

Mateo Cruz, Ph.D.

Curriculum Vitae

Management Department
Bentley University
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EDUCATION

Ph.D., Columbia University, New York, NY

Area: Social-Organizational Psychology

Dissertation: Still, she rises: A multidimensional approach to the development of the Response Inventory to Stereotype-threatening Environments Questionnaire (RISE-Q)

Committee: Caryn J. Block, Ph.D., Debra A. Noumair, Ed.D., Brandon L. Velez, Ph.D., Oscar Holmes IV, Ph.D., & Stephanie Pfirman, Ph.D.

M.A., Columbia University, New York, NY

Area: Organizational Psychology

Concentration: Organizational Consultation & Change

B.A., University of Portland, Portland, OR

Area: Social Work

Minor: Psychology

ACADEMIC POSITIONS

- | | |
|----------------|-------------------------------------------------------------------------------------------------------|
| 2020 – present | Assistant Professor, Management Department
Bentley University |
| 2018 – 2020 | Lecturer, Management Department
Bentley University |
| 2016 – 2018 | Visiting Lecturer, Management Department
Bentley University |
| 2015 – 2016 | Graduate School Instructor, Department of Organization & Leadership
Columbia University |
| 2012 – 2016 | Adjunct Associate Professor, Department of Psychology
Barnard College |

RESEARCH INTERESTS

I study unconscious, invisible, and/or covert dynamics that occur in workplace contexts specific to diversity, equity, inclusion (DEI), and change. My goal is to advance scientific understanding about ways hidden dynamics between individuals and their organizations interact to influence career-related outcomes specifically for members of systemically marginalized groups. The purpose of my research is to inform evidence-based interventions in business and science careers.

PEER REVIEWED PUBLICATIONS

Cruz, M., & Nagy, N. (2022). Profiles in persistence: A latent profile analysis of coping strategies among women in the sciences. *Journal of Organizational Behavior*. [doi: 10.1002/job.2657](https://doi.org/10.1002/job.2657)

Cruz, M., & Golom, F. D. (2021). An open-systems approach to course redesign: Moving beyond the pulpit. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(4), 519-523. [doi:10.1017/iop.2020.89](https://doi.org/10.1017/iop.2020.89)

Block, C. J., **Cruz, M.,** Bairley, M. M., Harel-Marian, T., & Roberson, L. (2019). Inside the prism of an invisible threat: Shining a light on the hidden work of contending with systemic stereotype threat. *Journal of Vocational Behavior*, 113, 33-50. [doi: 10.1016/j.jvb.2018.09.007](https://doi.org/10.1016/j.jvb.2018.09.007)

Perry, E. L., Kulik, C. T., Golom, F. D., & **Cruz, M.** (2019). Sexual harassment training: Often necessary but rarely sufficient. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12(1), 89-92. [doi:10.1017/iop.2019.15](https://doi.org/10.1017/iop.2019.15)

MANUSCRIPTS UNDER REVIEW

Golom, F. D., **Cruz, M.,** Liberman, B. E., & Bilotta, I. Stereotypes of gay and lesbian managers: An integrated intersectional approach.

Steinfeld, L., **Cruz, M.,** Abbott, T. Hein, W., & Pierre-Louis, K. (2nd R&R). The upside down from the outside in: A systems analysis of the intersectional experiences of undergraduate business school students.

BOOK CHAPTERS AND RESEARCH MONOGRAPHS

Cruz, M., Davi, W. C., Pfirman Schlosser, M., & Soriano, M. J. T. (forthcoming) Teaching to transcend: A paradox perspective on transgender and nonbinary integration in the management classroom. In O. Holmes IV (Ed.) *Championing Diversity, Equity, and Inclusion: Effective Strategies to Lead, Teach, and Consult across Disciplines and Demographics*.

Cruz, M., Fong-Olivares, Y., Davi, W. C., Taveras, M. J. (2023). Adding the “J” for justice: How Executive Education can center social justice in diversity, equity, inclusion (DEI) training for corporate leaders. In J. Marques (Ed.) *The Palgrave Handbook of Fulfillment, Wellness, and Personal Growth at Work*. Palgrave Macmillan, Cham. https://doi.org/10.1007/978-3-031-35494-6_28

Cruz, M. (2023). Stereotype threat. In B. A. Ritter (Ed) *SAGE Business Foundations*. SAGE Publications, Inc. doi.org/10.4135/9781071923726

Cruz, M., Fong-Olivares, Y., & Davi, W. C. (2022) Brave dialogues: An essential leadership strategy to foster diversity, equity, and inclusion in organizations. In J. Marques and S. Dhiman's (Eds.) *Leading with Diversity, Equity, and Inclusion - Approaches, Practices and Cases for Integral Leadership Strategy*. Future of Business and Finance (FBF) Book Series, pp. 123-135. [doi.org: 10.1007/978-3-030-95652-3_8](https://doi.org/10.1007/978-3-030-95652-3_8)

Golom, F. D., & **Cruz, M.** (2021). Context-levels-culture: A diagnostic framework for consulting to diversity, equity, and inclusion change in organizations. In A. B. Shani & D. A. Noumair (Eds.), *Research in Organizational Change and Development* (Vol. 29), Emerald Publishing Limited, Bingley, pp. 201-234. doi.org/10.1108/S0897-30162021000029009

CONFERENCE PROCEEDINGS

Pervez, A., **Cruz, M.,** Nagy, N., & Lo, K. D. (2023). An examination of workplace demands and resources among trans/nonbinary employees. *Academy of Management Proceedings* (2023)1. <https://doi.org/10.5465/AMPROC.2023.19536abstract>

Shani, A. B....Worley, C. (2022). Research in Organizational Change and Development: Conversations with ROCD 28, 29 and 30 authors. *Academy of Management Proceedings* (2022)1. doi.org/10.5465/AMBPP.2022.14106symposium

Konrad, A. M., **Cruz, M.,** Dutz, R., Randel, M. S., Woddhams, C., Alves, T. C. L., Galvin, B. M., Goh, K., Ouslis, N., & Parker, S. (2020). Storming the last bastions: Women entering high prestige male-dominated occupations. *Academy of Management Proceedings* (2020)1. doi.org/10.5465/AMBPP.2020.12409symposium

Golom, F. D., Bilotta, I., Liberman, B. E., & **Cruz, M.** (2020). The role of success information in changing stereotypes of gay and lesbian managers. *Academy of Management Proceedings* (2020)1. doi.org/10.5465/AMBPP.2020.21633abstract

Golom, F. D., Liberman, B. E., & **Cruz, M.** (2019). Gay and lesbian managerial stereotypes: A ten year comparison across two studies. *Academy of Management Proceedings* (2019)1. doi.org/10.5465/AMBPP.2019.17771abstract

Sanky, C., Faller, R., **Cruz, M.,** Reidenberg, J. S., & Laitman, J. T. (2018). Enhancing anatomy education through student-led team dynamics initiatives. *The FASEB Journal*, 32(4), 233. doi.org/10.1096/fasebj.2018.32.1_supplement.233.3

CASES

Chang, E. H., & **Cruz, M.** (in prep). Designing for inclusion: Strand Therapeutics creates a blueprint for STEM start-up's. *Harvard Business Publishing*.

POPULAR PRESS

Cruz, M. (2023, April 26). Five human skills that AI can't replace (yet). *Bentley Magazine*, Summer 2023 Issue. <https://www.bentley.edu/magazine/human-ai-skill>

INTERNAL & EXTERNAL FUNDING

2023 Co-PI, "Unlocking the Power of Diversity, Equity, and Inclusion with a Scalable Pedagogical Approach" (\$322,000), Davis Educational Foundation (*not funded*)

2023 Health Thought Leadership Network (HTLN) Seed Funding (\$2,500)

2022 Social Justice Faculty Fellow, Bentley Service Learning and Civic Engagement Center (\$3,500)

2022 Summer Research Assistant, Valente Center Student UG Research Assistantship Program at Bentley University (120 hours)

2022 Early Educator Institute (EEI) Scholarship (travel & fees), Management & Organizational Behavior Teaching Society (MOBTS)

2022 Faculty Affairs Committee, Research Grant, (\$2,500), Bentley University

2022 Racial Equity Course Development Grant (\$1,000), Bentley University

2021 PI, Intersectional Interdisciplinarity in STEM (\$30,000), Arizona State University

2022 Graduate Research Assistant (120 hours), The Valente Center for Arts & Sciences at Bentley University

2021 Co-PI, Reducing Inequality (\$560,000), William T. Grant Foundation (*not funded*)

2020 The Bentley Research Grant (\$4,865), Bentley University

2020 Summer Research Grant (competitive) (\$10,000), Bentley University

2020 PI, The Provost's Doctoral Dissertation Grant (\$8,500), Columbia University

2018 Valente Seminar Series on Intersectionality Fellowship (\$3,500), The Jeanne & Dan Valente Center for Arts & Sciences at Bentley University

2017 Summer Research Grant (competitive) (\$10,000), Bentley University

2017 Deans' International Travel Grant (\$1,800), Bentley University

2015 Doctoral Institute Scholarship, Organizational Behavior Teaching Society

2012 The Dean's Grant for Student Research (\$3,500), Columbia University

2011 Fellowship for Teaching & Diversity (\$3,500), Columbia University

2010 Arthur Zankel Urban Fellowship (\$10,000), Columbia University

RECOGNITION & AWARDS

2024 *Recipient*, The Dr. Earl L. Avery MLK Leadership Award, The Office of Diversity and Inclusion at Bentley University

2023 *Recipient*, Innovation in Teaching Award, Bentley University

2023 *Recipient*, Faculty Initiate of the Year, Delta Sigma Pi

2021 *Recipient*, Innovation in Teaching Award, Bentley University

2021 *Recipient*, Best Scholarly Capstone, Mengyao Lu (Faculty Advisor: Mateo Cruz, PhD), Bentley University

2020 *Recipient*, Joseph M. Cronin Award for Excellence in Academic Advising and Mentoring, Bentley University

2018 *Nominee*, The K. Patricia Cross Future Leaders Award, Association of American Colleges & Universities (AAC&U)

SELECTED CONFERENCE PRESENTATIONS

2024

Cruz, M., DuBois, H. T. (accepted). Trans inclusion: A candid conversation with trans and nonbinary experts. Panel to be presented at the 2024 Society for Industrial Organizational Psychology (SIOP) Annual Conference, Chicago, IL.

Cruz, M. (accepted). Get on the balcony!: Adapting Interpersonal Process Recall (IPR) as an experiential method to increase reflective listening skills. Session to be presented at the Management and Organization Behavior Teaching Society (MOBTS) conference in Salem, MA.

Cruz, M., Fong-Olivares, Y., & Penn, K. (accepted). Expanding the frame: Embedding group relations pedagogy into diversity, equity, and inclusion work with corporate leaders. Belgirate VIII - A New Climate for Group Relations. Olhão, Portugal.

2023

Daniels, D., Chiodini, S., & **Cruz, M.** (2023, November 3). A universal design for faculty-led international learning. Faculty-staff presentation at Diversity Abroad, Chicago, IL.

Pervez, A., **Cruz, M.,** Nagy, N., & Lo, K. D. (2023, August 7). An examination of workplace demands and resources among trans/nonbinary employee. Paper presented at the Academy of Management (AOM) Annual Meeting, Boston, MA.

Sargent, A. C., **Cruz, M.,** Cooper, E., Bowes-Sperry, L., Zhu, X., Schneider, N., & Yadav, M. (2023, August 4). Transforming our teaching: Integrating DEI into the business core. PDW presented at the Academy of Management (AOM) Annual Meeting, Boston, MA.

Dubois, H. T., Casper, W. J., Thoroughgood, C. N., & **Cruz, M.** (2023, August 8). The impact of pronouns and gender fair language in the workplace. Symposium presented at the Academy of Management (AOM) Annual Meeting, Boston, MA.

2022

Shani, A. B., Noumair, D. A....Golom, F. D., **Cruz, M.** (2022, August 9). Research in Organizational Change and Development: Conversations with ROCD 28, 29 and 30 authors. Paper presented at the Academy of Management (AOM) Annual Meeting, Seattle, WA.

Fong-Olivares, Y., **Cruz, M.,** & Davi, W. (2022, July 20). Can business leaders learn social justice?: The disruptive role of Critical Race Theory-informed social justice pedagogy in executive education. Paper presented at the 2022 Equality, Diversity, & Inclusion (EDI) Conference, Cape Town, South Africa.

Pervez, A., **Cruz, M.**, Lo, K. D. (2022, July 19). An exploratory study of trans* experiences with job demands and resources. Paper presented at the 2022 Equality, Diversity, & Inclusion (EDI) Conference, Cape Town, South Africa. (Best Paper Award Nomination)

Steinfeld, L., Abbott, T., & **Cruz, M.**, Pierre-Louis, K. (2022, July 8). Coping with intersectional oppressions: Consumers' experience of the neoliberal- imperialist white-supremacist capitalist patriarchy of business schools. Paper presented at The Consumer Culture Theory 2022 Conference, Corvallis, OR.

2021

Gonzalez, C. B., Gavino, M., Martinez, P., Alsua, C. J., Portocarrero, F., Pacheco, D., **Cruz, M.** (moderator) (2021, August 3). Filling the void: Researching our Latinx experience. PDW presented at the Academy of Management (AOM) Annual Meeting, virtual.

Cruz, M., & Block, C. J. (2021, April 14). Still, she rises: A multidimensional approach to the development of the response inventory to stereotype-threatening environments questionnaire (RISE-Q). Paper presented at the 2021 Society for Industrial Organizational Psychology (SIOP), Annual Meeting, virtual.

Cruz, M. (2021, August 26) Think manager, think straight?: The content of gay & lesbian managerial stereotypes. Paper presented at the 2021 Bentley University Research Showcase.

2020

Konrad, A. M., & **Cruz, M.** (2020, August 6). Storming the last bastions: Women entering high prestige male-dominated occupations. Symposium presented at the Academy of Management (AOM) Annual Meeting, virtual.

Golom, F. D., Bilotta, I., Liberman, B. E., & **Cruz, M.** (2020, August 6). The role of success information in changing stereotypes of gay and lesbian managers. Paper presented at the Academy of Management (AOM) Annual Meeting, virtual.

2019

Schwartz, H. M., Van Esch, C., **Cruz, M.**, Holmes, O. IV., Messer, T., Anteby, M., & Gonzalez, C. B. (2019, August 9). LGBTQQIA+ inclusion in the Academy of Management: Understanding AoM as an inclusive organization. Panel presented at the Academy of Management (AOM) Annual Meeting, Boston, MA.

Cruz, M., & Block, C. J. (2019, June 23). Invisible threats: Contending with systemic stereotype threat in STEM. Paper presented at the Society for the Psychological Study of Social Issues (SPSSI) Conference, San Diego, CA.

2018

Perry, E. L., Golom, F. D., Block, C. J., **Cruz, M.**, Noumair, D. A., & Ferdman, B. M. (2018, August 11). Moving beyond he said/she said: A systemic approach to sexual harassment in organizations. PDW presented at the Academy of Management (AOM) Conference, Chicago, IL.

Sanky, C., Newman, D., **Cruz, M.**, Laitman, J. T., & Fallar, R. (2018, June 20). From individual to team member: Enhancing anatomy education through student-led team dynamics initiatives. Paper presented at the CUNY School of Medicine's Medical Education Subway Summit 2018, New York, NY.

Sanky, C., Newman, D., **Cruz, M.**, Laitman, J. T., & Fallar, R. (2018, April 24). From individual to team member: Enhancing anatomy education through student-led team dynamics initiatives. Paper presented at the Icahn School of Medicine at Mount Sinai's Institute for Medical Education - Education Research Day 2018, New York, NY.

Sanky, C., Faller, R., **Cruz, M.**, Reidenberg, J., & Laitman, J. (2018, April 23). Enhancing anatomy education through student-led team dynamics initiatives. Paper presented at the American Association of Anatomists Annual Meeting, San Diego, CA.

2017

Cruz, M., & Davi, W. (2017, June 30). Building strategies, bridging differences: An intersectional dialogue about individual and institutional strategies to advance (all) women at work. PDW presented at the 10th annual Equality, Diversity, & Inclusion (EDI) Conference at Brunel Business School, London, UK.

2016

Cruz, M. (2016, November 5). Career navigation under conditions of stereotype threat: Examining strategies and long-term response patterns. Paper presented at the Association of American Colleges & Universities Annual Transforming STEM Education Conference, Boston, MA.

Invited Research Talks

Cruz, M. (2022, September). Profiles in Persistence: Ways Women Thrive in Male-Dominated STEM Careers. Paper presented at Amherst College, Amherst, MA.

Cruz, M. (2019, October). When Men Choose Silence: An Anatomy of Male Allyship in Tech. Paper presented at Harvard University School Engineering & Harvard Business School, Boston, MA.

Cruz, M. (2019, February). Inside the Prism of an Invisible Threat. Paper presented at Arizona State University, Phoenix, AZ.

Cruz, M. (2018, March). Career Navigation Under Conditions of Stereotype Threat: Examining Strategies and Long-Term Response Patterns. Paper presented at Susquehanna University, Selinsgrove, PA.

MEDIA COVERAGE

(2023, January). "[Why DEI Matters More than Ever.](#)" Bentley University Newsroom.

(2022, October). "[Inclusivity in Action.](#)" Bentley University Newsroom.

(2022, June 10). "[The 3 P's of Pride.](#)" Bentley University Newsroom.

(2021, October 7). "[Peer Perspectives on Inclusion: Student-Led Workshops Spark Conversations About DEI Issues In — And Outside — The Workplace.](#)" Bentley University Newsroom.

(2021, May 25). "[Hidden Costs: Mengyao Lu '21 Explores Gender Barriers Facing Women in Finance.](#)" Bentley University Newsroom.

(2021, January 13). "[Response to Systemic Stereotype Threat.](#)" The Academic Minute: A WAMC National Production.

TEACHING EXPERIENCE

Undergraduate Teaching

Human Behavior & Organizations, Bentley University

- Introductory course in organizational behavior (class size = 36 students)
- Taught: Fall 2016, Spring 2017, Fall 2017, Spring 2018, Fall 2018, Spring 2019, Fall 2019, Spring 2020, Fall 2020, Summer 2021, Fall 2021
- Average Student Course Evaluations: 5.9 / 6.00

Managing Diversity in the Workplace, Bentley University

- Advanced management course on DEI and organization change (class size = 36 students)
- Taught: Summer 2021, Fall 2021, Spring 2022, Fall 2022, Spring 2023, Fall 2023, Spring 2024
- Average Student Course Evaluations: 5.9 / 6.00

Interpersonal Relations in Management, Bentley University

- Communications intensive on interpersonal skills and application (class size = 25 students)
- Taught: Spring 2022, Fall 2022, Spring 2023, Fall 2023, Spring 2024
- Average Student Course Evaluations: 5.95 / 6.00

Diversity, Equity, Inclusion & Social Justice in South Africa: Consulting to Cross-Cultural Organizational Change

- Faculty-led international course for UG (class size = 18 students)
- Place-based intensive on DEI, Social Justice, & Organization Change in South Africa
- Taught: Spring 2023, Spring 2024
- No course evaluations

Organizational Psychology, Barnard College

- Introductory course in I-O psychology (class size = 40 students)
- Taught: Fall 2011, Spring 2012, Fall 2012, Spring 2013, Fall 2013, Spring 2014, Fall 2014, Spring 2015, Fall 2015, Spring 2016
- Average Student Course Evaluations: 4.9 / 5.00

Industrial-Organizational Psychology, Hunter College

- Introductory course in I-O psychology (class size = 40 students)
- Taught: Fall 2010, Spring 2011
- Average Student Course Evaluations: 5.00 / 5.00

Graduate Teaching**Introduction to Action Research in Education, Columbia University**

- Applied research methods applied for private school leaders (M.Ed) (class size = 50 students)
- Taught: Summer 2015, Fall 2015
- No course evaluations

Introduction to Research Methods in Education, Columbia University

- Introductory research methods course for private school leaders (M.Ed) (class size = 50 students)
- Taught: Summer 2015, Fall 2015
- No course evaluations

UNIVERSITY AND PROFESSIONAL SERVICE

Department

2022 – 2023	DEI Curriculum Committee for MG116
2022 – 2023	Member, Assurance of Learning (AOL) for MG240
2022 –	Faculty Advisor, Research Assistant
2022	Member, OB Tenure Track Search Committee
2021 – 2022	Member, Organizational Behavior Curriculum Revision Committee
2021 –	Faculty Mentor (“Buddy”), GB215/MG116 Teaching Team
2020 – 2021	Member, Diversity, Equity, & Inclusion (DEI) Ad Hoc Committee
2018 – 2020	Member, Management Teaching Committee
2017	Member, Team Project Review Subcommittee
2017	Member, Assurance of Learning (AOL) for GB215
2016	Member, GB215 Teaching Team

University

2023	Event Organizer, Global Storytelling for Change with Common Good Co.
2023	Member, Emerging Alumni Leader Award Committee
2022 – 2023	Social Justice Faculty Fellow, Bentley Service Learning and Civic Engagement Center
2022 – 2023	Committee Member, Learning Management System (LMS) Implementation
2021 – 2022	Committee Member, Strategic Planning (Positioning & Partnerships)
2021 – 2022	Faculty Advisor, Alpha Psi Omega (National Theatre Honor Society)
2021	Committee Member, Associate Dean of DEI Search
2020 – 2021	Capstone Advisor, The Bentley Honors Program
2020 – 2021	Design Team Member, The Racial Healing Practice Challenge
2020 – 2021	Faculty Advisor, The Bentley Investment Group (BIG) D&I Committee
2020 – 2021	Committee Member, Racial Justice Task Force (Assessment & Evaluation)
2019	Convocation Speaker, Remarks from the Faculty
2019	Faculty Mentor, Valente Center Undergraduate Research Program
2019	Baccalaureate Speaker, Remarks from the Faculty
2018 – 2019	Committee Member, Core Values Advisory Group, Office of the President
2018 –	Faculty Advisor, The Center for Women and Business
2018	Team Coach, Deans' Case Competition
2017 –	Faculty Advisor, Delta Sigma Pi (Professional Business Fraternity)

Campus Presentations (Bentley University)

2024	Workshop design & facilitation MLK Day of Social Justice Workshop design & facilitation Rainbow Scholars
2023	Guest lecturer Hogan Derailers, MG240 (Professor Susan Vroman) Workshop design & facilitation BSLCE, Program Manager Training Workshop design & facilitation Culture Fest Panel moderator African Students Association Guest lecturer Organizational Theory (Executive Ph.D. Program) Guest speaker Delta Sigma Pi Poster Presentation Research Showcase Guest lecturer Gender and Politics Worldwide (Professor Bonnie Field) Panel design & participation Trans & Nonbinary Inclusion, BTLC Program design & facilitation (2 events) Social Justice Series, BSLCE Workshop design & facilitation Delta Sigma Pi
2022	Panel design & moderation Bentley Consulting Association Program design & facilitation (3 events) Social Justice Series, BSLCE Panel moderation Annual Giving and Advancement Relations Workshop design & facilitation Delta Sigma Pi Workshop design & facilitation Annual Giving and Advancement Relations Retreat design & co-facilitation The Office of Diversity & Inclusion Keynote speaker Pride Flag Raising Event Faculty panelist The Bentley Learning & Teaching Council Keynote speaker Rainbow Graduation, Gender and Sexuality Student Programs Guest lecturer Gender and Politics Worldwide (Professor Bonnie Field)

- Guest speaker | Coming Full Circle (CFC)
Presentation | Positioning & Partnerships Strategic Planning Committee
- 2021 Workshop co-design and co-facilitation | Alpha Psi Omega
Program co-design & co-facilitation | The Racial Justice Healing Practice Challenge
Faculty panelist | Office of Undergraduate Admission
Workshop design and facilitation | Gender and Sexuality Student Programs Office
- 2020 Program co-design & co-facilitation | The Racial Justice Healing Practice Challenge
Faculty presentation | DEI Ad-Hoc Committee, Management Department
Panelist | FirstGen Presidential Fellows
- 2019 Retreat design & co-facilitation | The Office of Diversity & Inclusion
Workshop design & co-facilitation | Teaching Colloquium sponsored by the LTC
Workshop design & co-facilitation | Teaching Committee, Management Department
- 2018 Research presentation | The Jeanne & Dan Valente Center for Arts & Sciences
Retreat design & co-facilitation | Health Thought Leadership Network
Co-design and co-facilitation | Office of the President
Faculty panelist | Delta Sigma Pi Professional Business Fraternity
Panel moderator | Global Business Ethics Symposium
Workshop design & facilitation | The Career Services Center
- 2017 Panelist | The Multicultural Center (MCC)

Field

- 2024 Committee Member, Saroj Parasuraman Award for Outstanding DEI Publication, *Academy of Management*
- 2023 Ad Hoc Reviewer, *Journal of Organizational Behavior*
- 2023 Ad Hoc Reviewer, *Group Processes and Intergroup Relations*
- 2023 SAGE Business Education (Biz), Editorial Board Member
- 2022 Ad Hoc Reviewer, *Equality, Diversity, and Inclusion: An International Journal*
- 2021 Ad Hoc Reviewer, *International Journal of Human Resources Development and Management*
- 2021 Ad Hoc Reviewer, *Communications Earth & Environment* (Nature Research)
- 2020 Ad Hoc Reviewer, *Journal of Geoscience Education*

Community

- 2023 – Senior Advisor, HealthiER research lab at Mount Sinai Health Systems
- 2023 – Executive Board Member, GLSEN National
- 2023 Featured Performer, *We are Waltham: True Stories, Real People*
- 2021 – 2023 Field Placement Site Supervisor (Psy.D. practicum), William James College
- 2021 ERG Strategic Advisor (pro bono), “Mujeres” at Northrop Grumman
- 2018 – DEI Strategic Advisor (pro bono), Strand Therapeutics, Inc.
- 2017 – 2018 Advisory Board Member (pro bono), Vitality Teaming (Escape Entertainment)
- 2017 – 2018 Faculty Advisor, Icahn School of Medicine at Mount Sinai
- 2008 – 2013 Advisory Board Member, Somos Familia (Founding Member)

ORGANIZATIONAL CONSULTATION, TRAINING & INSTRUCTIONAL DESIGN

- 2024 Leadership Accelerator, Executive & Professional Education at Bentley University
Albert Einstein College of Medicine, Leadership through Teamwork, Bronx, NY
- 2023 Harvard Business School, Professional Development Workshop, Cambridge MA
Verve Therapeutics (x2), Professional Development Workshop, Boston, MA
American Accounting Association, Invited Webinar, Virtual
Fidelity, Professional Development Workshop, Virtual
Fidelity, Professional Development Workshop, Nashua, NH
Gearing Up, Workshop Design & Delivery (x2), Waltham, MA
Boston Children's Hospital, Keynote for Pride Celebration, Boston, MA
John Hancock Financial, Professional Development Workshop, Waltham, MA
Loyola University, Department of Psychology, Virtual
Beacon Pointe Advisors, DEI Diagnosis for Change Readiness, Boston, MA
Energy Box, Johannesburg, South Africa
Vuuma Collaborations, Johannesburg, South Africa
- 2022 HubSpot, Executive Education, Virtual
Amherst College, Professional Development Workshop, Amherst, MA
NuMat Technologies, DEI Diagnosis for Change Readiness, Virtual
- 2021 Adrenaline Agency, DEI Diagnosis for Change Readiness, Waltham, MA
Northrop Grumman, Professional Development Workshop, Virtual
Decoded Advertising, Professional Development Workshop, Virtual
Group Relations Conference Columbia University, Virtual
- 2020 John Hancock Financial, Professional Development Workshop, Waltham, MA
Deloitte, Professional Development Workshop, New York, NY
- 2019 Fidelity, Professional Development Workshop, Waltham, MA
Deloitte, Professional Development Workshop, New York, NY
- 2018 The Commonwealth Institute, Professional Development Workshop, Boston, MA
athenahealth, Workshop Design & Facilitation, Watertown, MA
athenahealth, Program Design & Facilitation, Watertown, MA
The New York Academy of the Sciences, Webinar Design & Facilitation, Virtual
- 2017 Lockheed Martin, Program Design and Co-Facilitation, Atlanta, GA
Group Relations Conference Boston College, Boston, MA
The New York Academy of the Sciences, Program Design & Facilitation, NY
- 2016 Columbia University, Process Consultant, New York, NY (2012 – 2016)
Stanley M. Isaacs Neighborhood Center, Executive Coach, New York, NY

2015 Columbia Business School, Leadership Coach, New York, NY
The New School, Workshop Design & Co-Facilitation, New York, NY
Tiffany & Co, Process Consultant, New York, NY
West Point, Orientation Facilitator, New York, NY

CERTIFICATION

Hogan Leadership Forecast Series
Fundamental Interpersonal Relations Orientation-Behavior (FIRO-B Test)
Principles and Practices of Organization Development (PPOD), Columbia University

PROFESSIONAL AFFILIATIONS

American Psychological Association
Academy of Management (DEI; CAR)
Center for Positive Organizations' (CPO) Community of Scholars
Consortium of Higher Education LGBT Resource Professionals
Health Thought Leadership Network, Bentley University
Management Faculty of Color Association, Inc.
Management & Organizational Behavior Teaching Society
Society for Industrial-Organizational Psychology
The Ph.D. Project