

SEAN EDMUND ROGERS, Ph.D., SPHR, SHRM-SCP

Spachman Professor of Human Resources and Labor Relations
Associate Professor of Management
College of Business
University of Rhode Island
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EDUCATION

M.S.L. (Master of Studies in Law)

Wake Forest University School of Law, Winston-Salem, NC

Ph.D. in Industrial Relations and Human Resources

Rutgers University, School of Management and Labor Relations, New Brunswick, NJ

Ed.M. in Human Resource Development

University of Illinois at Urbana-Champaign, College of Education

M.B.A. in Aviation

Embry-Riddle Aeronautical University, College of Business, Daytona Beach, FL

B.S. in Aviation Business Administration

Embry-Riddle Aeronautical University, College of Business, Daytona Beach, FL

PROFESSIONAL CERTIFICATIONS

Senior Professional in Human Resources (SPHR)

HR Certification Institute

SHRM Senior Certified Professional (SHRM-SCP)

Society for Human Resource Management

ACADEMIC & RESEARCH APPOINTMENTS

University of Rhode Island, College of Business, Kingston, RI

- **Spachman Professor of Human Resources and Labor Relations**, 07/2018–Present
- **Associate Professor of Management**, 07/2018–Present
- **Acting Research Director**, Charles T. Schmidt Jr. Labor Research Center, 10/2018–Present

U.S. Coast Guard Academy, Department of Management, New London, CT

- **Visiting Scholar**, 06/2019–08/2019

Cornell University, SC Johnson College of Business, School of Hotel Administration – Ithaca, NY

- **Assistant Professor of Employment Relations, Human Resources, and Law**, 07/2015–06/2018
- **Faculty Fellow**, Cornell Institute for Healthy Futures, 11/2015–06/2018

New Mexico State University, College of Business – Las Cruces, NM

- **Director**, Ph.D. Program in Management, 07/2014–07/2015
- **Assistant Professor of Management**, 08/2013–07/2015

Universidad de La Salle – Bogotá, Colombia

- **Visiting Professor**, 06/2014

University of New Mexico, Anderson School of Management – Albuquerque, NM
- **Visiting Assistant Professor of Organizational Studies**, 08/2012–05/2013

Rutgers University, School of Management and Labor Relations – New Brunswick, NJ
- **Graduate Research and Teaching Assistant**, 09/2008–07/2012

U.S. Army Research Institute for the Behavioral and Social Sciences – Aberdeen Proving Ground, MD
- **Research Fellow**, 12/2010–08/2011

Embry-Riddle Aeronautical University, College of Business – Daytona Beach, FL
- **Research Assistant**, NASA Small Aircraft Transportation System (SATS), 02/2002–12/2002

CORPORATE WORK EXPERIENCE

US Airways – Tempe, AZ
- **Senior Financial Analyst**, 07/2007–08/2008

America West Airlines/US Airways – Tempe, AZ
- **Senior Analyst – Strategic Pricing**, 09/2005–07/2007

ATA Airlines – Indianapolis, IN
- **Senior Analyst – Network Planning**, 08/2004–09/2005

United Parcel Service – San Diego, CA
- **Industrial Engineering Planner**, 01/2004–08/2004

AirTran Airways – Orlando, FL
- **Intern – Schedule Planning**, 01/2001–04/2001

MILITARY WORK EXPERIENCE

US Air Force Reserve – 914th Aeromedical Evacuation Squadron, Niagara Falls Air Reserve Station
- **Medical Service Corps (healthcare administration) Officer**, 03/2018–Present

US Army Reserve – multiple duty stations in the U.S., and in Germany, The Netherlands, and Kuwait
- **Enlisted Transportation Coordinator (88N) and Cargo Handler (88H)**, 02/2000–02/2008

RESEARCH INTERESTS

- Employment discrimination and organizational diversity
- Unions and labor-management relations
- Volunteerism and volunteer management

PUBLICATIONS

Books

Akingbola, K., **Rogers, S. E.**, & Baluch, A. (2019). [*Change Management in Nonprofit Organizations: Theory and Practice*](#). Switzerland: Palgrave Macmillan.

Peer-Reviewed Journal Articles

Ameri, M., **Rogers, S. E.**, Schur, L., & Kruse, D. (2019). [*No room at the inn: Disability access in the new sharing economy*](#). *Academy of Management Discoveries*. DOI: 10.5465/amd.2018.0054

Intindola, M. L., Pittz, T. G., **Rogers, S. E.**, & Weisinger, J. (2019). [*Partner selection in social*](#)

- [entrepreneurship collectives: How team selection control can enhance satisfaction in cross-sector social partnerships](#). *Journal of Social Entrepreneurship*. DOI: 10.1080/19420676.2019.1641137
- Kruse, D., Schur, L., **Rogers, S. E.**, & Ameri, M. (2018). [Why do workers with disabilities earn less? Occupational job requirements and disability discrimination](#). *British Journal of Industrial Relations*, 56: 798-834.
- Valenzuela, M. A., & **Rogers, S. E.** (2018). [Strategizing personality traits: A acculturation approach to person-environment fit and expatriate adjustment](#). *International Journal of Human Resource Management*. DOI: 10.1080/09585192.2018.1526201
- Rogers S. E.**, Eaton, A. E., Voos, P. B., Chang, T. F. H., & Valenzuela, M. A. (2018). [Assessing employee support during union organizing campaigns](#). *Labor Studies Journal*. DOI: 10.1177/0160449X18803694
- Pittz, T. G., Intindola, M. L., Adler, T. R., **Rogers, S. E.**, & Gard, C. (2018). [Collaborating smartly: The role of open strategy in absorptive capacity](#). *Journal of Small Business Management*. DOI: 10.1111/jsbm.12430
- Intindola, M. L., Lewis, G., Flinchbaugh, C., & **Rogers, S. E.** (2017). [Web-based recruiting's impact on organizational image and familiarity: Too much of a good thing?](#) *International Journal of Human Resource Management*. DOI: 10.1080/09585192.2017.1332672
- Rogers, S. E.**, Jiang, K., Rogers, C. M., & Intindola, M. L. (2016). [Strategic human resource management of volunteers and the link to hospital patient satisfaction](#). *Nonprofit and Voluntary Sector Quarterly*, 45: 409-424.
- Intindola, M. L., **Rogers, S. E.**, Flinchbaugh, C. L., & Della Pietra, D. (2016). [Hospital administrative characteristics and volunteer management practices](#). *Journal of Health Organization and Management*, 30: 372-389.
- Eaton, A. E., **Rogers, S. E.**, Chang, T. F. H., & Voos, P. B. (2014). [Choosing union representation: The role of attitudes and emotions](#). *Industrial Relations Journal*, 45: 169-188.
- Rogers, S. E.**, Eaton, A. E., & Voos, P. B. (2013). [Effects of unionization on graduate student employees: Faculty-student relations, academic freedom, and pay](#). *Industrial and Labor Relations Review*, 66: 487-510.
- Cited in the 2016 National Labor Relations Board *Columbia University* ruling, 364 NLRB No. 90.
- Rogers, S. E.**, Rogers, C. M., & Boyd, K. (2013). [Challenges and opportunities in healthcare volunteer management: Insights from volunteer administrators](#). *Hospital Topics*, 91: 43-51.
- DeCostanza, A. H., DiRosa, G. A., **Rogers, S. E.**, Slaughter, A. J., & Estrada, A. X. (2012). [Researching teams: Nothing's going to change our world](#). *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 5: 36-39.
- Rogers, S. E.**, Rogers, C. M., & Anderson, T. (2012). [Examining the link between pledging, hazing, and organizational commitment among members of a Black Greek fraternity](#). *Oracle: The Research Journal of the Association of Fraternity and Sorority Advisors*, 7: 43-53.
- Peer-Reviewed Technical Reports
- Davison, R., & **Rogers, S. E.** (2017). [seniority list: An open-source decision-support tool for airline merger labor integration](#). *Cornell Hospitality Tool*, 17(2): 1-25.

Rogers, S. E. (2017). [Strategic management practices help hospitals get the most from volunteers](#). *Cornell Hospitality Report*, 17(5): 3-9.

Invited Articles & Book Reviews

Rogers, S. E. (2015). Book review of "The Next Crash: How Short-Term Profit Seeking Trumps Airline Safety." *Work and Occupations: An International Sociological Journal*.

Pike, K., **Rogers, S. E.**, & Chung, S. W. (2009). Where does the field go from here? Perspectives on the future of work and employment relations. *Perspectives on Work*, 13: 53-54.

Rogers, S. E. (2009). Book review of "New Directions in the Study of Work and Employment: Revitalizing Industrial Relations as an Academic Enterprise." *Perspectives on Work*, 13: 57-58.

MANUSCRIPTS UNDER REVIEW & RESEARCH IN PROGRESS

Rogers, S. E., Miller, C. D., Flinchbaugh, C., Giddarie, M., & Barker, B. (Revise and resubmit). All internships are not created equal: Job design, satisfaction, and vocational development in paid and unpaid internships. *Human Resource Management Review*.

Cooper, B. A., Phelps, A. D., & **Rogers, S. E.** (Revise and resubmit). Research in nonprofit human resource management from 2015-2018: Trends, insights, and opportunities. *Employee Relations*.

Valenzuela, M. A., **Rogers, S. E.**, Flinchbaugh, C., & Wagstaff, F. (Under review). They can help too: How immigrants benefit groups in organizations. *Journal of International Management*.

Pittz, T. G., Adler, T. R., **Rogers, S. E.**, & Flinchbaugh, C. (Under review). Catalyzing collective social entrepreneurship: Toward a theoretical refinement and validation of the open strategy construct. *Journal of Small Business Management*.

Ameri, M. D., **Rogers, S. E.**, Kruse, D., & Schur, L. Empathy effect: The intersection between disability and war veteran status. Stage: data collection. Target journal: *Journal of Applied Psychology*.

Rogers, S. E., Paz, M.T., Barker, B., Mallory, C., Webb, W., & Head, O. Diversity climate in US hospitality programs. Stage: data collection. Target journal: *Cornell Hospitality Quarterly*.

ACADEMIC CONFERENCE PRESENTATIONS & INVITED "TALKS"

Rogers, S. E. (September 2018). A comparison of unpaid and paid internships: Job design, satisfaction, and vocational development. National Symposium on College Internship Research, Center for Research on College-Workforce Transitions, School of Education, University of Wisconsin-Madison.

Valenzuela, M.A., **Rogers, S. E.**, Flinchbaugh, C., & Wagstaff, M. F. (August 2018). Diversity within diversity: Considering immigrant employees and immigrant-salient characteristics. Considering immigrant employees: A categorization-elaboration approach. Academy of Management annual meeting, Chicago, IL.

Valenzuela, M.A., & **Rogers, S. E.** (August 2017). Diversity within diversity: Considering immigrant employees and immigrant-salient characteristics. Academy of Management annual meeting, Atlanta, GA.

Eaton, A. E., Voos, P. B., & **Rogers, S. E.** (June 2017). Graduate student employees and unions: Results of a survey. Labor and Employment Relations Association annual meeting, Anaheim, CA.

Valenzuela, M.A., & **Rogers, S. E.** (March 2017). Strategizing personality traits: A cross-cultural and

- acculturation approach to expatriate adjustment. Western Academy of Management annual meeting, Palm Springs, CA.
- Intindola, M. L., Pittz, T. G., **Rogers, S. E.**, & Weisinger, J. (October 2016). The 'I' in team: Member selection control in cross-sector social-oriented partnership teams. Southern Management Association annual meeting, Charlotte, NC.
- Rogers, S. E.** (September 2016). Graduate Student Unionization: Issues and Recent Developments. Office of Academic Diversity Initiatives seminar series, Cornell University, Ithaca, NY.
- Rogers, S. E.** (August 2016). Assessing Employee Support for Representation during Union Organizing Campaigns. Labor Relations, Law, and History Department seminar series, ILR School, Cornell University, Ithaca, NY.
- Kruse, D., Schur, L., **Rogers, S. E.**, & Ameri, M. (May 2016). Why do workers with disabilities earn less? Occupational job requirements and disability discrimination. Labor and Employment Relations Association annual meeting, Minneapolis, MN.
- Pittz, T. G., Intindola, M. L., Adler, T. R., & **Rogers, S. E.** (April 2016). Recognizing mutual gain in cross-sector social partnerships: An exploration of absorptive capacity. 5th Biennial International Symposium on Cross-Sector Social Interactions, Toronto, ON, Canada.
- Intindola, M. L., Lewis, G., Flinchbaugh, C., & **Rogers, S. E.** (October 2015). Web-based recruiting's impact on organizational image and familiarity: Too much of a good thing? Southern Management Association annual meeting, St. Petersburg, FL.
- Pittz, T. G., Adler, T. R., **Rogers, S. E.**, & Flinchbaugh, C. (October 2015). Measuring open strategy in cross-sector social partnerships: Towards a theoretical refinement and validation of the construct. Southern Management Association annual meeting, St. Petersburg, FL.
- Valenzuela, M. A., Lewis, G., **Rogers, S. E.**, Wei, H., Han, J. H., Wagstaff, M. F., & Garg, S. (August 2015). Organizer and panel discussant for the PDW: "Challenges and coping mechanisms of International PhD students in the United States." Academy of Management annual meeting, Vancouver, BC, Canada.
- Valenzuela, M. A., & **Rogers, S. E.** (May 2015). Who cares what about immigrant workers? A research review. Labor and Employment Relations Association annual meeting, Pittsburgh, PA.
- Rogers, S. E.**, Eaton, A. E., Voos, P. B., & Chang, T. F. H. (June 2014). Exploring the accuracy of union voter assessments: The case of the 2010 flight attendant representation election at Delta Air Lines. Labor and Employment Relations Association annual meeting, Portland, OR.
- Rogers, S. E.**, Jiang, K., & Rogers, C. M. (June 2013). The link between hospital strategy, volunteer management, and patient satisfaction: Evidence from 107 U.S. hospitals. Global Conference on Social Impact. Mendoza College of Business, University of Notre Dame, South Bend, IN.
- Eaton, A. E., **Rogers, S. E.**, Chang, T. F. H., & Voos, P. B. (June 2013). Emotions and attitudes in union voting behavior. Labor and Employment Relations Association annual meeting, St. Louis, MO.
- Rogers, S. E.**, Rogers, C. M., & Boyd, K. (November 2012). Challenges and opportunities in healthcare volunteer management: Views from the field. Association for Research on Nonprofit Organizations and Voluntary Associations annual meeting, Indianapolis, IN.
- Rogers, S. E.**, Jiang, K., & Lengnick-Hall, M. L. (August 2012). Co-organizers and co-chairs of the symposium "Strategic approaches to managing human capital in nonprofit organizations: Macro perspectives." Academy of Management annual meeting, Boston, MA.

Rogers, S. E., Jiang, K., & Rogers, C. M. (August 2012). The link between organization strategy, volunteer HR practices, and volunteer and organizational outcomes. Academy of Management annual meeting, Boston, MA.

Rogers, S. E., Jiang, K., & Rogers, C. M. (August 2012). Volunteer psychological climate and its effect on volunteer satisfaction. Academy of Management annual meeting, Boston, MA.

Rogers, S. E., Eaton, A. E., & Voos, P. B. (April 2011). Consequences of union representation of graduate student employees. Center for the Study of Collective Bargaining in Higher Education and the Professions annual meeting, New York, NY.

Rogers, S. E. (November 2010). Volunteer laborers in blended workforces: Their psychological involvement and effect on standard employee coworkers. Association for Research on Nonprofit Organizations and Voluntary Associations annual meeting, Alexandria, VA.

McKay, P. F., Avery, D. R., Jiang, K., & **Rogers, S. E.** (April 2010). Diversity cues: Their influence on applicants' job acceptance intentions. Society for Industrial and Organizational Psychology annual meeting, Atlanta, GA.

Rogers, S. E. (March 2010). Is all the world of work a stage? Toward a theory of workplace minority social identity management behavior. Rutgers Center for Race and Ethnicity, New Brunswick, NJ.

Rogers, S. E. (January 2010). Exploring the link between human resource strategy and pilot safety performance: An analysis of the U.S. airline industry. Transportation Research Board of the National Academies annual meeting, Washington, DC.

Rogers, S. E. (January 2010). Mergers and acquisitions: Industrial relations issues and outcomes. Labor and Employment Relations Association annual meeting, Atlanta, GA.

COMPETITIVE AWARDS FOR RESEARCH & PROFESSIONAL DEVELOPMENT

Boone, C. D. A., Paz, M. T., & **Rogers, S. E.** (August 2018). *The effects of employee ownership on executive compensation*. Awarded a \$7,000 "Research Pioneer Fund" grant from the Smith Family Business Initiative, SC Johnson College of Business, Cornell University.

Paz, M. T., Boone, C. D. A., & **Rogers, S. E.** (November 2017). *The effects of employee ownership on executive compensation*. Awarded a \$6,000 "small grant" from the Institute for Social Sciences, Cornell University.

Rogers, S. E. (February 2014). Awarded \$1,272 in faculty development funding from the New Mexico State University College of Business Faculty Council to attend a 2-day SHRM workshop on HR Metrics and Workforce Analytics in Charlotte, NC.

Rogers, S. E. (November 2013). *The job design of paid vs. volunteer internships*. Awarded a \$500 Mini-grant from the New Mexico State University College of Business Faculty Council to collect research data.

Rogers, S. E. (principal investigator), Jiang, K., Hu, J., & Rogers, C. M. (August 2011). *Psychological climate and volunteer worker outcomes*. Awarded a \$4,000 ASAE Foundation Grant by the North Carolina State University Institute for Nonprofit Research, Education and Engagement.

TEACHING EXPERIENCE (university in parenthesis)

Doctoral

- Research in Management (NM State Univ.)

- Supervised Independent Study – Cross-Cultural and International Management (NM State Univ.)
- Supervised Independent Study – Diversity in Work Organizations (NM State Univ.)
- Supervised Independent Study – Deviant & Counterproductive Workplace Behaviors (NM State Univ.)

Undergraduate/Master's

- Human Resource Management (Univ. of Rhode Island; Rutgers Univ.; NM State Univ.)
- Human Resource Development (Univ. of Rhode Island)
- Organizational Behavior (Rutgers Univ.; Univ. of NM)
- Seminar in Labor Relations and Human Resources (Univ. of Rhode Island)
- International and Comparative Labor Relations (Universidad de La Salle, Bogotá, Colombia)
- Dynamics of Work and Work Organizations (Rutgers Univ.)
- Introduction to Management (Cornell Univ.; Univ. of NM)
- Airline Management (Cornell Univ.)

SUPERVISION OF GRADUATE STUDENT RESEARCH

Doctoral Dissertations

Member, Dissertation Committee: Mortaza Zare. "A Multilevel Approach in Examining Abusive Supervision: The Role of Core Self-Evaluation and Identity Threat." Ph.D. Program in Management, New Mexico State University, Las Cruces, NM. Defended April 7, 2017.

Co-Chair, Dissertation Committee: Marcus A. Valenzuela. "An Immigrant's Perspective: Examining Acculturation and its Effects on Perceived Fit among Mexican Immigrants." Ph.D. Program in Management, New Mexico State University, Las Cruces, NM. Defended April 12, 2016.

Member, Dissertation Committee: Thomas Pittz. "An Exploration of Open Strategy and Absorptive Capacity in Cross-Sector Partnerships." Ph.D. Program in Management, New Mexico State University, Las Cruces, NM. Defended April 10, 2015.

Member, Dissertation Committee: Melissa L. Cast. "Member Selection Control in Cross-Sector Social Partnership (CSSP) Teams." Ph.D. Program in Management, New Mexico State University, Las Cruces, NM. Defended April 6, 2015.

Master's Theses and Final Examinations

Member, Final Examination Committee: Peter Vargas. "Operation Weed & Seed." Master of Arts program in Agricultural and Extension Education. College of Agricultural, Consumer and Environmental Sciences. New Mexico State University, Las Cruces, NM. Defended May 7, 2014.

PROFESSIONAL MEMBERSHIPS

- Academy of Management (AOM)
- American College of Healthcare Executives (ACHE)
- Association for Research on Nonprofit Organizations and Voluntary Action (ARNOVA)
- Labor and Employment Relations Association (LERA)
- Society for Human Resource Management (SHRM)

ACADEMIC PROFESSIONAL DEVELOPMENT ACTIVITIES

Certification in Hotel Industry Analytics (CHIA) training, STR SHARE Center, Boston, MA, March 2017

The Teaching Academy at New Mexico State University
 - *NMSU Respects (Title IX and Campus SAVE Act training)*, 1.0 hour, December 2014

- *ADVANCE Promotion and Tenure Workshop*, 3.0 hours, October 2014
- *Using Adobe Connect in Canvas*, 1.0 hour, August 2014
- *Academic Search Committee Orientation*, 1.0 hour, August 2014
- *Quantum, Indigenous, and Living Stories: A Nexus of Science, Art, & Ethics*, 2.0 hours, December 2013
- *Transform Your Teaching with Team-Based Learning*, 3.5 hours, August 2013
- *Introduction to Canvas* (online learning management system), 2.0 hours, August 2013

Diversity Scholars and Leaders Program. Association for Research on Nonprofit Organizations and Voluntary Action, Indianapolis, IN, November 2012.

Inaugural Fellow, Rutgers University Pre-doctoral Leadership Development Institute (PLDI). Center for Organizational Leadership, Rutgers University, New Brunswick, NJ, September 2010 – May 2012.

PROFESSIONAL SERVICE

At University of Rhode Island

- Faculty Senator (representing the College of Business), three-year term 2019-2022
- At-Large Executive Committee Member, URI chapter of the AAUP (faculty union), 2019-present
- Member, strategy assistant professor faculty search committee, 2019
- Chair, management and entrepreneurship lecturer faculty search committee, 2019
- Faculty advisor, Sigma Iota Epsilon national honorary management society, 2019-present
- Organizer, College of Business Research Roundtables, 2019-present
- College of Business representative, URI Academic Affairs Diversity Task Force, 2018-present
- Member, College of Business research and doctoral committee, 2018-present
- PhD program representative at The PhD Project annual conference, Chicago, IL, 2018
- Organizer, Schmidt Labor Research Center (SLRC) research seminar series, 2018-present

At Cornell University

- Co-organizer, School of Hotel Administration junior professor research brownbag series, 2017-2018
- Member, Cornell SC Johnson College of Business diversity & inclusion taskforce, 2016-2017
- Charter member and founding advisor, Alpha Eta Rho aviation fraternity XY chapter, 2016-2018
- Faculty advisor, Lambda Phi Epsilon Asian-interest fraternity, 2016-2018
- Faculty co-advisor, Air & Sea Hospitality student club, 2015-2018
- PhD program representative at The PhD Project annual conference, Chicago, IL, 2015-2017
- Team faculty advisor, Men's Lacrosse, 2017-2018

At New Mexico State University

- Member, OB and HR assistant/associate professor faculty search committee, spring 2015
- Member, Management open rank professor faculty search committee, spring 2015
- Committee member, Employee Benefits Advisory Committee, 2013-2015
- Management PhD program rep at The PhD Project annual conference, Chicago, IL, 2013, 2014
- Management PhD program recruitment, NM State University graduate school fair, October 2014
- Management PhD program recruitment, UT El Paso graduate school fair, September 2014
- Management PhD program recruitment, NM Black Expo, Albuquerque, NM, August 2014
- Member, organizational behavior assistant professor faculty search committee, fall 2014
- Faculty co-advisor, Society for Human Resource Management student chapter, 2013, 2014

Ad-hoc Reviewing

- *British Journal of Industrial Relations*
- *Cornell Hospitality Quarterly*
- *Human Resource Management Journal*

- *Journal of Applied Psychology*
- *Journal of Business Research*
- *Nonprofit Management and Leadership*
- *Nonprofit and Voluntary Sector Quarterly*
- *Personnel Review*
- Annual meeting of the Academy of Management
- Annual meeting of the Association for Research on Nonprofit Organizations and Voluntary Action

For the Academic Profession

- Chair, LERA junior faculty consortium, Baltimore, MD, 2018
- Member, National Committee on Diversity, ARNOVA, 2016-present
- Graduate Program Development Advisory Board Member, Master of Science in Human Services Management, National Louis University, Chicago, IL, 2016-2017
- Volunteer, SHRM Southwest Central Regional Student Conference, Phoenix, AZ, 2014
- Member, AOM New Doctoral Student Consortium website committee, Boston, MA, 2012
- Co-Chair, AOM New Doctoral Student Consortium, San Antonio, TX, 2011
- Member, AOM Teaching Resource Library executive committee, 2011
- Member, LERA annual meeting program committee, Denver, CO, 2011
- Chair, AOM New Doctoral Student Consortium finance committee, Toronto, ON, Canada 2010
- Member, AOM New Doctoral Student Consortium finance committee, Chicago, IL, 2009
- Co-Chair, LERA doctoral student consortium, San Francisco, CA, 2009

ACADEMIC AWARDS & HONOR SOCIETIES

- Delta Sigma Pi Professional Business Fraternity, 2019
- Sigma Iota Epsilon National Honorary Management Society, 2019
- Alpha Eta Rho Professional Aviation Fraternity, 2016
- Diversity Scholars Award, ARNOVA, 2012
- Doctoral Fellowship, U.S. Army Research Institute for the Behavioral and Social Sciences, 2011
- ARNOVA Annual Conference Travel Grant, 2010
- Ralph Johnson Bunche Distinguished Graduate Fellowship, Rutgers University, 2008
- Dwight D. Eisenhower Graduate Fellowship, U.S. Department of Transportation, 2008
- Delta Mu Delta Business Honor Society, 2002
- Sigma Tau Delta International English Honor Society, 2002

COMMUNITY/WORK-RELATED AWARDS & ACHIEVEMENTS (selected listing)

- Embry-Riddle Aeronautical University Alumni of the Year Award for Volunteerism, 2013
- Area Director's Award for Community Service, Alpha Phi Alpha Fraternity, New Mexico, 2012
- Community Service Excellence Award, Alpha Phi Alpha Fraternity, Phoenix Alumni Chapter, 2007
- Youth Motivator Award for community service, Volusia County (FL) Schools, 1998
- Multiple U.S. Army Awards, Combat Medals, and Service and Training Ribbons, including:
 - Army Commendation Medal
 - Army Achievement Medal
 - Army Reserve Components Achievement Medal
 - National Defense Service Medal
 - Global War on Terrorism Expeditionary Medal
 - Global War on Terrorism Service Medal
 - Armed Forces Reserve Medal (with "M" mobilized device)
 - Army Service Ribbon
 - Overseas Service Ribbon
 - Army Reserve Components Overseas Training Ribbon
 - Army Transportation Movement Control Qualification Course Honor Graduate
 - US Army 8th Transportation Brigade Soldier of the Month Award

- US Army 71st Transportation Battalion Soldier of the Month Award
- US Army Transportation Advanced Individual Training School Student First Sergeant

COMMUNITY SERVICE & VOLUNTEER ACTIVITIES (selected listing)

- Advisory Board Member, Alpha Eagle Scholarship Foundation, 2016-present
- Member, Rotary International, Las Cruces NM (Rio Grande) club, 2013-2015
- Chairman of the Board of Trustees, Leaders of Tomorrow Scholarship Fund, 2009-2014
- Mentor, Rutgers University Veteran's Mentoring Program, 2009-2012
- Founding Member, Board of Directors, America SERVs (a veteran services nonprofit), 2012-2013
- Somerset (NJ) Mentoring and Leadership Equals Success (M.A.L.E.S.) Program, 2008-2012
- Life Member, Alpha Phi Alpha Fraternity, member since 1997
 - President, Ithaca (NY) alumni chapter, 2016-2018
 - Dean of Membership, Ithaca (NY) alumni chapter, 2015-2018
 - Dean of Membership, Somerset (NJ) alumni chapter, 2009-2011
 - District Director (chief executive officer) of Arizona, Nevada and New Mexico, 2006-2008
 - Assistant Area Director, central Florida, 1999-2000
 - President, Embry-Riddle Aeronautical University collegiate chapter, 1999-2000
 - Charter Member, Embry-Riddle Aeronautical University collegiate chapter, 1999
- Member, MLK Jr. Lodge No. 29, Phoenix, AZ, Prince Hall Free and Accepted Masons, 2006-present
- Life Member, The Phylaxis Society (a Masonic research organization), since 2007
- Life Member, Veterans of Foreign Wars (VFW) of the United States, since 2012

PRESENTATIONS & SPEAKING ENGAGEMENTS

Strategy Matters: How Strategic is Your Volunteer Services Department? Workshop presented at the New Jersey Association for Healthcare Volunteer Resource Professional general meeting, Freehold, NJ, March 2019.

Let's Have Lunch: Casual Conversations about Research and Teaching. Workshop presented for the Department of Management, United States Coast Guard Academy, New London, CT, March 2019.

Defeat Hate – Vote! Keynote address at the Doña Ana County NAACP MLK Breakfast, Las Cruces, NM, January 2019.

Working in Academia and Still Having a Life. Panel discussant during the ARNOVA annual meeting, Austin, TX, November 2018.

The Business of Human Capital. Panel discussion moderator during annual Career Day, College of Business, University of Rhode Island, Kingston, RI, October 2018.

A Running Start: How Your Military Service Has Prepared You for Successful Entrepreneurship. Workshop presented at the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV), School of Hotel Administration, Cornell University, Ithaca, NY, September 2018.

Job Market Panel: Search Committee Perspectives. Workshop presented at the PhD Project Minority Doctoral Student Association conference during the AOM Annual Meeting, Chicago, IL, August 2018.

Crafting an Impactful CV: It Takes a Plan. Workshop presented at the PhD Project Minority Doctoral Student Association conference during the AOM Annual Meeting, Chicago, IL, August 2018.

Preparing for the Job Market Now. Panel discussant during the New Doctoral Student Consortium, Academy of Management, Chicago, IL, August 2018.

Adulting 101: Navigating the Workforce. Panel discussant, Cornell University, Ithaca, NY, February 2018.

A Running Start: How Your Military Service Has Prepared You for Successful Entrepreneurship. Workshop presented at the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV), School of Hotel Administration, Cornell University, Ithaca, NY, November 2017.

Doing Good by Doing Well: Creating a Winning Value Proposition for Your Volunteer Services Department. Workshop presented at the Colorado Healthcare Directors of Volunteer Services professional education conference, Colorado Springs, CO, October 2017.

Strategy Matters: How Strategic is Your Volunteer Services Department? Workshop presented at the Colorado Healthcare Directors of Volunteer Services professional education conference, Colorado Springs, CO, October 2017.

Job Market Overview: Timelines, Resources, and Job Market Packets. Workshop presented at the PhD Project Minority Doctoral Student Association conference during the AOM Annual Meeting, Atlanta, GA, August 2017.

Job Search Panel: What Search Committees are Really Looking For. Workshop presented at the PhD Project Minority Doctoral Student Association conference during the AOM Annual Meeting, Atlanta, GA, August 2017.

"De-greening" Workshop presented during Warrior-Scholar Project, Cornell University, Ithaca, NY, July 2017.

Doing Good by Doing Well: Creating a Winning Value Proposition for Your Volunteer Services Department. Workshop presented at the 33rd Annual New York State Association of Volunteer Service Administrators conference, Albany, NY, June 2017.

Strategy Matters: How Strategic is Your Volunteer Services Department? Workshop presented at the 33rd Annual New York State Association of Volunteer Service Administrators conference, Albany, NY, June 2017.

The Future of Volunteer Management: A Strategic, Value-Based Approach. Workshop presented at the New England Association of Directors of Healthcare Volunteer Services spring conference, Freeport, ME, May 2017.

Volunteer Management Strategy Matters: How Strategic is Your Volunteer Services Department? Workshop presented at the New England Association of Directors of Healthcare Volunteer Services spring conference, Freeport, ME, May 2017.

Doing Good by Doing Well: Creating a Winning Value Proposition for Your Volunteer Services Department. Workshop presented at the Pennsylvania Association of Healthcare Volunteer Resource Professionals educational mini-conference, Indiana, PA, May 2017.

Volunteer Management Strategy Matters: How Strategic is Your Volunteer Services Department? Workshop presented at the Pennsylvania Association of Healthcare Volunteer Resource Professionals educational mini-conference, Indiana, PA, May 2017.

Changing the Paradigm: Embracing, Innovating, and Evolving. Keynote at the 7th Annual Hospitality Industry Day conference, Bob Billingslea School of Hospitality Management, Bethune-Cookman University, Daytona Beach, FL, April 2017.

Yesterday, Today, and Tomorrow: Volunteering's Lasting Impact on Healthcare. Keynote at the Texas Association of Directors of Volunteer Services annual conference, San Antonio, TX, February 2017.

Value Proposition and Business Model Design for Hospital Volunteer Services Departments. Workshop presented at the Texas Association of Directors of Volunteer Services annual conference, San Antonio, TX,

February 2017.

Visionary Leadership in Volunteer Administration: A Strategic, Results-Oriented Approach. Keynote at the 48th Annual Association of Hospital Volunteer Resource Professionals (AHVRP) conference and exposition, Atlanta, GA, October 2016.

From Vision to Action: How You Can Put Strategic Volunteer Management into Practice. Workshop presented at the 48th Annual AHVRP conference and exposition, Atlanta, GA, October 2016.

Introduction to HR for Start-ups and Small Businesses. Workshop presented at the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV), School of Hotel Administration, Cornell University, Ithaca, NY, October 2016.

Connecting Military Service to Entrepreneurship. Talk presented at the Entrepreneurship Bootcamp for Veterans with Disabilities (EBV), School of Hotel Administration, Cornell University, Ithaca, NY, October 2016.

Job Market Overview: Timelines, Resources, and Job Market Packets. Workshop presented at the PhD Project Minority Doctoral Student Association conference during the AOM Annual Meeting, Anaheim, CA, August 2016.

Job Search Panel: What Search Committees are Really Looking For. Panel discussant at the PhD Project Minority Doctoral Student Association conference during the AOM Annual Meeting, Anaheim, CA, August 2016.

“De-greening” Workshop presented during Warrior-Scholar Project, Cornell University, Ithaca, NY, July 2016.

The Science and Art of Successful Volunteer Management. Keynote at the 53rd Annual California Hospital Association Volunteer Leadership conference, Monterey, CA, February 2016.

Practically Speaking: Maximizing Volunteer Impact through Management Innovation. Workshop presented at the 53rd Annual California Hospital Association Volunteer Leadership conference, Monterey, CA, February 2016.

Diversity in the Workplace. Panel discussant during the 91st Hotel Ezra Cornell, School of Hotel Administration, Cornell University, Ithaca, NY, February 2016.

C.E.O. – Chasing Everyday Opportunities. Keynote Speaker, Cornell Men of Color Council (M.O.C.C.) annual conference, Rome, NY, January 2016.

Careers in the Airline and Aerospace Industries. Workshop presented to the Air & Sea Hospitality student club, School of Hotel Administration, Cornell University, Ithaca, NY, December 2015.

What You Can Do NOW to Prepare for the Job Market. Seminar presentation during the New Doctoral Student Consortium, Academy of Management, Vancouver, BC, Canada, August 2015.

“African-Americans: Many Rivers to Cross” Black History Month panel discussant, New Mexico State University, Las Cruces, NM, February 2015.

All in for Justice and Equality. Keynote address at the Doña Ana County NAACP MLK Breakfast, Las Cruces, NM, January 2015.

Pay: What People Make at Work, Why, and What You Can Do to Earn More. Seminar presented at New Mexico Black Expo’s Economic Empowerment Day, Albuquerque, NM, August 2014.

Differences and Similarities between Paid and Unpaid Internships: Implications for Students. Keynote address at the 19th Annual Undergraduate Research and Creative Arts Symposium (URCAS) luncheon, New Mexico State University, Las Cruces, NM, April 2014.

“Education Under Arrest” Black History Month panel discussant, New Mexico State University, Las Cruces, NM, February 2014.

Keynote speaker, NMSU Black Programs Department Fall 2013 Graduation Awards Ceremony, New Mexico State University, Las Cruces, NM, December 2013.

Human Resource Management: Building Success through People. Guest lecture, College of Business Administration, University of Texas at El Paso, November 2013.

Keynote speaker, Organization of Black Airline Pilots (OBAP) scholarship reception, Embry-Riddle Aeronautical University, Daytona Beach, FL, November 2013.

Keynote speaker, Judith R. Harris Scholars reception, Delta Sigma Theta Sorority, Albuquerque Alumnae Chapter, Albuquerque, NM, May 2013.

Resume Boot Camp: Translating Your Military Accomplishments into Civilian Career Success. Workshop presented for Rutgers University Services, Education, and Resources for Veteran Students (RU-SERVS), New Brunswick, NJ, March 2012.

Perception is Reality: How Your Choices of Attire Can Impact Your Life. Workshop presented at Somerset Intermediate School, North Plainfield, NJ, March 2012.

“Real Fathers, Real Men.” Keynote at the Atlantic City Annual Father’s Day luncheon, Alpha Phi Alpha Fraternity, Egg Harbor Township, NJ, June 2011.

Keynote speaker, Annual Founder’s Day celebration, New Jersey Association of Alpha Phi Alpha Fraternity Chapters, Somerset, NJ, December 2010.

Discovering My Future Me: Career Exploration and Higher Education Planning. The ‘I Have a Dream’ Foundation Annual Conference, New Brunswick, NJ, July 2010.

Organizer and facilitator, Center for Urban Entrepreneurship and Economic Development (CUEED) annual strategic planning retreat, Rutgers Business School, Piscataway, NJ, September 2009.

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