

Abby Corrington

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EDUCATION

- 2018-2020 **Rice University**, Houston, Texas
Ph.D. Industrial/Organizational Psychology
Advisor: Mikki Hebl
- 2015-2018 **Rice University**, Houston, Texas
M.A. Industrial/Organizational Psychology
Advisor: Mikki Hebl
- 2009-2013 **Rice University**, Houston, Texas
B.A. Psychology, *cum laude*
- 2005-2009 **Pasadena Memorial High School**, Pasadena, Texas
Valedictorian (ranked 1 out of 535 students)

GRANTS

An examination of the determinants of evaluations of male and female leaders (2019). Doerr Institute's Leader Development Innovation Award. Rice University Internal Grant. \$20,058.30. Co-PI.

Seeing is believing: Promoting leadership through increased visual representation of female and racial minority leaders (2018). Doerr Institute's Leader Development Innovation Award. Rice University Internal Grant. \$25,635.20. Co-PI.

Examining strategies to remediate discrimination against Hijabi Muslim Americans (2017). The Boniuk Institute for the Study and Advancement of Religious Tolerance. Small Grant. Rice University. \$4,973. Co-PI.

Developing better leaders by incorporating diversity competencies into training programs (2016). Doerr Institute's Leader Development Innovation Award. \$28,795. Co-PI.

Age and gender bias in the medical field (2016). Society for the Psychological Study of Social Issues (SPSSI) Grant-In-Aid, \$1,000 in addition to a \$1,000 match from the Rice University School of Social Sciences. PI.

SCHOLARSHIPS AND AWARDS

SIOP Travel Award, \$500 (2018, 2019).

Psychology Department Travel Award, \$400 each year, Awarded to students who are first authors of a conference presentation (2016-2019).

Rice University Graduate Fellowship, Full academic scholarship (2015-present).

Kenneth R. Laughery Award for Best Master's Thesis in Psychology (2018). Rice University.

RISE Research Award (2017). Association for Psychological Science. Award that “seeks to cultivate psychological science research in fields related to socially and economically under-represented populations, and recognize outstanding student researchers from diverse racial, ethnic, geographic and cultural backgrounds, as well as other underrepresented groups in psychological science.”

PEER-REVIEWED PUBLICATIONS (*Denotes authors contributed equally)

Bilotta, I., Cheng, S., Ng., L, **Corrington, A.**, Watson, I., King, E., Hebl, M. (in press). Softening the blow: Using justice and fairness perceptions to inform best practices for layoffs during COVID-19. *Behavioral Science and Policy*.

Corrington, A., Lane, D., Trump-Steele, R. C., & Hebl, M. (in press). Effect sizes and the translation from diversity research to human resource management. *Research in Human Resource Management*.

Corrington, A., Ramprasad, C., Narula, T., & Hebl, M. (2019). Age and gender bias in medical students' diagnoses: A scope into gastroenterology. *Gastroenterology & Hepatology: Open Access*, 10(3), 117-121.

Ruggs, E. N., Walker, S. S., **Corrington, A.**, Nittrouer, C. L. (2019). “Say it loud, I’m Black and I’m proud”: The effectiveness of racial acknowledgments at work. *Personnel Assessment and Decisions*, 5(2), 5.

Nguyen, S., **Corrington, A.**, Hebl, M. R., & Scullin, M. K. (2019). Endorsements of surgeon punishment and patient compensation in rested and sleep-restricted individuals. *JAMA Surgery*, *154*(6), 555-557.

*Bilotta, I., ***Corrington, A.**, *Mendoza, S. A., *Watson, I., & King, E. B. (2019). How subtle bias infects the law. In R. J. MacCoun (Ed.), *Annual Review of Law and Social Science*. Chicago, IL: University of Chicago Press.

Corrington, A., & Hebl, M. (2018). America clearly isn't ready for a female president: Why? *Equality, Diversity, and Inclusion: An International Journal*, *37*(1). <https://doi.org/10.1108/edi-08-2017-0175>

Corrington, A., Nittrouer, C. L., Trump-Steele, R. C., & Hebl, M. (2018). Letting him B: A study on the intersection of gender and sexual orientation in the workplace. *Journal of Vocational Behavior*, *113*, 129-142.

*Cheng, S., ***Corrington, A.**, *Hebl, M., *Ng, L., & *Watson, I. (2018). Victim precipitation and the wage gap. *Industrial and Organizational Psychology*, *11*(1), 144-151. <https://doi.org/10.1017/iop.2017.100>

*Cheng, S., ***Corrington, A.**, *Dinh, J., *Hebl, M., *King, E., *Ng, L., *Reyes, D., *Salas, E., & *Traylor, A. (2018). Challenging diversity training myths: Changing the conversation about diversity training to shape science and practice. *Organizational Dynamics*, *48*(4). <https://doi.org/10.1016/j.orgdyn.2018.09.001>

Cheng, S., Ng, L., Trump-Steele, R. C., **Corrington, A.**, & Hebl, M. (2018). Calling on male allies to promote gender equity in IO psychology. *Industrial and Organizational Psychology*, *11*(3), 389-398. <https://doi.org/10.1017/iop.2018.88>

Hebl, M., Barron, L., Cox, C. B., & **Corrington, A. R.** (2016). The efficacy of sexual orientation anti-discrimination legislation. *Equality, Diversity, and Inclusion: An International Journal*, *35*(7/8). <https://doi.org/10.1108/edi-07-2016-0060>

Traylor, A., **Corrington, A.**, Ng, L., Skorinko, J., & Hebl, M. (invited). Expanding research on working women more globally: Identifying and remediating current blindspots. In preparation for *Journal of Social Issues*.

BOOK CHAPTERS AND OTHER CONTRIBUTIONS

Corrington, A. Structured interviews. (in press). In D. Brannan (Ed.), *Routledge encyclopedia of psychology in the real world*.

King, E., Finkelstein, L., Thomas, C., & **Corrington, A.** (2019). Generational differences at work are small. Thinking they're big affects our behavior. *Harvard Business Review*.

Hebl, M., Nitttrouer, C. L., **Corrington, A. R.**, & Madera, J. M. (2018). How we describe male and female job applicants differently. *Harvard Business Review*.

Corrington, A., Nitttrouer, C. L., Ng, L. C., Trump-Steele, R. C. E., Watson, I., Moreno, C., & Hebl, M. (in press). Being mindful of diversity and discrimination: Eight lessons that can improve your teaching. In T. M. Ober, E. S., Che., J. E. Brodsky, C. Raffaele, & P. J. Brooks (Eds.), *How we teach now: The GSTA guide to transformative teaching* (pp. 155-165).

*Cheng, S., ***Corrington, A.**, *King, E. B., & *Ng, L. (in press). Changes in worker demographics. In B. J. Hoffman, M. K. Shoss, & L. A. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work*. Cambridge: Cambridge University Press.

Corrington, A., Hebl, M., & Tsang, J. A. (2017). Behavioral indicators of discrimination in social interactions. In J. Nussbaum (Ed), *Oxford Research Encyclopedia of Communication*. New York, NY: Oxford University Press.

MEDIA COVERAGE

Research highlighted in: McCaig, A. (2019). Does sleep deprivation promote medical malpractice lawsuits? *Rice News*. <http://news.rice.edu/2019/03/26/does-sleep-deprivation-promote-medical-malpractice-lawsuits/>

Research highlighted in: McCaig, A. (2018). Psychologists explain why 'America isn't ready for female president.' *Rice News*. <http://news.rice.edu/2018/03/20/psychologists-explain-why-america-isnt-ready-for-female-president/>

Research highlighted in: McCaig, A. (2018). Psychologists: Women are not to blame for the wage gap. *Rice News*. <http://news.rice.edu/2018/05/31/psychologists-women-are-not-to-blame-for-the-wage-gap-2/>

Corrington, A., & Hebl, M. (2018, March 27). Why America wasn't ready for a female president. *Houston Chronicle*. <https://www.houstonchronicle.com/local/gray-matters/article/sexism-hillary-clinton-presidential-election-12784395.php>

Hebl, M., & **Corrington, A.** (2018, March 28). America wasn't ready for a female president. Here's how to change that. *The Texas Tribune*. <https://www.tribtalk.org/2018/03/28/america-wasnt-ready-for-a-female-president-heres-how-to-change-that/>

MANUSCRIPTS UNDER REVIEW

Walker, S. S., Hebl, M., **Corrington, A.**, & King, E. B. Subtle discrimination usurps cognitive resources and undermines performance. *Journal of Business and Psychology*.

Corrington, A., Mendoza, S. A., Hebl, M., Nittrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., Carter, J. T., & Ruggs, E. Perceptions of organizations that endorse Black Lives Matter. *Journal of Applied Psychology*.

Corrington, A., & Hebl, M. Failure to find that power posing influences negotiations. *Journal of Cross-Cultural Psychology*.

Corrington, A., Stewart, D., Madera J., Ng, L., Williams, J., & Hebl, M. Diversity and inclusion of understudied populations: A call to practitioners and researchers. *Consulting Psychology Journal: Practice and Research*.

Corrington, A., Ng., L., Phetmisy, C., Watson, I., Wu, F., & Hebl, M. How bias thwarts successful aging at work. *Industrial and Organizational Psychology*.

MANUSCRIPTS IN PROGRESS (Titles tentative)

Corrington, A., Hebl, M., Watson, I., Bilotta, I., Cheng, S., Ng., L, King, E. How behavioral science can inform policies to prevent discrimination against Asian Americans in the era of COVID-19. In preparation for *Behavioral Science and Policy*.

Xiao, V., **Corrington, A.**, Nittrouer, C. L., Phillips, C., & Hebl, M. Work more, earn less: An examination of racial differences in personal entitlement. In preparation for *Journal of Applied Psychology*.

Trump-Steele, R. C. E., Hebl, M., **Corrington, A.**, & Nittrouer, C. L. Convincing men that gender equity matters. In preparation for *TBD*.

Carter, J., **Corrington, A.**, & Hebl, M. The effect of Black hairstyles in personnel selection. In preparation for *TBD*.

Corrington, A., Scullin, M., Nguyen, S., & Hebl, M. Sleepiness and its association with bias in hiring decisions. In preparation for *TBD*.

Steele, S. T., **Corrington, A.**, & Hebl, M. Does cross-cultural training influence expatriate adjustment? The important role of moderators. In preparation for *Journal of Cross-Cultural Psychology*.

Davenport, M. K., Ng, L., Cheng, S. K., Traylor, A. M., Paoletti, J., **Corrington, A.**, King, E. B. Salary distribution at home and gender diversity at work predict division of household labor. In preparation for *TBD*.

CONFERENCE PRESENTATIONS

Trump-Steele, R. C. E., **Corrington, A.**, & Hebl, M. (2020, May). *Male allies and gender equity: Exploring the explanatory mechanisms*. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), virtual.

Corrington, A., Steele, S. T., & Hebl, M. (2019, April). *Does cross-cultural training influence expatriate adjustment? The role of moderators and mediators*. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, DC/National Harbor, MD.

Corrington, A., Traylor, A., & Hebl, M. (2019, April). *Gender and racial disparities in STEM: Finding and addressing the pipeline leaks*. Symposium co-chaired at the 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, DC/National Harbor, MD.

Corrington, A. *Building mentor-mentee relations*. (2019, April). Doctoral consortium panelist at the 34th Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Washington, DC/National Harbor, MD.

Corrington, A., Hebl, M., Braam, J., Ng, L., & Cheng, S. (2018, May). *Seeing is believing: Promoting leadership through increased visual representation of female and racial minority leaders*. Poster presented at the 30th Association for Psychological Science (APS) Annual Convention, San Francisco, CA.

Corrington, A., Mendoza, S. A., Hebl, M., Nittrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., & Carter, J. T. (2018, April). *Perceptions of organizations that endorse BLM: Not so black and white?*. Symposium presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

Corrington, A., Reyes, D. L., & Nittrouer, C., L. (2018, April). *DARE: A review and theoretical framework for developing diversity competencies*. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Chicago, IL.

Corrington, A., Mendoza, S. A., Hebl, M., Nittrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., Carter, J. T. (2018, March). *Black and blue: Racial disparities in perceptions of organizational values*. Poster presented at Personnel and Human Resources Research Group (PHRRG), Houston, TX.

Corrington, A., & Hebl, M. (2017, August). *Evaluating social evaluations: All different, but similar, or maybe it just depends*. Symposium presented at the 77th Annual Meeting of the Academy of Management (AOM), Atlanta, GA.

Carter, J. T., **Corrington, A.,** Nittrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., & Hebl, M. (2017, May). *Weaves and afros: Do hairstyles influence employers?* Poster presented at the 29th Association for Psychological Science (APS) Annual Convention, Boston, MA.

Corrington, A., Trump-Steele, R. C. E., Nittrouer, C. L., Hebl, M., & Rodgers, J. R. (2017, April). *Effect of mentoring on expected competitiveness of biomedical graduate students*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology (SIOP), Orlando, FL.

Corrington, A., Nittrouer, C. L., Trump-Steele, R. C. E., Moreno, C. A., Carter, J. T., & Hebl, M. (2017, February). *The “B” in “LGBT” matters: Current findings and directions for future research*. Poster presented at the annual Industrial/Organizational & Organizational Behavior (IOOB) Conference, Houston, TX.

Corrington, A., Hebl, M. R., & Rodgers, J. R. (2016, April). *Mentor or Athena: The effect of gender, specialty, and personality on medical mentoring relationships*. Poster presented at the annual meeting of the Association for Psychological Science (APS), Chicago, IL.

INVITED TALKS

Corrington, A. (March, 2019). *Failure to find that power posing influences negotiations*. Presentation given at the Industrial/Organizational Brown Bag presentation series at Rice University, Houston, TX

Corrington, A., Nittrouer, C. L., Reyes, D. (August, 2018). *Multicultural diversity*. Presentation given during orientation week for Master of Global Affairs students at Rice University, Houston, TX.

Corrington, A. (April, 2018). *Gender and politics*. Presentation given in the First-Year Writing Intensive Seminar, Critical Thinking in a Democracy course taught by Dean of Undergraduates, John Hutchinson, and Paula Hutchinson at Rice University, Houston, TX.

Corrington, A. (December, 2017). *Perceptions of organizations that endorse BLM: Not so black and white?* Presentation given at the Industrial/Organizational Brown Bag presentation series at Rice University, Houston, TX.

Corrington, A., Nittrouer, C. L., Reyes, D. (August, 2017). *Multicultural diversity*. Presentation given during orientation week for Master of Global Affairs students at Rice University, Houston, TX.

Corrington, A., Trump-Steele, R. C. E. (April, 2016). *The role of psychology in STEM*. Presentation given during a STEM workshop at the Children’s Museum of Houston, Houston, TX.

TEACHING INTERESTS

Organizational Behavior, Human Resource Management, Organizational Effectiveness through People and Teams, Strategic Management in a Global Business Environment

TEACHING EXPERIENCE

Instructor

Designed and implemented the following courses. Responsible for every aspect of the classes, including lecturing, assignment construction, and grading.

- Emerging Trends in Organizational Behavior, Fall 2019, *Rice University*
- Introduction to Social Psychology, Summer 2018 (Effectiveness rating: 5.00/5.00), *Department of Psychological Sciences, Rice University*
 - Student comment: “Abby is a fantastic instructor! She was always on time and prepared for lecture, extremely open to questions and discussions, and provided additional information and research on topics that the class showed interest in. I wish all of my professors were as engaging and cared as much as she does.”

Guest Lecturer

Presented guest lectures in the following courses. Responsible for every aspect of the class session.

- Introduction to Industrial/Organizational Psychology, Spring 2019, *Emotions & Attitudes at Work* (Excellence rating: 4.3/5.0), *Department of Psychological Sciences, Rice University*
- Introduction to Industrial/Organizational Psychology, Spring 2019, *Justice & Diversity in the Workplace* (Excellence rating: 4.6/5.0), *Department of Psychological Sciences, Rice University*
- Introduction to Social Psychology, Fall 2016, *Persuasion & Group Processes*, *Department of Psychological Sciences, Rice University*

Teaching Assistant

Assisted instructors of record with implementing the following courses. Responsible for grading assignments, essays, and tests; coordinating exam day logistics; holding office hours to assist students with their work; and serving as an intermediary for instructor and students.

- Optimizing the Workforce of the Future (MBA students), Fall 2019, *Department of Management, Jones Graduate School of Business, Rice University*
- Introduction to Industrial/Organizational Psychology, Spring 2019, *Department of Psychological Sciences, Rice University*
- Introduction to Social Psychology, Fall 2015-2017, *Department of Psychological Sciences, Rice University*
- Health Psychology, Fall 2012, *Department of Psychological Sciences, Rice University*

RESEARCH EXPERIENCE

Graduate Researcher/Lab Manager, Fall 2015-Present

Hebl Diversity and Discrimination Research Lab, Rice University

- Write and edit grant proposals and publications
- Assist with development of study protocol and materials, including IRB submissions
- Co-manage a research lab made up of ~35 undergraduate and high school research assistants
 - Conduct research study training for undergraduate research assistants
 - Coordinate data entry, processing, and analyses for undergraduate research assistants
 - Develop the lab syllabus
 - Lead bi-weekly lab meetings
 - Grade assignments
 - Advise research assistants regarding their academic and professional careers
 - Manage course website and content

Lab Manager, Spring 2017

Hebl Diversity and Discrimination Research Lab, Department of Psychology and Neuroscience, Baylor University

- Managed a research lab made up of 15 undergraduate research assistants
 - Conducted research study training for undergraduate research assistants
 - Coordinated data entry, processing, and analyses for undergraduate research assistants

Undergraduate Research Assistant, Fall 2014

Department of Psychological Sciences, Rice University

Worked under the supervision of Dr. Mikki Hebl in her Industrial/Organizational lab assisting two graduate students with their research projects on gender and pregnancy.

- Created visual stimuli, recruited participants, collected data, coded data

Independent Researcher, Spring 2012

Department of Psychological Sciences, Rice University

Worked with three other students under the supervision of Dr. Sandra Parsons to design and conduct an independent research project examining stereotype threat and its effect on athletic performance.

- Designed experiment, obtained IRB approval, recruited participants, conducted study, coded data, and analyzed results

Undergraduate Research Assistant, Spring 2012-Fall 2012

Department of Psychological Sciences, Rice University

Worked under the supervision of Dr. Margaret Beier, assisting five Industrial/Organizational Psychology graduate students with their research projects.

- Piloted and conducted studies examining the reliability and validity of predictors of job and college performance
- Served as a confederate and coded and entered data for a study exploring situational judgment and collaboration
- Assisted with a meta-analysis focused on training and motivation as related to elderly populations

Medical Research Assistant, Summer 2010

Department of Internal Medicine, Kelsey Seybold Clinic

- Recruited patients for a clinical study, resulting in 60% enrollment increase
- Conducted study and interacted with patients at Kelsey-Seybold Clinic

WORK EXPERIENCE

Expert Witness Consultant, May 2016-October 2016

Robins Kaplin LLP, Minneapolis, MN

Worked with an expert witness on a trial involving potential discrimination in a healthcare setting.

- Reviewed hundreds of legal documents and conducted a literature review of academic research in preparation for the development of two expert witness reports
- Prepared documents for use in expert witness deposition

Organizational Consultant, Spring 2016

Houston Baptist University, Houston, TX

Developed a model for effective rater training practices for use in selection of faculty, staff, and students.

- Conducted an extensive review of the extant literature on rater training and best practices
- Developed a framework for rater training that is generalizable to numerous rating episodes and a refresher aid for raters who have already received the training
- Presented final deliverables to the client

Third Eye Metrics Team Member, Spring 2016

Doerr Institute for New Leaders, Rice University

Worked under the supervision of Dr. Catherine Oleksiw and two other graduate students on the metrics team.

- Laid the groundwork for evaluation of programs and initiatives led by the Doerr Institute for New Leaders
- Conducted interviews with other universities with similar leadership programs to gain an understanding of evaluation methods employed elsewhere and developed a report based on these evaluations
- Met with the Rice University Office of Institutional Effectiveness to understand the ways that Rice University uses Qualtrics so that the Doerr Institute could apply similar methods
- Developed numerous questionnaires for use in the Spring 2016 pilot coaching program and future initiatives
- Created interview protocol
- Edited multiple reports (e.g., for the Provost, for internal Doerr Institute use)

Voir Dire Consultant, March 2016

Tom Radosevich Law Office, Houston, TX

Served as an Industrial/Organizational consultant during a *voir dire* (jury selection).

- Was present in the courtroom while the judge, prosecution, and defense spoke to and presented questions to approximately 60 potential jurors
- Recorded impressions of each of the jurors

- Presented to the defense attorney my recommendations for who should serve on the final 12-person jury

Senior Analyst, May 2014-May 2015

Accenture Management Consulting, Houston, TX

- Partnered with clients to provide consulting services focused on stakeholder engagement, project management, data analysis, reporting, strategy, operations, training development, and future state definition for several Fortune 500 companies
- Independently planned and executed multiple process improvement initiatives in the Upstream sector, resulting in reductions in cost and risk and increases in efficiency and morale
- Developed 70+ training and change assets including Computer-Based Training, Instructor-Led Training, Quick Reference Guides, Business Process Procedures, Process Walkthroughs, Change Discussion Guides, and Day-In-The-Life scenarios spanning eight distinct process areas including Operations, Supply Chain, Capital Project Management, Finance, Data Governance, Tax, and Human Resources
- Co-led the planning and execution of a weeklong event hosting 30+ global stakeholders preparing them to lead project activities at their local sites
- Established and maintained relationships with the client and third party companies to coordinate the transfer of 498 regulatory permits and plan for the transfer of over 3,000 permits with 57 agencies in 5 geographic regions
- Provided weekly presentations to project and client leadership on behalf of team
- Co-led the account newsletter, writing sections, taking photos, and editing peers' work
- Organized the rewards and recognition program on the account, presenting weekly awards to project and client leadership
- Served as Communications Lead for Houston Management Consulting Development Program Leadership Team

Business Analyst, June 2013-June 2014

Accenture Management Consulting, Houston, TX

- Created a presentation supporting a new business initiative and delivered it to the client, obtaining 100% buy-in and addressing concerns throughout the organization, from vice presidents to field site administrators
- Assisted with training material development for a team that was three weeks behind schedule, creating 29 finalized materials and bringing the team back on track within two weeks
- Ensured completion of 2,723 tasks across 65 teams in the project plan by holding approximately 375 meetings with over 150 business resources and personally resolving approximately 30 potential risks

- Planned 10 campus recruiting events, managing a budget of approximately \$21,000, resulting in a 94% acceptance rate
- Planned, coordinated, and led four career and college readiness workshops for underprivileged high school students

LEADERSHIP, COMMITTEES, & SERVICE TO RICE UNIVERSITY

Treasurer, 2015-2017

Social Sciences Graduate Student Association, Rice University

- Manage a \$2,172.93 budget
- Coordinate with the office of the Dean of the Rice University School of Social Sciences and the executive board of the Social Sciences Graduate Student Association to plan events and provide developmental opportunities for graduate students in the Social Sciences

Member, July 2016-Present

Graduate Student Psychology Department Colloquium Committee, Rice University

- Work with one faculty member and five graduate students to plan and organize colloquia for the Psychology Department, including inviting guest speakers and managing logistics of the invited speakers' visits

Student Conference Co-Organizer, 2015-2016

Rice Industrial/Organizational Psychology Association (RIOPA), Rice University

- Worked with other I/O graduate students to plan the 2017 Annual Industrial Organizational/Organizational Behavior Conference

Member, August 2015-2017

Rice Industrial/Organizational Psychology Association (RIOPA), Rice University

- Worked with other I/O graduate students to plan two social events at the Annual Conference of the Society for Industrial and Organizational Psychology (SIOP)

President, August 2012-May 2013

Psi Chi, The International Honor Society in Psychology, Rice University

- Planned multiple events, including a social networking event, a professional psychology panel, and the annual induction ceremony, managing a \$400 budget and coordinating with the faculty advisor, members, panelists, vendors, and venues

Duncan College External Vice President, March 2011-March 2012

Rice University, Houston, Texas

- Managed team of six committee heads in order to establish accountability and organization within the residential college
- Interfaced with other student leaders and faculty members to develop social and academic initiatives to improve residential collegiate life

Duncan College New Student Orientation Week Coordinator, February 2011-August 2011

Rice University, Houston, Texas

- Partnered with other students to plan and organize new student orientation for the 2011-2012 academic year
- Recruited, interviewed, and assessed 130 undergraduate candidates resulting in the selection and management of 44 advisors comprising the college leadership team
- Designed and edited a 300+ page introductory book for incoming students
- Collaborated with the university administration in executing change within various educational aspects of new student orientation week

PROFESSIONAL MEMBERSHIPS

2015 - Present	Society for Industrial and Organizational Psychology (SIOP)
2016 - Present	Academy of Management (AOM)
2011 - Present	Psi Chi, The International Honor Society in Psychology