

## Curriculum Vitae

### Education:

- Ph.D. Industrial and Organizational Psychology, expected May 2019  
University of Nebraska at Omaha  
Omaha, Nebraska
- M.S. Industrial and Organizational Psychology, May 2015  
St. Cloud State University  
St. Cloud, Minnesota
- Thesis Title:* "Development of an Empirically Keyed Personality Scale for Measuring Graduation Timeliness"  
*Committee:* John T. Kulas (Chair, Psychology), Daren S. Protolipac (Psychology), John H. Hoover (Education)
- B.A. Psychology, Minor: Studio Art *cum laude*, May 2013  
Creighton University  
Omaha, Nebraska

## Research

### Publications:

- Allen, J. A., **Landowski, N.**, & Nunnally, C. (2013). Emotion Regulation. In K. Kieth (Ed.), *The Encyclopedia of Cross-Cultural Psychology*, vol. 1. Hoboken, NJ: Wiley-Blackwell.  
doi:10.1002/9781118339893.wbecp193
- Allen, J. A., Lehmann-Willenbrock, N., & **Landowski, N.** (2014). Linking pre-meeting communication to meeting effectiveness. *Journal of Managerial Psychology*, 29(8), 1064-1081.  
doi:10.1108/JMP-09-2012-0265

### Under Review/Revise and Resubmit:

- Mroz, J. E., Allen, J. A., & **Landowski, N.** Now you're in big trouble!: Meeting lateness, anger, and punishment.. Under review at the *Journal of Business and Psychology*.
- Mroz, J., **Landowski, N.**, Allen, J., & Fernandez, C. Organizational meeting orientation influences employee engagement and intentions to quit. Under review at *Management Research Review*.
- Allen, J., Wagner, B., **Landowski, N.**, & Lehmann-Willenbrock, N. Story-telling, well-organized, or solution-focused meeting? Investigation of behavior-based group profiles and group performance. Under review at *Small Group Research*.

### Publications in Progress:

- Crowe, J., **Landowski, N.**, Mroz, J., Yoerger, M., & Allen, J. A. (in progress). Take me to your leader: How leadership style influences meeting outcomes.

**Landowski, N.,** Allen, J. A., Lehmann-Willenbrock, N., Rogelberg, S., Lucianetti, L., Madrid, H., Meinecke, A., & Tong, J. (in progress). Meeting lateness across cultures as perceived by on-time attendees.

Allen, J. A., Lehmann-Willenbrock, N., **Landowski, N.,** Rogelberg, S., Lucianetti, L., Madrid, H., Meinecke, A., & Tong, J. (in progress). It happens EVERYWHERE!: Employees understanding of and reactions to meeting lateness across the globe.

**Landowski, N.,** Allen, J., & Chiu, M. (in progress). Socio-emotional meeting interactions and their relation to solution quality and feasibility.

### **Presented Posters/Papers:**

Grant-Leanna, M., Mroz, M., **Landowski, N.,** & Allen, J. (2018, April) That's not how we do it in my department: An investigation of departmental meeting orientation. Paper presented at the 13<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, July 18-21, 2018, Washington, DC.

**Landowski, N.,** Allen, J. A., Lehmann-Willenbrock, N., Rogelberg, S., Lucianetti, L., Madrid, H., Meinecke, A., & Tong, J. (2018, August). Punctuality norms violated by leaders and colleagues: A cross-cultural comparison in meetings. Paper presented at the Academy of Management 2018 Annual Meeting, August 10-14, 2018, Chicago, IL.

**Landowski, N.,** Allen, J. A., Lehmann-Willenbrock, N., Rogelberg, S., Lucianetti, L., Meinecke, A., & Tong, J. (2018, April). Time and time again: A cross-cultural comparison of meeting lateness. Paper presented at the 33<sup>rd</sup> Annual Conference of Society for Industrial and Organizational Psychology, April 19-21, 2017, Chicago, IL.

Yoerger, M., Mroz, J., **Landowski, N.,** Crowe, J., & Allen, J. (2018, April). Don't Let Me Down: Technology Use, Participation, and Trust in Meetings. Paper presented at the 33<sup>rd</sup> Annual Conference of Society for Industrial and Organizational Psychology, April 19-21, 2017, Chicago, IL.

Yoerger, M., Mroz, J., **Landowski, N.,** Crowe, J., & Allen, J. (2018, April). Evaluations of individuals who engage in deviant technology use in meetings. Paper presented at the 33<sup>rd</sup> Annual Conference of Society for Industrial and Organizational Psychology, April 19-21, 2017, Chicago, IL.

Mroz, J., Stibbs, K., **Landowski, N.,** & Allen, J. (2018, April). Meeting Lateness Excuses: Even a Bad Excuse is Better than Nothing. Paper presented at the 33<sup>rd</sup> Annual Conference of Society for Industrial and Organizational Psychology, April 19-21, 2017, Chicago, IL.

Dierberger, J., **Landowski, N.,** Ferris, L., & Allen, A. (2017, September). They show up and they are happy!: Service-learning students' affective changes. Paper presented at the 17<sup>th</sup> Annual International Association for Research on Service-Learning and Community Engagement Conference, September 14-16, 2017, Galway, Ireland.

- Ferris, L., **Landowski, N.**, Dierberger, J., & Allen, J. (2017, September). Knowledge and engagement: Service-learning connecting students to the community. Paper presented at the 18<sup>th</sup> Annual Conference of the Engagement Scholarship Consortium, September 26-27, 2017, Birmingham, AL.
- Landowski, N.**, Wagner, B., Allen, J. A., Lehmann-Willenbrock, N., Rogelberg, S., Lucianetti, L., Meinecke, A., & Tong, J. (2017, July). Running late? A cross-cultural look at meeting lateness. In J. A. Allen & N. Lehmann-Willenbrock (Chairs), The application of meeting science in organizations. Paper presented at the 12<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, July 20-22, 2017, St. Louis, MO.
- Landowski, N.**, Wagner, B., Allen, J. A., Lehmann-Willenbrock, N., Rogelberg, S., Lucianetti, L., Madrid, H., Meinecke, A., Tong, J., Nyquist, E., & Schreiner, E. (2017, July) Time is money or better late than never? A cross-cultural comparison of meeting lateness. Paper presented at the 12<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, July 20-22, 2017, St. Louis, MO.
- Wagner, B., Yoerger, M., **Landowski, N.**, Allen, J. A. (2017, July). Committee of wise men, relationship manager, or babblor? Investigation of behavior-based group profiles and group meeting outcomes. Paper presented at the 12<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, July 20-22, 2017, St. Louis, MO.
- Stibbs, K., **Landowski, N.**, Mroz, J., Crowe, J., Yoerger, M., Allen, J. (2017, July). The meeting leader blindspot: What is it and is it killing our meetings? Paper presented at the 12<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, July 20-22, 2017, St. Louis, MO.
- Landowski, N.**, & Allen, J. A. The meeting went great! Or did it? Identifying the meeting leader blindspot. (2017, March) Paper presented at the University of Nebraska at Omaha Research and Creative Activity Fair, March 3, 2017, Omaha, NE.
- Landowski, N.**, Crowe, J., & Allen, A. (2017, April) Leadership Lessons for Effective Workplace Meetings. Paper presented at the 32<sup>nd</sup> Annual Conference of Society of Industrial and Organizational Psychology, April 27-29, 2017, Orlando, FL.
- Landowski, N.**, Dallman, J., Klahr, R., & Olean, L. (2017, April) #TheStruggleIsReal: What you didn't learn in graduate school. Alternative Session presented at the 32<sup>nd</sup> Annual Conference of Society of Industrial and Organizational Psychology, April 27-29, 2017, Orlando, FL.
- Mroz, J., **Landowski, N.**, & Allen, A. (2017, April) Why arriving late to meetings may harm workplace relationships. Paper presented at the 32<sup>nd</sup> Annual Conference of Society of Industrial and Organizational Psychology, April 27-29, 2017, Orlando, FL.
- Mroz, J. E., **Landowski, N.**, & Allen, J. A. (2016, April) What's your excuse this time? Negative effects of meeting lateness. Paper presented at the 31<sup>st</sup> Annual Conference of Society of Industrial and Organizational Psychology, April 27-29, 2016, Anaheim, CA.

Mroz, J. E., **Landowski, N.**, & Allen, J. A. (2016, March) Now you're in big trouble! Meeting lateness, anger, and punishment. Paper presented at the University of Nebraska at Omaha Research and Creative Activity Fair, March, 4, 2016, Omaha, NE.

**Landowski, N.**, Kulas, J. T., & Hinnenkamp, S. (2015, April) Development and initial validation of a group-level ability assessment. Paper presented at the 30<sup>th</sup> Annual Conference of Society of Industrial and Organizational Psychology, April 23-25, 2015, Philadelphia, PA.

**Landowski, N.**, Allen, J. A., Hinkel, H., & Fitzpatrick, G. (2013, May) "Are they late again?" The effects of lateness on perceived outcomes and quality in meetings. Paper presented at the Conference for Midwestern Psychological Association, May 2-4, 2013, Chicago, IL.

**Landowski, N.**, Allen, J. A., Hinkel, H. (2013, May) An investigation of the ripple effect on pre-meeting talk on meeting effectiveness. Paper presented at the Conference for Midwestern Psychological Association, May 2-4, 2013, Chicago, IL.

**Landowski, N.**, Allen, J. A., Lehmann-Willenbrock, N., & Hinkel, H. (2013, May) Let's keep chatting!: The importance of pre-meeting talk on meeting effectiveness. Paper presented at the 28<sup>th</sup> Annual Conference of Society of Industrial and Organizational Psychology, April 11-13, 2013, Houston, TX.

**Landowski, N.**, Allen, J. A. (2012, October) Pre-meeting talk: The impact of pre-meeting communication on meeting effectiveness. Paper presentation at the Creighton University College of Arts and Sciences Summer Research Scholarship Event, October 25, 2012, Omaha, NE.

**Landowski, N.**, Allen, J. A., Porter, M., Hinkel, H., & Ebers, C. (2011, July) Understanding the effectiveness of lateness to meetings on meeting effectiveness and satisfaction. Paper presented at 7<sup>th</sup> Annual Conference of the Interdisciplinary Network for Group Research, July 12-14, 2011, Chicago, IL.

## Funded Proposals:

\$5,000: *Graduate Research and Creative Activity (GRACA) Grant*. (2018, January). Title: Exploring and Developing Effective Team Behaviors: An Analysis of Emerging Business Professionals. Faculty Sponsor: Dr. Kath Henebry.

\$5,000: *Graduate Research and Creative Activity (GRACA) Grant*. (2016, March). Title: The Meeting Went Great! Or Did It? Identifying the Meeting Leader Blindspot. Faculty Sponsor: Dr. Joseph Allen.

\$4,725: *College of Arts and Sciences Undergraduate Research Fellowship*. (2012, April). Title: Pre-meeting Talk: The Impact of Pre-meeting Communication on Meeting Effectiveness. Faculty Sponsor: Dr. Joseph Allen.

## Technical Reports:

- Landowski, N.**, Folberg, A. M., Brooks, L., Mroz, J. E., Allen, J. A., & Reiter-Palmon, R. (2017, August). *Academic Year 2016-2017 Report: Impact of Service Learning on University, Secondary, and Elementary Students*. Omaha, NE.
- Landowski, N.**, Folberg, A. M., Brooks, L., Mroz, J. E., Allen, J. A., & Reiter-Palmon, R. (2017, July). *Spring 2017 Higher Education Semester Report: Impact of Service Learning on University Students*. Omaha, NE.
- Landowski, N.**, Brooks, L., Folberg, A. M., Mroz, J. E., Allen, J. A., & Reiter-Palmon, R. (2017, July). *Spring 2017 Secondary Education Semester Report: Impact of Service Learning on Secondary Students*. Omaha, NE.
- Landowski, N.**, Folberg, A. M., Brooks, L., Mroz, J. E., Allen, J. A., & Reiter-Palmon, R. (2017, July). *Spring 2017 Semester Report: Impact of Service Learning on Elementary Students*. Omaha, NE.
- Landowski, N.**, Folberg, A. M., Erks Byrne, R., Allen, J. A., & Reiter-Palmon, R. (2017, June). *Fall 2016 Higher Education Semester Report: Impact of Service Learning on University Students*. Omaha, NE.
- Landowski, N.**, Folberg, A. M., Erks Byrne, R., Allen, J. A., & Reiter-Palmon, R. (2017, June). *Fall 2016 Semester Report: Impact of Service Learning on Elementary Students*. Omaha, NE.
- Hornberg, J., **Landowski, N.**, Schreiner, E., Allen, J., & Reiter-Palmon, R. (2017, February). *Pottawattamie County Auditor's Office: Work Flow Analysis Report*. Council Bluffs, IA.
- Landowski, N.**, Mroz, J., Hornberg, J., Yoerger, M., Allen, J. & Reiter-Palmon, R. (2017, January). *Pottawattamie County Community Services Department: Work Flow Analysis Report*. Council Bluffs, IA.
- Landowski, N.**, Mroz, J., Hornberg, J., Yoerger, M., Allen, J. & Reiter-Palmon, R. (2017, January). *Pottawattamie County Conservation Department: Work Flow Analysis Report*. Council Bluffs, IA.
- Landowski, N.**, Erks, B., Hornberg, J., Yoerger, M., Allen, J., & Reiter-Palmon, R. (2016, September). *Pottawattamie County Veteran Affairs Department: Work Flow Analysis Report*. Council Bluffs, IA.
- Landowski, N.**, Hornberg, J., Allen, J. & Reiter-Palmon, R. (2016, October). *Pottawattamie County Assessor: Work Flow Analysis Report*. Council Bluffs, IA.
- Landowski, N.**, Yoerger, M., Hornberg, J., Mroz, J., Crowe, J., Allen, J. & Reiter-Palmon, R. (2016, May). *Pottawattamie County Building and Grounds Department: Work Flow Analysis Report*. Council Bluffs, IA.
- Allen, J. A., Dockter, R., **Landowski, N.**, & Trent, S. (2016). *Volunteer Program Assessment at University of Nebraska at Omaha Data Analytic Report for Cooking Matters*. Omaha, NE: Cooking Matters, Visiting Nurse Association.
- Allen, J. A., Halloran, K., **Landowski, N.**, & Trent, S. (2015). *Volunteer Program Assessment at University of Nebraska at Omaha Data Analytic Report for Naperville Area Humane Society*. Naperville, IL: Naperville Area Humane Society.

Klahr, R., **Landowski, N.**, Olean, L., & Revermann, D. (2015). *PCA Training: A Guide for At Home Ltd.* Minneapolis, MN: At Home, Ltd.

Dallman, J., Holt, J., Knights, L., & **Landowski, N.** (2014). *Positive Organizational Change: Driving Employee Development and Recognition.* St. Cloud, MN: Alpine Cabinetry, LLC.

Lacewell, J., **Landowski, N.**, Marcinko, A., & Trussell, G. (2014). *MyTalent Campaign: Developing Employee Potential.* Minneapolis, MN: Patterson Companies, Inc.

Olean, L., Klahr, R., & **Landowski, N.** (2014). *Upward Consulting Engagement Survey Technical Report.* St. Cloud, MN: Upward Consulting.

Allen, J. A., Backer, A., & **Landowski, N.** (2013). *Volunteer Program Assessment at Creighton Data Analytic Report for Humane Society of Indianapolis.* Indianapolis, IN: Humane Society of Indianapolis.

Allen, J. A., Backer, A., & **Landowski, N.** (2013). *Volunteer Program Assessment at Creighton Data Analytic Report for The Learning Club.* Kansas City, KS: The Learning Club.

Allen, J.A., Backer, A., & **Landowski, N.** (2013). *Volunteer Program Assessment at Creighton Data Analytic Report for Quakerdale.* Des Moines, IA: Quakerdale.

Allen, J. A., Backer, A., & **Landowski, N.** (2012). *Volunteer Program Assessment at Creighton Data Analytic Report for Bitterroot Big Brothers and Big Sisters.* Missoula, MT: Bitterroot Big Brothers and Big Sisters.

Allen, J. A., Backer, A., & **Landowski, N.** (2012). *Volunteer Program Assessment at Creighton Data Analytic Report for Greater Birmingham Humane Society.* Birmingham, AL: Greater Birmingham Humane Society.

Allen, J. A., Backer, A., & **Landowski, N.** (2012). *Volunteer Program Assessment at Creighton Data Analytic Report for London Animal Care Centre.* London, Ontario, Canada: London Animal Care Centre.

## Invited Presentations:

**Landowski, N.**, Reiter-Palmon, & Allen, J. (August, 2017). Academic Year Report Presentation to Service Learning Academy. Omaha, NE.

**Landowski, N.**, Reiter-Palmon, & Allen, J. (June, 2017). Fall Semester Report Presentation to Service Learning Academy. Omaha, NE.

Judge for PSYC 3140 Methods of Psychological Inquiry at University of Nebraska at Omaha. December 6, 2017, Omaha, NE.

Hornberg, J., Yoerger, M., **Landowski, N.**, Allen, J., & Reiter-Palmon, R. (May, 2017). Final Report Presentation to the Pottawattamie County Board of Supervisors. Council Bluffs, IA.

Judge for Minnesota State University-Mankato Consulting Challenge at Optum Health. April 17, 2015, Bloomington, MN.

Dallman, J., Holt, J., Knights, L., & **Landowski, N.** (May 2014). Job Analysis, Development, and Recognition Results and Recommendations at the Small Business Development Center. Invited presentation for Alpine Cabinetry management team, May 5, 2014, St. Cloud, MN.

Lacewell, J., **Landowski, N.**, Marcinko, A., & Trussell, G. (April 2014). Performance Management Learning Management System Campaign Presentation at Patterson Companies. Minneapolis, MN: Patterson Companies, Inc. April 2, 2014, Eagan, MN.

## Work Experience

Fall 2015 – present

Assessment and Accreditation Graduate Assistant  
College of Business Administration  
University of Nebraska at Omaha  
Omaha, Nebraska

- Collect, clean, and report semester data as required by university administration and AACSB accreditation agency for three programs (BSBA, MBA, EMBA)
- Analyze video recordings of upper-level undergraduate business majors participating in team-based meetings using Act4teams coding scheme on Mangold's INTERACT software
- Proctor ETS Major Field Tests for undergraduate and MBA business majors

Summer 2015 – present

Research Assistant: Center for Meeting Effectiveness  
Department of Psychology  
University of Nebraska at Omaha  
Omaha, Nebraska

- Conduct literature reviews, collect, and analyze data, prepare materials for UNMC Institutional Review Board, mentor undergraduate students working on research projects, prepare articles and presentations, proctor experiments, and collaborate in lab meetings

Summer 2015 – Spring 2017

Associate: Center for Applied Psychological Services  
Department of Psychology  
University of Nebraska at Omaha  
Omaha, Nebraska

- Meet with potential clients to discuss the high-quality, research-based, legally defensible, and scientifically sound consulting services to local, public, and private organizations
- Communicate with organizational leaders in order to assess needs then develop project proposals, detailing proposed work and timelines
- Produce deliverables and final report to clients

Spring 2014 – Spring 2015

Research Intern  
CPP, Inc.

Mountain View, California / White Bear Lake, MN (Virtual Team)

- Worked closely with research team on major assessment revisions or product developments, including item writing, research design, website programming, data collection, analysis, and preparation of reports
- Contributed to research on the psychometrics and validation of CPP assessment products, including literature reviews, writing, and preparation of professional presentations or publications
- Assisted in MBTI (item-response theory-based) global scoring system then produced tables, figures, and content for the upcoming technical manual
- Performed large-scale archival data cleaning for 2.5+ million cases

Fall 2013 – Spring 2015      Assessment and Accreditation Research Assistant  
Office of the Dean, School of Education  
St. Cloud State University  
St. Cloud, Minnesota

- Collect, clean, and report longitudinal data as required by university administration, state regulatory and accreditation agencies (Title II, NCATE, Minnesota Board of Teaching)
- Report descriptive statistics for MTLE passing rates, student teaching outcomes, entry and exit program surveys, and enrollment
- Utilize Tk20 to map criterion for student teaching and learning outcomes

Fall 2012 – Spring 2013      Senior Analyst, Volunteer Program Assessment-Creighton  
Department of Psychology  
Creighton University  
Omaha, Nebraska

- Provided consultation services for non-profit organizations throughout the country on the effectiveness of their volunteer program
- Responsible for the collection, statistical analysis, and report generation of employee assessments

Spring 2011 – Spring 2013      Research Assistant: Center for Meeting Effectiveness  
Lab Coordinator (December 2011 – Spring 2013)  
Department of Psychology  
Creighton University  
Omaha, Nebraska

- Performed independent research under direct tutelage of a faculty advisor
- Designed experiments to examine the effects of lateness and conversations before meetings
- Conducted 2<sup>nd</sup> round interviews for potential research assistants

## Consulting Experience



Center for Applied Psychological Services (Summer 2015 – present)  
University of Nebraska at Omaha (Omaha, Nebraska)

Clients include:

- Do Space (Omaha, NE)
- Education Northwest (Portland, OR)
- Pottawattamie County (Council Bluffs, IA)
- Service Learning Academy (Omaha, NE)

Upward Consulting (Fall 2013 – Spring 2015)  
St. Cloud State University (St. Cloud, Minnesota)

Clients include:

- Alpine Cabinetry (St. Cloud, MN)
- At Home, Ltd. (St. Cloud, MN)

Volunteer Program Assessment-Creighton (Fall 2012 – Spring 2013)  
Creighton University (Omaha, Nebraska)

Clients include:

- Bitterroot Big Brothers and Big Sisters (Missoula, MT)
- Greater Birmingham Humane Society (Birmingham, AL)
- Humane Society of Indianapolis (Indianapolis, IN)
- London Animal Care Centre (London, Ontario, Canada)
- The Learning Club (Kansas City, KS)
- Quakerdale (Des Moines, IA)

## Select Consulting Experiences

Project Manager (August 2016 – August 2017)

Service Learning Academy through Center for Applied Psychological Services

- Assessed matched pre- and post-survey data (satisfaction, affective, qualitative) for UNO and P-12 students participating in service learning courses
- Presented research findings of longitudinal analyses to conferences internationally (IARSLCE) and nationally (ESC)

Associate (Summer 2015 – Spring 2017)

Pottawattamie County through Center for Applied Psychological Services

- Conducted a work flow analysis to provide recommendations related to policy and procedures, automation, work processes, organizational development, government integration, and space integration for 21 Offices and Departments
- Developed observation, structured interview, and focus group protocols
- Collected and synthesized data at the department- and organizational-level

Consultant (Spring 2015)

At Home, Ltd. through Upward Consulting

- Conducted a needs assessment to find gaps between current and desired training practices for personal care aids
- Developed a training guide with standard operating procedures for personal care aids (e.g., timesheets, infectious/communicable diseases, transporting clients)

Consultant (Spring 2014)

Alpine Cabinetry through Upward Consulting

- Generated formal job descriptions for 18 production floor positions (e.g., build/modular lead) through interviews, focus groups, observations, and survey assessment
- Provided leadership development (e.g., mentorship program) and employee recognition recommendations (e.g., ongoing, personal, and immediate feedback)

## Teaching

### Professional and Honorary Societies:

Minnesota Professionals for Psychology Applied to Work, Student Member

Interdisciplinary Network for Group Research, Student Member

Society for Industrial and Organizational Psychology, Student Member

Psi Chi

### Awards, Scholarships, and Grants:

SIOP Student Travel Award: 2017

Minnesota State University-Mankato Consulting Challenge 2014: First Runner Up

Creighton University Department of Psychology Award for Outstanding Scholarship: 2013

Creighton University College of Arts and Sciences Summer Research Scholarship: 2012

Creighton University Dean's List: 2011, 2012, 2013

Creighton Ignatian Leadership and Service Scholarship: 2009-2013

Creighton Academic Scholarship: 2009-2013

Dedication Award in Center for Meeting Effectiveness Lab: 2011

### Certifications:

MBTI Certified Practitioner Form M (instruction from Linda Kirby by Myers & Briggs Foundation)

MBTI Certified Practitioner Form Q (instruction from Linda Kirby by Myers & Briggs Foundation)

The Rocket Model: Practical Advice for Building High Performing Teams

Gordon Curphy and Robert Hogan (instruction from Gordon Curphy)

### Mentorship:

Kyla Miller, University of Nebraska at Omaha, Fall 2017-present

Molly Grant-Leanna, University of Nebraska at Omaha, Spring 2016-present

Kathleen Stibbs, University of Nebraska at Omaha, Fall 2015-present

Kelly Charbonneau, St. Cloud State University, Fall 2014 – Spring 2015

Leadership and Succession Specialist at Sanford Health (Fargo, North Dakota)

Kristi Noble, St. Cloud State University, Fall 2014 – Spring 2015

Research Intern at Perkins+Will (San Francisco, California)

Samantha Hinnenkamp, St. Cloud State University, Spring 2014 – Spring 2015  
University of North Dakota, Master's Mental Health Counseling

## **Graduate Training:**

Psychometrics  
Inferential Statistics  
Multivariate Statistics  
Organizational Psychology  
Job Analysis  
Criterion Development and Performance Appraisal  
Business Consulting  
Personnel Selection  
Ethics in Industrial/Organizational Psychology  
Leading Organizational Change  
Training and Organizational Development  
Individual Psychological Assessment  
Social Psychology  
Research Methods  
Seminar: Meetings and Collaboration  
ANOVA  
Developmental Psychology  
Structural Equation Modelling  
Cognitive Psychology  
Industrial Motivation and Morale  
Leadership Theories and Research  
Tools for Data Analysis (Economics Department)

\*Currently enrolled