

Education

- Ph.D. University of Oklahoma, Norman, OK, May, 2010**
Psychology, concentration in Industrial and Organizational Psychology
Secondary Concentration: Social Psychology
Dissertation: Forecasting downstream consequences in ethical decision-making
- M.S. University of Oklahoma, Norman, OK, May 2007**
Psychology, concentration in Industrial and Organizational Psychology
Thesis Title: The effects of workload history on task switching
- B.S. Tarleton State University, Stephenville, TX, August 2003**
Psychology, Summa Cum Laude
Minor: English

Research Interests

- Complex cognition in organizations, including ethical decision-making, leadership, and creativity
- Ethical decision-making at different levels of organizations, especially leader ethical decision-making
- Leading for creativity and innovation
- Identifying and understanding the cognitive mechanisms involved in ethical decision-making
- Training and interventions to improve ethical decision-making

Research and Professional Experience

August 2014-present	Director , MS in Industrial-Organizational Psychology Program Department of Psychology Angelo State University
August 2013-August 2014	Co-Director , MS in Industrial-Organizational Psychology Program Department of Psychology, Sociology, and Social Work Angelo State University
August 2021-present	Full Professor Department of Psychology Angelo State University
August 2016-present	Associate Professor Department of Psychology and Sociology Angelo State University
August 2010 – August 2016	Assistant Professor Department of Psychology, Sociology, and Social Work

Angelo State University

Teaching:

- Graduate-Level Creativity
- Graduate-Level Organizational Psychology
- Graduate-Level Experimental Methods
- Graduate-Level Theories of Leadership
- Graduate-Level Research Analysis and Design
- Graduate-Level Personnel Selection
- Undergraduate-Level Industrial/Organizational Psychology
- Undergraduate-Level Leadership
- Undergraduate-Level Testing and Assessment
- Undergraduate-Level General Psychology

May 2007 – May 2010

Research Assistant

Center for Applied Social Research, Norman Oklahoma

NIH Grant – Strategies for Improving Ethical Decision-making (EDM)

- Design experimental studies
- Prepare materials for experimental studies
- Conduct experimental studies
- Prepare manuscripts for publication

Jan. 2008 – May 2008

Subject Matter Expert (SME) Interviewer (Faculty SMEs)

Center for Applied Social Research, Norman, Oklahoma

Assessing Ethical Problems and Training Needs in Academia

- Developed questions to collect job analytic data from faculty members
- Recorded and synthesized notes for SME review and approval
- Recommended ethics taxonomy and training needs based on results
- Constructed the EDM measure based on the JA data

May 2006 – Aug. 2006

Online Course Developer

Industrial and Organizational Psychology Online, University of Oklahoma

- Generated a syllabus covering important topics in I/O psychology
- Chose reading materials for each class topic
- Chose assignments for each class topic
- Generated discussion questions for each class topic
- Created and organized the Desire 2 Learn interface for the course

Aug. 2004 – May 2007

Research Assistant

Workload History Lab, University of Oklahoma

Dr. Luz-Eugenia Cox-Fuenzalida,

- Supervised and scheduled undergraduate research assistants' work
- Conducted experimental studies
- Prepared posters for presentation
- Performed literature reviews
- Prepared manuscripts for publication

Jan. 2003 – May 2004

Research Assistant

Tarleton State University

Dr. Thomas Dougherty

- Drafted and submitted grant proposal for funding
- Performed literature reviews
- Recruited participants and administered questionnaires
- Entered and analyzed preliminary data using SPSS
- Prepared manuscripts for presentation.

Publications

Stenmark, C., K. (2023). Transformational and transactional leadership behaviors and ethical perceptions: The effects of sensory processing sensitivity. *Journal of Management Development*. doi: 10.1108/JMD-07-2023-0206.

Stenmark, C., K. (2022). Leader deception and ethical decision-making: The role of sensory processing sensitivity. *International Journal of Responsible Leadership and Ethical Decision-Making*, 4(1), 1-16. doi: 10.4018/IJRL EDM.315612.

Stenmark, C., K., Lara, R., & Krug, L. (2022). Sexual harassment: In the eye of the beholder? *Journal of Behavioral and Applied Management*, 22(2), 246-277. doi: 10.21818/001c.38521.

Stenmark, C., K., Redfearn, R. A. (2022). The role of sensory processing sensitivity and analytic mindset in ethical decision-making. *Ethics and Behavior*, 32(4), 344-358. doi: 10.1080/10508422.2021.1906247.

Stenmark, C. K., Miller, R. A. (2021). A little goes a long way: Adapting an ethics training program to work for smaller universities. *Journal of Empirical Research on Human Research Ethics*, 16(4), 461-474. doi: 10.1177/15562646211007216.

Stenmark, C. K., Redfearn, R., & Kreidler, C. M. (2021). Self-efficacy and ethical decision-making. *Ethics and Behavior*, 31(5), 301-320. doi: 10.1080/10508422.2020.1776617.

Miller, R. A., **Stenmark, C. K.,** & van Ittersum, K. (2020). Dual computer displays reduce extraneous cognitive load. *Journal of Computer Assisted Learning*. *Journal of Computer Assisted Learning*, 36(6), 890-897. doi: 10.1111/jcal.12442.

Redfearn, R. A., van Ittersum, K. W., & **Stenmark, C. K.** (2020). The impact of sensory processing sensitivity on stress and burnout in nurses. *International Journal of Stress Management*, 27(4), 370-379. doi: 10.1037/str0000158.

Conklin, M. & **Stenmark, C. K.** (2020). How sensory processing sensitivity affects juror decision-making. *University of Detroit Mercy Law Review*, 97, 1-9.

Stenmark, C. K., Riley, K., Kreidler, C. M. (2020). Ethical decision-making, interrupted: Can cognitive tools improve decision-making following an interruption?. *Ethics and Behavior*, 30(8), 557-580. doi: 10.1080/10508422.2019.1683012.

- Stenmark, C. K.,** Kreitler, C. M., & Miller, R A. (2019). Moral credentialing and ethical decision-making. *Journal of Psychology and Education*, 56(1), 1-20. URL: http://psychologyandeducation.net/pae/index.php/pae/Vol_56_No_1_spr_2019
- Stenmark, C. K.,** & Kreitler, C. M. (2019). Pressure and ethical decision-making. *International Journal of Information and Decision Sciences*, 11(1), 1-21. doi: 10.1504/IJIDS.2019.096632.
- Stenmark, C. K.** (2018). Qualitative research: Studying ethics using focus groups. In *SAGE Research Methods Cases*. 2018.
- Stenmark, C. K.,** & Kreitler, C. M. (2017). A cognitive tool for ethical decision-making: A case for ACED IT. *Ethics and Behavior*, 27(3), 221-239. doi: 10.1080/10508422.2016.1176566.
- Winn, N. A., & **Stenmark, C. K.** (2017). No Longer Silenced: What resources to child abuse survivors want?. *Psychology Research*, 7, 219-235.
- Kreitler, C. M., **Stenmark, C. K.,** Serrate, J. E., & Winn, N. A. (2016). The role of individual differences and emotion in Facebook activity. *Journal of Psychology and Behavioral Science*, 4(1), 1-10. doi: 10.15640/jpbs.v4n1a1.
- Stenmark, C. K.,** & Winn, N. A. (2016). Ethics in the Humanities. In T. Bretag (Ed.) *Handbook of Academic Integrity*, pp. 677-694. Springer. doi: 10.1007/978-981-287-079-7_43-1.
- Kreitler, C. M., **Stenmark, C. K.,** Rodarte, A., & Pinon, R. D. (2014). ACED IT: A tool for improved ethical and moral decision-making. *Journal of Moral Education*, 43(4), 447-467. doi: 10.1080/03057240.2014.943166.
- Stenmark, C. K.** (2013). Forecasting and ethical decision-making: What matters?. *Ethics and Behavior*, 23(6), 445-462. doi: 10.1080/10508422.2013.807732.
- Caughron, J. J., Antes, A. L., **Stenmark, C. K.,** Thiel, C. E., Wang, X., and Mumford, M. D. (2013). Competition and sensemaking in ethical situations. *Journal of Applied Social Psychology*, 43(7), 1491-1507. doi: 10.1111/jasp.12141.
- Antes, A. L., Thiel, C. E., Martin, L. E., **Stenmark, C. K.,** Connelly, S., Devenport, L. D., Mumford, M. D. (2012). Applying cases to solve ethical problems: The significance of positive and process-oriented reflection. *Ethics and Behavior*, 22(2), 113-130. doi: 10.1037/t06070-000.
- Stenmark, C.K.,** & Mumford, M.D. (2011). Situational impacts on leader ethical decision-making. *The Leadership Quarterly*, 22(5), 942-955. doi: 10.1016/j.leaqua.2011.07.013.
- Stenmark, C. K.,** Antes, A. L., Thiel, C. E., Caughron, J. J., Wang, X., Mumford, M. D. (2011). Consequences identification in ethical decision-making. *Journal of Empirical Research on Human Research Ethics*, 6(1), 25-32. doi: 10.1525/jer.2011.6.1.25

- Stenmark, C. K.**, Shipman, A. S., & Mumford, M. D. (2011). Managing the innovative process: The dynamic role of leaders. *Psychology of Aesthetics, Creativity, and the Arts*, 5(1), 67-80. doi: 10.1037/a0018588.
- Martin, L. E., **Stenmark, C. K.**, Thiel, C. E., Antes, A. L., Mumford, M. D., Connelly, S., & Devenport, L. D. (2011). The influence of temporal orientation and affective frame on use of ethical decision-making strategies. *Ethics and Behavior*, 21(2), 127-146. doi: 10.1080/10508422.2011.551470.
- Friedrich, T. L., **Stenmark, C.**, Mumford, M. D. (2011). Creative climate. In M. Runco & S. Pritzker (Eds.) *Encyclopedia of Creativity* (2nd Ed.). Oxford, England: Elsevier.
- Caughron, J. J., Antes, A. L., **Stenmark, C. K.**, Thiel, C. E., Wang, X., & Mumford, M. D. (2011). Sensemaking strategies for ethical decision-making. *Ethics and Behavior*, 21(5), 351-366. doi: 10.1037/t04601-000.
- Stenmark, C. K.**, Antes, A. L., Martin, L. E., Bagdasarov, Z., Johnson, J. F., Devenport, L. D., & Mumford, M. D. (2010). Ethics in the humanities: Findings from focus groups. *Journal of Academic Ethics*, 8(4), 285-300. doi: 10.1007/s10805-010-9120-1.
- Stenmark, C. K.**, Antes, A. L., Wang, X., Caughron, J. J., Thiel, C. E., & Mumford, M. D. (2010). Strategies in forecasting outcomes in ethical decision-making: Identifying and analyzing the causes of the problem. *Ethics and Behavior*, 20(20), 110-127. doi: 10.1080/10508421003595935
- Beeler, C. K.** (2010). Leader traits, skills, and behaviors. In M.D. Mumford (Ed.). *Leadership 101*. New York: Springer.
- Friedrich, T. L., Mumford, M. D., Vessey, B., **Beeler, C. K.**, & Eubanks, D. (2010). Leading for innovation: Re-evaluating leader influences with regard to innovation type and complexity. *International Studies of Organization and Management*, 40(2), 6-29. doi: 10.2753/IMO0020-8825400201.
- Mumford, M. D., Antes, A. L., Caughron, J. J., Connelly, S. & **Beeler, C. K.** (2010). Cross-field differences in creative problem-solving skills: A comparison of health, biological, and social sciences. *Creativity Research Journal*, 22(1), 14-26. doi: 10.1080/10400410903579510.
- Mumford, M. D., Antes, A. L., **Beeler, C. K.**, & Caughron, J. J. (2009). On the corruption of scientists: The influence of field, environment, and personality. In C. Cooper & R. Burke (Eds.), *Research Companion: Corruption in Organizations*. London, England: Edward Elgar.
- Caughron, J. J., Shipman, A. S., **Beeler, C. K.**, & Mumford, M. D. (2009). Social innovation: Thinking about changing the system. *International Journal of Creativity and Problem-Solving*, 19(1), 7-32.
- Beeler, C. K.**, & Mumford, M. D. (2008). Leading for Creativity. *RT Image Weekly*, 21, 20-23.
- Cox-Fuenzalida, L. E., **Beeler, C.** & Sohl, L. (2006). Workload history effects: A comparison of sudden increases and decreases on performance. *Current Psychology*, 25(1), 8-14. doi: 10.1007/s12144-006-1012-6.

Stenmark, C. K. (under review). Leader deception and ethical decision-making: The role of sensory processing sensitivity.

Stenmark, C. K. & van Ittersum, K. W. (in preparation). Mindfulness and ethical decision-making.

Stenmark, C. K. & van Ittersum, K. W. (in preparation). Examining faculty perceptions of merit pay systems in higher education.

Stenmark, C. K. (in preparation). Leadership styles and ethical decision-making.

Conference Presentations

Stenmark, C. K., & van Ittersum, K. W. (2023, Aug.). Faculty perceptions of merit pay in academia [Poster]. American Psychological Association, Washington, D. C.

Stenmark, C. K., Scheurer, P., Petersen, D., Khan, K., Adams, C., Carter, I., & MacKinnon, C. (2023, Aug.). Leader behaviors and ethical perceptions: Effects of sensory processing sensitivity [Poster]. American Psychological Association, Washington, D. C.

van Ittersum, K. W., & **Stenmark, C. K.** (2023, May). The interaction of mindfulness and sensory processing sensitivity on perceptions of moral intensity [Poster]. Association for Psychological Science, Washington, D. C.

MacKinnon, C. A., & **Stenmark, C. K.** (2023, Apr.). The impact of transformational leadership on collegiate athlete performance [Poster]. Southwestern Psychological Association, Frisco, TX.

Lee, J. H., **Stenmark, C. K.,** & Han, M. W. (2022, Nov.). Study on the reunification of Korea & and Korean-American Community [Poster]. National Communication Association, New Orleans, LA.

Stenmark, C. K., Burge, M., & Zimmerman, I. (2022, May). Perceptions of leaders depending on gender and leadership style. APS, Chicago, IL.

Stenmark, C. K., Hernandez Lopez, E., van Ittersum, K. W., Zimmerman, I., Burge, M., Teixeira, M. A., & Walter, P. (2022, April). Live in the now: Can a mindfulness intervention improve ethical decision making? SIOP, Presented virtually.

Croft, A., Lira, M., **Stenmark, C. K.** (2021, May). Factors influencing how an employer terminates an employee. APS Virtual Conference, Presented virtually.

McVay, A., Salazar, R., **Stenmark, C. K.** (2021, May). The leadership prototype: Does race affect perceptions of leadership styles? APS Virtual Conference, Presented virtually.

Stenmark, C. K., Timm, T., Avila, K. M., McVay, A., & Salazar, R. (2021, April). Leader deception, sensory processing sensitivity, and ethical decision-making. SIOP Virtual Conference, Presented virtually.

Lara, R., Krug, L., **Stenmark, C. K.** (2021, April). Sexual harassment in the workplace. SWPA, San Antonio, TX, Presented virtually.

- Krug, L., Lara, R., **Stenmark, C. K.** (2021, April). Perceptions of sexual harassment based on perpetrator and victim gender. SWPA, San Antonio, TX, Presented virtually.
- Stenmark, C. K.**, Miller, R. A., Redfearn, R. A., Riley, K. E. (June 1, 2020-September 1, 2020). Evaluation of a graduate student ethics training program. APS Poster Showcase, Presented virtually.
- Timm, T., van Ittersum, K., **Stenmark, C. K.** (June 1, 2020-September 1, 2020). Colorful Leadership: Perceptions of intersectional leaders. APS Poster Showcase, Presented virtually.
- Stenmark, C. K.**, Redfearn, R. A., Timm, T., Becerra, S., Jayan, J. A., & Perez, J. (2020, June). The effects of mindset and sensory processing sensitivity on ethical decision-making. SIOP Virtual Conference, Presented virtually.
- Timm, T., Becerra, S., & **Stenmark, C. K.** (2020, April). Pre-drinking motives. Accepted, SWPA, Frisco, TX.
- Ingermanson, S. & **Stenmark, C. K.** (2020, April). Interacting with nature. Accepted, SWPA, Frisco, TX.
- Ingermanson, S. & **Stenmark, C. K.** (2020, April). Hispanic identification and US region impact confidence in executive branch of US government. Accepted, SWPA, Frisco, TX.
- Riley, K. E., **Stenmark, C. K.**, Redfearn, R. Escoto, A. F., Miranda, J. F., & Miller, R. A. (2019, May). Ethical decision-making, interrupted. APS, Washington, D.C.
- Miranda, J. F., & **Stenmark, C. K.** (2019, April). Political affective polarization and perceptions of a job applicant. SWPA, Albuquerque, NM.
- Riley, K. E., & **Stenmark, C. K.** (2019, April). Waitmares! Stress, sleep, and dreams of restaurant servers. SWPA, Albuquerque, NM.
- Escoto, A., Budin, S., & **Stenmark, C. K.** (2019, April). What motivates employees most? SWPA, Albuquerque, NM.
- Miranda, J. F., Thompson, M. D., Voth, L. C., Kreitler, C. M., & **Stenmark, C. K.** (2019, April). Impact of enclothed cognition on personality. SWPA, Albuquerque, NM.
- Miller, R. A. & **Stenmark, C. K.** (2019, March). Dual computer displays reduce extraneous cognitive load. ICPS, Paris, France.
- Stenmark, C. K.**, Kreitler, C. M., Miller, R. A., Nystad, I. E., Perez, T., M. & Rader, M. G. (2018, May). Self-efficacy and ethical decision-making. APS, San Francisco, CA.
- Miranda, J. F., Kreitler, C. M., & **Stenmark, C. K.** (2018, April). Multidimensional perfectionism and stress correlates. SWPA, Houston, TX.
- Lisewsky, R. A. & **Stenmark, C. K.** (2018, April). Healthy lifestyle and organizational citizenship behaviors. SWPA, Houston, TX

Rader, M. G., Perez, T. M., & **Stenmark, C. K.** (2018, April). Organizational justice perceptions: A gender difference approach. SWPA, Houston, TX.

Stenmark, C. K., Kreitler, C. M., Bright, J. M., Magness, C., Parkhurst, C. L., & Liu, R. (2017, May). Moral Credentialing and ethical decision making. APS, Boston, MA.

Solomon, L., Kreitler, C. M., & **Stenmark, C. K.** (2017, May). Perfectionism and stress correlates. Angelo State University Graduate Research Symposium.

Chavarria, A. C., Villarreal, N. G. Ebanks, J., & **Stenmark, C. K.**, (2017, April). Examining relationships between organization-based self-esteem, job satisfaction, and leader-member exchange. SWPA, San Antonio, TX.

Parkhurst, C., & **Stenmark, C. K.** (2017, Feb). Presentation design and retention, IOOB, Houston, TX.

Russell, W., van Ittersum, K., Brewer, S., Huang, H., & **Stenmark, C. K.** (2017, Feb). Leadership skills and stress. IOOB, Houston, TX.

Stenmark, C. K., Kreitler, C. M., Horall, J., Mollere, N., Myrick, M., & Winn, N. (2016, May). Performance pressure and ethical decision making. APS, Chicago, IL.

Kreitler, C. M. & **Stenmark, C. K.** (2016, May). The role of individual differences and emotion in Facebook activity. APS. Chicago, IL.

Adams, N. A., & **Stenmark, C. K.** (2016, April). Leadership styles and opportunities for professional growth. SWPA, Dallas, TX.

Chavarria, A. C., Kreitler, C., & **Stenmark, C. K.** (2016, April). Perceptions of gender on moral intensity. SWPA, Dallas, TX.

Stenmark, C. K., Kreitler, C., Tran, K., Serrate, J., Cortez, A., Doane, B. E., Olszewska, O. (2015, May). An examination of a tool for ethical decision-making. APS, New York, NY.

Serrate, J., Kreitler, C., **Stenmark, C. K.** (2015, May). What's your status: Emotions, narcissism, and Facebook posting styles. APS, New York, NY.

Rodarte, A., Kreitler, C., **Stenmark, C. K.**, DuMond, R. (2014, May). ACED IT: A tool for improved ethical decision-making. SIOP, Honolulu, HI.

Stenmark, C. K., Fritsch, L., Ruffin, D. J., Dawson, A., Holub, D., Kelly, M., Johnson, G. (2014, April). In search of a manipulation of pressure in laboratory studies. SWPA, San Antonio, TX.

Stenmark, C. K., Schneebeli, A., Martinez, D., Lane, K., Thomas, T., Thacker, J. Fowler, K. (2012, March). Re-examining the role of performance pressure in forecasting and ethical decision-making. IOOB, Orlando, Florida.

Beeler, C.K., Antes, A.L., Mumford, M.D., Devenport, L., Connelly, S., Brown, R.P. (2009, May). Considering Causes in Forecasting for Ethical Decision-Making. Research Conference on Research Integrity. Niagara Fall, NY.

Antes, A.L., Wang, X., **Beeler, C.K.**, Mumford, M.D., Connelly, M.S., Devenport, L.D., & Brown, R.P. (2008, April). Could RCR training have risks? First Biennial Conference on RCR-EIT, St. Louis, Missouri.

Cox-Fuenzalida, L. E., **Beeler, C.**, Childers, J. (2006). *Workload History Effects: A Comparison of Sudden Increases and Decreases on Performance*. Oklahoma Psychological Society, Edmond, Oklahoma.

Cox-Fuenzalida, L. E., Snyder, L., Davis, J., **Beeler, C.**, & Angie, A. (2006). *Personality and workload history effects on dual task performance*. Work, Stress, and Health 2006: Making a Difference in the Workplace, American Psychological Association, Miami, Florida.

Cox-Fuenzalida, L. E., Angie, A., **Beeler, C.**, Davis, J., Sohl, L., & Vorndran, A. (2005). *Shift Effects: A Direct Comparison of Sudden Increases and Decreases in Workload*. Oklahoma Psychological Society, Edmond, Oklahoma.

Angie, A., Cox-Fuenzalida, L. E., Davis, J., & **Beeler, C.** (2005, May). *The detrimental effects of workload history in a dual task situation*. American Psychological Society, Los Angeles, California.

Supervised Research

Gomez, V. & **Stenmark, C. K.** (2018, April). An examination of work motivation and occupational stress. Angelo State University Undergraduate Research Symposium. San Angelo, TX.

Magness, C. (2017, April). Influence of observed personality on soft-skills coaching success. SWPA. San Antonio, TX.

Winn, N. A. (2016, April). NLSM: Examining learning topics about which child abuse survivors may be interested. SWPA, Dallas, TX.

Fritsch, L., Halcomb, M. E., & Holub, D. (2014, April). Deceiving your way to the top: A look into Machiavellianism and leadership. SWPA, San Antonio, TX. **Graduate Research Competition Finalist

Rodarte, A., & Ruffin, D. J. (2014, April). Personality and Performance. SWPA, San Antonio, TX.

Huereca, J. & **Stenmark, C. K.** (2014, April). Assessing the convergence of a cognitive tool for ethical decision-making and a scale of perceived moral intensity. Angelo State University Undergraduate Research Symposium. San Angelo, TX.

Teaching Experience

July 2009 – May 2010

Instructor (Graduate Student Trainees)

Professional Ethics/Responsible Conduct of Research Seminar,
University of Oklahoma

- Teach two-day course focusing on ethical decision-making to students across disciplines
- Facilitate interactive activities and lead group discussions
- Integrate examples of ethical problems into lecture content

August 2006 – present

Lecturer and Supervisor (Undergraduate Students)

I/O Psychology Research Lab, University of Oklahoma

- Conduct lab seminars on various topics (e.g., research methods, interviewing skills)
- Mentor students in designing their own experiments
- Coordinate and monitor work of research assistants
- Teach student basic research skills

Oct. 2007 – Dec. 2007

Instructor (Undergraduate Students)

Industrial Psychology, University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 30 students enrolled

Aug. 2007 – Dec. 2007

Instructor (Undergraduate Students)

Introduction to Theories of Leadership, University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 25 students enrolled

Aug. 2007

Instructor (Undergraduate Students)

Introduction to Theories of Personality, intersession, University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 17 students enrolled

Jan. 2007 – May 2007

Instructor (Undergraduate Students)

Industrial Psychology, University of Oklahoma

- Developed and conducted class lectures
- Administered class exams
- Graded assignments and exams
- Maintained course website (grades, announcements, etc.)
- Approximately 30 students enrolled

Aug. 2006 – Dec. 2006	<p>Instructor (Undergraduate Students) Industrial Psychology online, University of Oklahoma</p> <ul style="list-style-type: none"> • Developed and conducted class lectures • Administered class exams • Graded assignments and exams • Maintained course website (grades, announcements, etc.) • Approximately 26 students enrolled
Jun. 2006	<p>Co-Instructor (Undergraduate Students) Introduction to Theories of Personality, intersession University of Oklahoma</p> <ul style="list-style-type: none"> • Developed and conducted class lectures • Administered class exams • Graded assignments and exams • Maintained course website (grades, announcements, etc.) • Approximately 17 students enrolled
Aug. 2005 – Dec. 2006	<p>Teaching Assistant (Undergraduate Students) Introduction to Theories of Personality, University of Oklahoma Dr. Luz-Eugenia Cox-Fuenzalida</p> <ul style="list-style-type: none"> • Graded assignments • Managed classroom technology • Assisted in maintaining classroom conduct • Fielded students' questions • Maintained five office hours per week for student questions
Jan. 2005-May 2005:	<p>Teaching Assistant (Undergraduate Students) Introduction to Psychology, University of Oklahoma Dr. Nicole Judice-Campbell</p> <ul style="list-style-type: none"> • Graded assignments • Managed classroom technology • Assisted in maintaining classroom conduct • Fielded students' questions • Maintained five office hours per week for student questions
Sept. 2003-May 2004:	<p>Tutor (Undergraduate Students) Department of Athletics, Tarleton State University Anatomy and Physiology</p> <ul style="list-style-type: none"> • Tutored the Tarleton State University basketball team in human anatomy and physiology • Held two-one and one half hour sessions per week • Sessions consisted of review questions, test reviews, and games.
May 2002-June 2003	<p>Supplemental Instruction Leader (Undergraduate Students) Teaching and Learning Center, Tarleton State University Human Anatomy and Physiology</p> <ul style="list-style-type: none"> • Conducted at least three-one hour sessions per week

- Sessions were open to all students enrolled in human anatomy and physiology; on average, sessions were attended by 10-15 students, but more attended before exams
- Answered any questions asked by students
- Sessions consisted of review questions, test reviews, and games.

Aug. 2002-Dec. 2002

Laboratory Instructor (Undergraduate Students)
Department of Biology, Tarleton State University
Human Anatomy and Physiology

- Conducted two labs per week
- Taught students about human physiology issues, including tissues, the skeletal system, and the eyes, ears, and brain
- Scored lab practicals.

Professional Service

Ethics Education Survey development, University of Oklahoma

- Developed survey format
- Developed survey dimensions
- Developed survey questions

Graduate Student Quality of Life Survey development, University of Oklahoma

- Developed survey format
- Developed survey dimensions
- Developed survey questions

Assistant Trainer, PET/RCR training, University of Oklahoma (Graduate Students Trainees)

- Manage arrival and check-in of student participants
- Manage and distribute materials for the course
- Facilitate class discussions
- Administer course assessment

Content Rater, University of Oklahoma

- Analyzed open-ended experiment response materials for multiple colleagues at the University of Oklahoma

Ethical Decision-making Item-writing and reviewing, University of Oklahoma

- Refined a taxonomy of ethical events faced by scientists
- Generated ethical decision-making test items to tap dimensions of the taxonomy of ethical events
- Reviewed items written by colleagues
- Scored the items for the use of specific strategies for ethical decision-making

Honors and Awards

- **Pat and Gary Rogers Distinguished Faculty Award Nominee**, 2020-2021

- **Faculty Research Enhancement Grant**, Angelo State University, 2020-2021, \$14,222.00.
- **Undergraduate Research Faculty Sponsor**, Angelo State University, 2020-2021
- **Graduate Student Research Fellowship Grant**, Angelo State University, 2020-2021
- **Undergraduate Research Faculty Sponsor**, Angelo State University, Spring 2019,
- **President's Award for Faculty Excellence in Teaching Semi-Finalist**, 2019.
- **President's Award for Faculty Excellence in Research Semi-Finalist**, 2019.
- **Faculty Research Enhancement Grant**, Angelo State University, 2018-2019, \$14,972.00.
- **Graduate Student Research Fellowship Grant**, Angelo State University, 2018-2019, \$2,270
- **Undergraduate Research Faculty Sponsor**, Angelo State University, 2018
- **Distinguished Alumnus**, Tarleton State University. September, 2018.
- **Invited Presenter**, "Work motivation"; CIRCLE Conference, Angelo State University. January, 2018.
- **President's Award for Faculty Excellence in Research Nominee**, 2017.
- **Invited Speaker**, "Leading Millennials"; Annual Commander's Conference, Goodfellow Airforce Base, February, 2017.
- **Invited Presenter**, "Ethical decision-making"; CIRCLE Conference, Angelo State University. January, 2017.
- **Invited Speaker**, "Presidential Lies: Deception and the Presidential Election"; "Leadership and deception: When it works and when it doesn't". Angelo State University. October, 2016
- **Faculty Research Enhancement Grant**, Angelo State University, 2016, \$14,764.00
- **Graduate Student Research Fellowship Grant**, Angelo State University, 2015, \$220
- **Faculty Research Enhancement Grant**, Angelo State University, 2014, \$11,799
- **Undergraduate Research Faculty Sponsor**, Angelo State University, 2014
- **Wonderful Women of ASU Nomination**, Angelo State University, 2012