northern Iowa's CSBS Student Research Conference, Cedar Falls, IA.
- *Baker, L. A., *Vickroy, L. M., **Hitlan, R. T.**, MacLin O. H., DeSoto M. C., Williams J. E., & MacLin, M. K. (April, 2005). Criminality and its effects on perceptions of sexual harassment. Poster presented at the University of Northern Iowa's CSBS Student Research Conference, Cedar Falls, IA.
- Hitlan, R. T.**, Kelly, K., Zarate, M. A. (2005, January). The effects of language-based exclusion on mood and expressed prejudice. Poster presented at the annual conference for the Society for Personality and Social Psychology (SPSP), New Orleans, LA
- *Baker, L. A., *Vickroy, L. M., **Hitlan, R. T.**, MacLin, O. H., DeSoto, M. C., Williams, J. E., & MacLin, M. K. (March, 2005). The effects of appearance on perceptions of sexual harassment. Poster presented at the American Psychology-Law Society, La Jolla,
- Hitlan, R. T.**, & *Harden, J. M. (2004, April). The impact of workplace exclusion and personality on workplace attitudes and behaviors. In K. T. Schneider (chair), Emerging workplace diversity issues: Ethnicity, bilingualism, and workplace exclusion. Symposium paper presented at the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Harden, J. & **Hitlan, R. T.** (2004, January). Predicting antisocial workplace behaviors: Examining the interaction between social exclusion and personality. Poster presented at the Society for Personality and Social Psychology (SPSP), Austin, TX.
- Hitlan, R. T.**, & *Harden, J. (2004, January). Exclusion at work: Examining the relation between exclusion and work-related attitudes and behaviors. In R. T. Hitlan & K. M. Kelly (Chairs), Broadening our perspective: New directions in the study of social exclusion and acceptance. Symposium presented at the Society for Personality and Social Psychology (SPSP), Austin, TX.
- Hitlan, R. T.**, & Zárate, M. A. (2003, April). Language exclusion: Its effects on psychological need-threat, workplace attitudes, and intergroup relations. In Bergman M. (Chair), Multiple identities and discrimination: Examining intersections of characteristics. Symposium presented at the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.
- Hitlan, R.T.**, Kelly, K. & Zárate, M.A. (2003, February). The Effects of Language-based Exclusion on Mood, and Psychological Threat. Poster presented at the annual meeting of the Society for Personality and Social Psychology conference, Los Angeles, CA.
- Zárate, M.A., **Hitlan, R. T.**, Garza, A., & Aikman, S. (2002, October). Attitudes toward Mexican and Arab immigrants as a function of the September terrorist attacks. Paper presented at the annual meeting of the Society for Experimental Social Psychology, Columbus, OH.

RESEARCH, GRANTS, AND CONTRACTS:

External Awards Received

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| 2011-2013 | Co-PI: Safeminds. Autism and Somali Immigrants (\$37,648) |
| 2011-2013 | Co-PI: CADE Foundation. Autism Among Somali. (\$80,000) |
| 2011 | Co-PI: Investigating the effects of mercury (via thimerosal and other sources) on ASD, AD, and ASD with regression: A reanalysis of the Price et al. (2010) vaccine safety data set collected by the Centers for Disease Control (CDC) (\$22,514) |

- 2007 PI: Russell Sage Foundation
The impact of traditional and language-based ostracism on group identification and intra and intergroup relations: Examining biological underpinnings (\$17,000, not-funded- Funding priorities changed)

Internal Awards Received

- 2021 (Spring) PDA: Professional Development Assignment Award
2017-2019 Capacity Building Grant (\$7,140)
2017 (Spring) PDA: Professional Development Assignment Award
2015 Summer Fellowship (8-weeks)
2013 Online Course Development – Psychological Statistics (\$4000)
2013 Summer Fellowship (8-weeks) UNI Provost (\$6,441)
2011-2013 Co-PI: Somali Autism Grant UNI Provost (\$16,000)
2012 Supplies/Major Equipment Funding – Salivary Immunoassay Lab (~\$73,000)
2012 Psychology 2301 (Applied Psychology) Online course Development (\$3000)
2011 Funding for the Development of a Salivary Immunoassay Laboratory (\$28,945.00)
2011 PDA: Professional Development Assignment Award
2010 Dean's May Challenge Grant
2010 UNI Minority Summer Research Program
2009 Summer Fellowship (8-weeks)
2008 Pilot Research Funding (The mediating effects of testosterone on the relation between social exclusion and social group attitudes and behavior)
2007 UNI Summer Fellowship (8-weeks) \$5517
2006 Carver Fellow: Graduate Geospatial Institute
2006 Project Grant from the College of Social and Behavioral Sciences
2005 UNI Faculty 2005 Summer Fellowship (4-weeks)
2003 UNI CSBS Dean's Research Grant
2003 Human Rights Workshop (Hosted by CSBS)

REVIEWING/PROFESSIONAL CONTRIBUTIONS:

- 2024 - Present Guest Editor, Behavioral Sciences, Special Issue – *The Impact of Workplace Harassment on Employee Well-Being* (October 31, 2025)
2019 – Present Editorial Board, Journal of Social Psychology
2012 - Present Business Strategies Series (Journal)
2012 – Present Psychology of Women Quarterly (Journal)
2011 – Present Military Psychology (Journal)
2010 – Present Applied Psychology (Journal)
2009 – Present Journal of Hospitality Management (Journal)
2008 – Present Sex Roles (Journal)
2008 – Present Basic and Applied Social Psychology (Journal)
2008 – Present Work and Stress (Journal)
2004 – Present Cultural Diversity and Ethnic Minority Psychology (Journal)
2009 – 2010 Journal of Social and Personal Relationships (Journal)
2009 – 2010 Applied Psychology: An International Perspective (Journal)
2007 – 2010 American Journal of Undergraduate Research (Journal)
2008 – 2009 Grant Proposal Reviewer, Harry Frank Guggenheim Foundation
2005 – 2010 North American Journal of Psychology (Journal)
2005 – 2010 Reviewer, Society for Industrial and Organizational Psychology Annual conference

PROFESSIONAL SERVICE:

- 2020-Present University Faculty Senate
2019-Present Interim Coordinator: Psychology Department Biometrics Laboratory
2015-Present Student Technology Fees Funding Committee

2015-Present	CSBS Graduate Research Award Committee
2015-2020	SONA – Participant Pool Coordinator
2013	Faculty Senate (Alternate – Kimberly MacLin)
2011	Reviewer: Seed Grant Competition Awards
2010 – Present	Director Psychoneuroendocrinology Laboratory (PNEL)
2010	Mentor – COR Summer Research Program for Minority Undergraduates
2009 – Present	CSBS Strategic Planning Committee (Member)
2009 – Present	Establishment of Robert Thomas Consulting Services, LLC. to provide consultation services to faculty, students, and the greater cedar valley on various projects involving statistical and organizational consulting.
2009 – 2010	Chair, Developmental Psychology Faculty Search Committee
2009	Doctoral Dissertation Assessor: Nikki Penhaligon – Univerity of Queensland
2008 – 2009	Chair, Health Psychology Search Committee
2007 – 2008	Tenure and Promotion Guidelines Committee (Member)
2007 – 2008	Department Head Search Committee (Member)
2007 – Present	University Judicial Committee (Member)
2007 – Present	Coordinator, Industrial/Organizational Psychology computer/research Laboratory
2007	APA Academic Career Workshop Entering the Academic Marketplace: Advise from Experts. Presented at the annual Midwestern Psychological Association Conference, Chicago, IL.
2005 – 2011	Employee Assistance Committee (Member)
2005 – 2010	Student Outcome Assessment Coordinator
2005 – 2007	Development and review of master email listing of current members of the Society of Industrial and Organizational Psychology for disseminating information about the UNI graduate area in Industrial and Organizational Psychology
2005 – 2006	Curriculum Review Committee
2004 – 2006	Faculty Senate (CSBS Representative)
2004	Invited Colloquium Speaker: University of Texas, El Paso
2003	Symposium moderator: Stereotyping and Prejudice, Midwestern Psychological Association
2003	Invited Colloquium speaker: Western Illinois University
2003	Interviewed by Jennifer Cramer-Williams of the Cedar Falls/Waterloo Courier for an article entitled, “Psychological approach to Human Resources Available to Business Community Workers”
2003	Reviewer for the College of social and behavioral Sciences Undergraduate Research conference
2003	Review, Outstanding Master’s Thesis Award