

Curriculum Vitae

Ague Mae Manongsong, Ph.D.

School of Leadership and Human Resource Development

Louisiana State University

E-Mail: aguemm@lsu.edu

Education

Doctor of Philosophy (Ph.D.), Educational Leadership & Policy, Drexel University, 2021

Master of Arts, Organizational Behavior & Evaluation, Claremont Graduate University, 2017

Master of Arts, Industrial/Organizational Psychology, California State University, Sacramento, 2015

Bachelor of Arts, Psychology, California State University, Sacramento, 2010

Current Appointments

Faculty

Assistant Professor

July 2023 to Present

School of Leadership and Human Resource Development
Louisiana State University

Direct Teaching

Principles of Learning Experience Design

Fall 2023

Creating Change through e-Learning in Organizations

Spring 2024

Learning Theory and Practice in LXD

School of Leadership and Human Resource Development
Louisiana State University

Program Management

Managing Editor

Human Resource Development International

July 2021 to Present

Assessment Program Evaluator

February 2022 to Present

Title: *Towards a Theory of Engineering Identity Development & Persistence of Minoritized Students with Imposter Feelings: A Longitudinal Mixed-methods Study of Developmental Network*

National Science Foundation Grant: Division of Undergraduate Education

School of Education

Drexel University

Program Assistant

February 2020 to Present

AHRD Mentoring Partner Program Team

Academy of Human Resource Development

Former Appointments

Post-Doctoral Researcher

Fall 2021 to Summer 2023

National Science Foundation ADVANCE Catalyst Grant

Office of the Dean, College of Engineering

Drexel University

Research and Teaching Interests

Mentoring, Women's Professional Development, Leadership Development, Identity Development, Social (Organizational) Justice, Feminist Theories, Intersectionality and other Critical Frameworks, Methodological Considerations, Organizational Outcome Orientations (Succession Planning, Turnover Intentions/Turnover, Work/Job Satisfaction)

Current Research Projects

Understanding the Psychosocial, Cultural, and Economic Benefits of Diversified Mentoring in Lebanon, Myanmar and Afghanistan

- In partnership with MENTEE Global (NGO), Dr. Rajashi Ghosh of Drexel University, and Dr. David McGuire of Glasgow Caledonian University.
- The qualitative study will examine diversified mentoring relationships (development, challenges, and growth opportunities) through interviews with mentors and mentees in Lebanon, Myanmar and Mexico engaging in the mentoring services provided by MENTEE.

Feminist Mentoring in Academia and Industry

- In partnership with Dr. Kristy Kelly of Drexel University and Dr. Kathlyn Elliot of Boston Children's Hospital
- A set of multiple studies that explores, in-depth, the phenomenon of feminist mentoring. Studies include an integrative literature review on feminist mentoring, investigation of feminist mentoring experiences, and the development of a feminist mentoring behavioral scale.

Catalyzing STEM Gender Equity at Drexel: Building a Foundation for Systemic Transformation [Catalyst ADVANCE Grant]

- A study designed to evaluate the current policies, procedures and practices at Drexel for faculty transitioning from Associate to Full Professor, identify best practices developed through other ADVANCE programs, and to use this insight to develop and refine our 5-Year STEM Faculty Equity Strategic Plan with the ultimate goal of developing an evidence-based fair and equitable promotion policies, procedures, and practices for use campus-wide.

Submitted Grants and Funded Research

Glasgow Caledonian University Global Challenges and Sustainable Development Unit Research Fund. Research Project. Understanding the Psychosocial, Cultural, and Economic Benefits of Diversified Mentoring in Lebanon, Myanmar and Mexico. Funding Period April 2021 – July 2021. Amount funded: £6,909.49.

Drexel University 2020 Faculty Summer research Awards. Research Project. Title: Construction and Initial Validation of an Adult Learning in Mentoring Scale: Rethinking the Mentor's Role. Funding Period Summer 2020. Amount funded: \$7,000.

University Forum for Human Resource Development, UFHRD Research Honorarium. Research Project. Title: Development through adversity: Exploring Diversified Mentoring Relationships for Women Leaders within Male-Dominated Policing Organisations. Co-Investigator. Funding Period 2020-21. Amount funded: £1,000.

Drexel University, School of Education Travel Grant. Research Project. Title: Thriving at CIES: A Feminist Mentorship Approach. Pre-Conference Workshop for the Gender and Education Committee. Lead Conference Developer. Funding Period March 2020. Amount funded: \$400.

Clemson University, ADR: Seed Grant to Encourage Larger External Grant Submission. Research Project. Title: Developing Positive Identity of STEM Women Leaders in higher education: A longitudinal study of Trailblazer's Leadership Development & Mentoring Program. Co-Investigator. Funding Period 2019-2020. Amount funded: \$13,606.

Drexel University, School of Education Travel Grant. Research Project. Title: Unpacking the nuances of mutuality in formal mentoring: Lived experiences of faculty in diverse mentoring partnerships. Symposium on Mentoring: Different Perspectives. Fourth Author. Funding Period February 2019. Amount funded: \$400.

Drexel University, School of Education Faculty Research Funding Initiative Grant. Research Project. Title: Diversified Mentoring and Intersectionality in Leadership Development: Breaking through the Double bind faced by Minority Women in STEM. Co-Principal Investigator. Funding Period May 2018 to May 2019. Amount funded: \$2,730.

Works-in-Progress

Care Research Grant. Title: Enhancing Career Development and Empowerment through Global Mentoring Programs: A Study on MENTEE's Impact on Afghan Women. [**Preparation for Submission**] The Asfari Institute for Civil Society and Citizenship at American University of Beirut. Funding Period November 2023-April 2024. Amount requested: TBD.

National Science Foundation 19-508, Track II – Research on Broadening Participation in STEM. Program Solicitation. Title: Testing the Critical Theory of Leadership Identity Development: A Mentoring Experiment for STEM Faculty with Minoritized Identities. [**In Preparation**] National Science Foundation, EHR Core Research (ECR), STEM Learning and Learning Environments, Broadening Participation, and Workforce Development. Funding Period 2024-2027. Amount requested: \$1,304,738.

Honors and Awards

Esworthy Malcolm S. Knowles Dissertation of the Year Award: First Runner-Up, Academy of Human Resource Development	2023
Elwood F. Holton III Research Excellence Award Finalist, Human Resource Development Review	2022
Richard Swanson Award Finalist, Academy of Human Resource Development	2021
Graduated Summa-Cum Laude, California State University, Sacramento	2010
Faculty Endowment for Student Scholarship Award, California State University, Sacramento	2010

Publication and Presentations

Works-in-Progress

Manongsong, A.M., O'Malley, A., & Ghosh, R. (Preparation for Submission). Multiplex ties with Diverse Mentors who are Allies: Integrating the Mentoring and Allyship literatures for Women Leaders of Color in Higher Education. *Review of Higher Education*. [**Journal Article**]

Manongsong, A.M. (Preparation for Submission). *A Mixed-Methods Exploration of Developmental Networks and Women's Leader Identity Formation*. Poster Presentation at the Society for Industrial and Organizational Psychology, Chicago, IL.

Sims, C., Carter, A., Ghosh, R., **Manongsong, A.M.**, & High, K. (**Under Review**). The critical theory of leadership identity development. *Human Resource Development Review*. [**Journal Article**]

O'Malley, A, **Manongsong, A.M.**, & Kelly, K. (**Preparation for Submission**). Our Road Thus Far: An Intersectional Mixed Methods Analysis of Promotion to Full at an R1 University. *The ADVANCE Journal*. [**Journal Article**]

- Manongsong, A.M., Kelly, K., & O'Malley, A. (Preparation for Submission).** A Feminist Discourse Analysis on Gender Parity in the Promotion of Women STEM Faculty: An NSF ADVANCE Study. *Gender, Work, and Organization*. [Journal Article]
- Elliot, K., **Manongsong, A.M., & Kelly, K. (Preparation for Submission).** Intersectional Feminist Mentoring in Virtual Conference Spaces: Connecting Theory with Practice. *Gender, Work, and Organizations*. [Journal Article]
- Manongsong, A.M. (Preparation for Submission).** *NSF HRD Intervention: Identity Development Workshops Evaluation Report 2022*. Philadelphia, PA: Drexel University. [Technical Report]
- Manongsong, A.M., & Ghosh, R. (Preparation for Submission).** Leading through Mentoring: Insights from Minoritized Women Administrative Leaders in Higher Education. *Advances in Developing Human Resources*. [Journal Article]
- Ghosh, R., & **Manongsong, A.M. (Preparation for Submission).** Construction and initial validation of an adult learning in mentoring scale: Rethinking the mentor's role. *Journal of Vocational Behavior*. [Journal Article]
- Manongsong, A.M., Elliot, K., & Kelly, K. (Preparation for Submission).** What makes Mentoring Feminist?: Towards a Theory of Feminist Mentoring. *Gender, Work, and Organization*. [Journal Article]
- Kelly, K., **Manongsong, A.M., & Elliot, K. (Preparation for Submission).** Feminist Frontiers in Virtual Mentoring: A Conference Case Study. *International Feminist Journal of Politics*. [Journal Article]

Manuscripts

Published

- Manongsong, A.M., & Ghosh, R. (2023).** Navigating Tensions at the intersections of Racial and Gender Identities in Diversified Mentoring: Lived Experiences of Minoritized Women Leaders in Higher Education. *Advances in Developing Human Resources*.
- Sterin, K., Mathew, K., **Manongsong, A.M...** & Walker, S. (2023). Stepping Out and Stepping Up: Narratives of Women of Color in an Urban STEM OST Program. *Journal of Urban Learning, Teaching, and Research: Special Issue*.
- Manongsong, A.M. (2023).** Reflections on global perspectives of scholarship and practice in HRD with the managing editor [Editorial]. *Human Resource Development International*, 26(3), 111 – 113. <https://doi.org/10.1080/13678868.2023.2199616>
- Ghosh, R., Reio, T., & **Manongsong, A.M. (2022).** Incivility experienced by immigrants struggling with acculturation: Exploring buffering effects of holding behaviors by mentors. *Career Development International*.
- Manongsong, A.M., & Ghosh, R. (2021).** Developing Positive Identity of Minoritized women Leaders in Higher Education: How can Multiple and Diverse developers help with overcoming Imposter Phenomenon? *Human Resource Development Review*, 1 – 73. <https://doi.org/10.1177/15344843211040732>
- Ghosh, R., Hutchins, H., Rose, K., & **Manongsong, A. (2020).** Exploring mutuality in formal mentoring through the lens of mentoring schema: Lived experiences of faculty in diverse mentoring partnerships. *Human Resource Development Quarterly*, 31(3), 319-340.
- Manongsong, A.M. (2020).** Mentoring approaches of minoritized women: Insights from administrative leaders in higher education. *Doctoral Students Research Brief*.
- Manongsong, A., & Ghosh, R. (2019).** Support from Diversified Mentoring: Lived Experiences of Minority Women Leaders in. *The Chronicle of Mentoring & Coaching: Special Issue*, 3(12), 72-76.
- Manongsong, A.M. (2019, September).** Mentoring intersectionality: Exploring lived experiences of successful minority women educational leaders. *Doctoral Students Research Brief*, 3(14), 63 - 67.
- Manongsong, A.M. (June, 2019).** *What makes mentoring feminist?* [White Paper]. *Gender and Education Standing Committee: Comparative and International Education Society*.

Book Chapters

Published

- Manongsong, A.M.**, & Collins, J. (2021). Using feminist mentoring to deconstruct privilege and power in developmental relationships: A narrative inquiry. In H. Hutchins & R. Ghosh (Eds). *Connecting and Relating: HRD Perspectives on Developmental Relationships*. Palgrave Macmillan.
- Ghosh, R., & **Manongsong, A.M.** (2021). Attracting and motivating the Millennials: How can Mentoring help? In M. Malloch & B. O'Connor (Eds). *The SAGE Handbook of Learning and Work*. Sage Publications.
- Ghosh, R., & **Manongsong, A.M.** (2021). Designing and Studying Mentoring Programs: Review and Discussion. In W. Murphy & J. Tosti-Kharas (Eds). *Handbook of Research Methods in Careers*. Edward Elgar Publishing.

Symposiums, Papers, and Talks

- Manongsong, A.M. (Under Review)**. *A Windy Road to Leadership: A Sequential Explanatory Mixed Methods Study on the Role of Developmental Networks on Women's Leader Identity Development*. Symposium at the Academy of Human Resource Development, Arlington, VA.
- Manongsong, A.M. (Under Review)**. *Developing a Positive Leader Identity: Insights from a Phenomenological Study on Women in Academia*. Symposium on Leadership and Inclusion at the American Educational Research Association, Philadelphia, PA.
- Manongsong, A.M. (Accepted)**. *Who can Lead? An Intersectional Phenomenological Study on Women's Positive Leader Identity*. Roundtable on Mentoring Networks: The Impact of Developmental Relationships on the Future of Work at the annual University of Mexico Mentoring Institute Meeting, Albuquerque, NM.
- Manongsong, A.M.**, & Schulthies, M. (2023, June). *No Faculty Left Behind: Mapping an Integrated Intersectional Policy Frame Analysis of Promotion to Full*. Early-Stage Innovations Roundtable at the 2023 ADVANCE Equity in STEM Community Convening, Durham, VA.
- Ghosh, R., McGuire, D., & **Manongsong, A.M.** (2023, June). *Understanding the Psychosocial, Cultural, and Economic Benefits of Diversified Mentoring in Lebanon and Myanmar*. Symposium on Global, comparative and cross-cultural dimensions of HRD at the University Forum for Human Resource Development, Dublin, Ireland.
- Manongsong, A.M.**, O'Malley, A., & Ghosh, R. (2023, November). *Multiplex ties with Diverse Mentors who are Allies: Integrating the Mentoring and Allyship literatures for Women Leaders of Color in Higher Education*. Symposium on Centering Minoritized Leadership Experiences in Research and Practice at the Association for the Study of Higher Education, Las Vegas, Nevada.
- Manongsong, A.M.**, & Ghosh, R. (2022, April). *Navigating Tensions at the intersections of Race and Gender in Diversified Mentoring: Lived Experiences of Minoritized Women Leaders in HE*. Symposium on Leadership and Inclusion at the American Educational Research Association, Arlington, VA.
- Sims, C., Carter, A., Ghosh, R., **Manongsong, A.M.**, & High, K. (2022, April). *Mentoring Approaches of Minority Women: Insights from Administrative Leaders in Higher Education*. Symposium on Leadership Development at the American Educational Research Association, Arlington, VA.
- Sterin, K., & **Manongsong, A.M.** (2022, April). *Life-long Outcomes for Minoritized Women Participants in a Forty Year-old OST STEM Program: A Narrative Analysis* at the American Educational Research Association, 2022.
- Manongsong, A.M.**, Kelly, K., Nimley, K.B., Grace, K., Alvi, Z., Pham, L., Travis, C.P., & Hoang, T. (2021, March). *Educational Crises: Towards a Feminist Framework for a Post-Pandemic World*. Symposium on Feminism in a Post-Pandemic World at the United Nation's NGO Commission on the Status of Women (CSW65) 2021 Forum.
- Manongsong, A.M.**, & Elliot, K. (2021, April). *What makes Mentoring Feminist?: A Review of the Literature*. Roundtable session on *Mentoring as a Support System for Women's Success* at the American Educational Research Association, 2021 Virtual Conference.
- Manongsong, A.M.**, & Elliot, K. (2021, April). *What makes Feminist Mentoring?: Insights from Workshop Participants*. Roundtable session on *Mentoring as a Support System for Women's Success* at the American Educational Research Association, 2021 Virtual Conference.

- Manongsong, A.M.,** Jamal, S., Windell, A., & Omwami, E. (2021, March). *Navigating mentoring relationships*. Feminist Mentoring Panelist at a Pre-Conference Workshop at Comparative and International Education Society, 2021 Virtual Conference.
- Manongsong, A.M.,** & Kelly, K. (2021, February). *Conferencing and networking in virtual spaces*. Professional development presentation hosted by GNOME's Graduate Student Association at Drexel University.
- Manongsong, A.M.,** & Ghosh, R. (2020, April). *Mentoring Approaches of Minority Women: Insights from Administrative Leaders in Higher Education*. Roundtable session on *Diversity Issues in Higher Education* at the American Educational Research Association, San Francisco, CA. (Conference Canceled)
- Ghosh, R., & **Manongsong, A.M.** (April, 2020). *Designing and Studying Mentoring Programs: A Review and Discussion*. Roundtable session at the American Educational Research Association, San Francisco, CA. (Conference Canceled)
- Manongsong, A.M.,** Vanner, C., & Kelly, K. (2020, April). *Creating E-Feminist Mentorship (Workshop 3)*. Program Developer and Panelist at a Pre-Conference Workshop at Comparative and International Education Society, 2020 Virtual Conference.
- Manongsong, A.M.,** Vanner, C., & Kelly, K. (2020, February). *Creating Feminist Mentorship (Workshop 2)*. Program Developer and Panelist for the Gender and Education Standing Committee at Comparative and International Education Society.
- Manongsong, A.M.,** Vanner, C., & Kelly, K. (2019, November). *Feminist Mentoring: Climbing the Career Ladder (Workshop 1)*. Program Developer and Panelist for the Gender and Education Standing Committee at Comparative and International Education Society.
- Manongsong, A.M.,** & Ghosh, R. (2019, October). *Support from Diversified Mentoring: Lived Experiences of Minority Women Leaders in STEM*. Paper Presentation at the annual University of Mexico Mentoring Institute Meeting, Albuquerque, NM.
- Manongsong, A.M.,** & Ghosh, R. (2019, May). *Mentoring and Intersectionality: Exploring Lived Experiences of Successful Minority Women Educational Leaders*. Colloquium Presentation at the monthly Doctoral Student Colloquium, Drexel University Philadelphia, PA.
- Manongsong, A.M.,** & Ghosh, R. (2019, April). *Mentoring, Imposter syndrome, and Leader Identity of Minority Women in Higher Education: A Developmental Network perspective*. Symposium on *Diversity Issues in Higher Education*. Chair Dr. Ruben Garza at the American Educational Research Association, Toronto, Canada.

Poster Presentations

- Manongsong, A.M.,** O'Malley, A., & Kelly, K. (2023, February). *A Feminist Discourse Analysis on Gender Parity in the Promotion of Women STEM Faculty: An NSF ADVANCE Study*. Poster Presentation at the Academy of Human Resource Development, Minneapolis, MN.
- Manongsong, A.M.,** O'Malley, A., Ghosh, R., & Hutchins, H. (2023, February). *A Bumpy Road to Engineering Professions: Exploring the Impact of an HRD intervention on Professional Identity Development of Minority Engineering students*. Poster Presentation at the Academy of Human Resource Development, Minneapolis, MN.
- Manongsong, A.M.,** Ghosh, R. (2022, April). *Construction and Initial Validation of an Adult Learning in Mentoring Scale: Rethinking the Mentor's Role*. Poster Presentation at the Academy of Human Resource Development, Arlington, VA.
- Manongsong, A.M.** (2020, April). *Career Challenges and Opportunities in Higher Education: An Intersectional Examination of Minoritized Women Administrative Leaders Lived Experiences in Academia*. Poster Presentation at the Academy of Human Resource Development, Atlanta, GA.
- Manongsong, A.M.,** & Ghosh, R. (2019, October). *Support from Diversified Mentoring: Lived Experiences of Minority Women Leaders in STEM*. Poster Presentation at the annual University of Mexico Mentoring Institute Meeting, Albuquerque, NM.

Technical Reports

- Manongsong, A.M.S., & Elliot, K.** (2020). *CIES GEC Feminist Mentoring Episode Workshops: An Evaluation*. Philadelphia, PA: Drexel University. 20 pp.
- Manongsong, A.M.S.** (2019). *CIES GEC Peer Mentorship Pilot Program: An Evaluation*. Philadelphia, PA: Drexel University. 17 pp.
- Manongsong, A.M.S.** (2019). *What makes Mentoring Feminist? A Review of the Literature*. Philadelphia, PA: Drexel University. 35 pp.
- Delaney, B., **Manongsong, A.M.S.**, McCommons, B., Meloche, A., Reinsburrow, A., & Sondergeld, T. (2018). *Cohort cohesion and program climate: Drexel University School of Education Ph.D. program evaluation*. Philadelphia, PA: Drexel University. 45 pp.
- Manongsong, A.M.S.**, Reichard, R., & Lyons, A. (2016, October). *Getty Leadership Institute Evaluation Report 2016*. Claremont, CA: Claremont Graduate University. 24 pp.

Research Experience

Research Assistantships¹

Research Assistant for Dr. Rajashi Ghosh Fall 2017 to August 2021
Drexel University

- *Construction and Initial Validation of an Adult Learning in Mentoring Scale: Rethinking the Mentor's Role*
- *Crafting the path to Full Professorship: A longitudinal study of the impact of Mid-career Faculty Institute on faculty's work engagement, creativity, and promotion*

Research Assistant for Dr. Ayana Allen-Handy Fall 2019 to Summer 2021
The Justice-oriented Youth Education Lab (The JoY Education Lab)
Drexel University

- *Engaging Women in Engineering (EngWINS) Research Team*

Research Assistant for Dr. Kristy Kelly Fall 2019 to December 2021
Drexel University

- *Feminist Mentoring at the Comparative and International Education Society*

Research Associate for Dr. Jeffrey Yip December 2015 to May 2017
Talent Science Labs
Claremont Graduate University

- *Predicting Personal Initiative of Independent Workers*

Teaching Experience

Direct Teaching (Instructor on Record)

Drexel University

Coaching and Mentoring for Sustainable Learning (EHRD 602) Winter 2023/ Winter 2022
Department of Policy, Organization, and Leadership, School of Education

Foundations of Human Resources Development (EHRD 500) Fall 2022
Department of Policy, Organization, and Leadership, School of Education

¹ Worked on various project, which resulted in submissions to conferences and journal publications (indicated in previous sections). Projects listed in this section reflect in-progress projects that I am no longer actively a research assistant in.

Applied Research Study (EDUC 818) Summer 2022
 Teacher Education, College of Education

Quantitative Research and Data Analysis (EDUC 835) Spring 2022
 Teacher Education, School of Education

Leading and Evaluating Change (EHRD 601) Spring 2020
 Department of Policy, Organization, and Leadership, School of Education

Clemson University

Foundations of Mentoring and Coaching Spring 2023
 Human Resource Development, College of Education

Foundations of HRD Leadership (HRD 8100) Summer 2022
 Human Resource Development, College of Education

Research Concepts (HRD 8800) Spring 2022
 Human Resource Development, College of Education

California State University, Sacramento

Adjunct Instructor, Introductory Psychology (PSYC 5) Fall 2009
 Psychology, College of Social Sciences and Interdisciplinary Studies

Adjunct Instructor, Introduction to Psychology (PSYC 2) Spring 2010 & Fall 2010/2012
 Psychology, College of Social Sciences and Interdisciplinary Studies

Co-Teaching

Drexel University

Coaching and Mentoring (EHRD 602) Winter 2020/21
 Department of Policy, Organization, and Leadership, School of Education

Leading and Evaluating Change (EHRD 601) Spring 2018
 Department of Policy, Organization, and Leadership, School of Education

Teaching Assistantships

California State University, Sacramento

Teaching Assistant Fall 2011/2013; Spring 2014
Foundations of Psychology Research I (PSYC 101)
 Psychology, College of Social Sciences and Interdisciplinary Studies

Teaching Assistant Fall 2012
Qualitative Research in Psychology (PSYC 122)
 Psychology, College of Social Sciences and Interdisciplinary Studies

Guest Lecturer

Drexel University

Guest Lecturer, Leading and Evaluating Change (EHRD 601) June 2018
 Department of Policy, Organization, and Leadership, School of Education

California State University, Sacramento

Guest Lecturer, Navigating Psychology (PSYC 4) Spring 2014 & 2015
 Psychology, College of Social Sciences and Interdisciplinary Studies

Guest Lecturer, Methods of Psychology (PSYC 8) Fall 2013
 Psychology, College of Social Sciences and Interdisciplinary Studies

Other Relevant Professional Experiences

Program Management

Program Assistant February 2020 to Present
 AHRD Mentoring Partner Program Team
 Academy of Human Resource Development

Program Developer/Organizer and Researcher June 2019 to Spring 2021
 Gender and Education Committee
 Comparative and International Education Society

Program Evaluation and Research

Lead Evaluator June 2023 to Present
 MENTEE Global

Lead Evaluator June 2019 to August 2019
 Gender and Education Committee
 Comparative and International Education Society

Research Intern October 2016 to May 2017
 Research and Technology
 Riverside University Health System - Behavioral Health

Lead Evaluator May to October 2016
 Getty Leadership Institute (GLI) Executive Development Program
 Claremont Graduate University

Organizational Development Associate September 2015 to May 2017
 LeAD Labs
 Claremont Graduate University

Other Service-Related Experience

Editorial Review Board Member May 2018 to Summer 2021
Advisory Board Member
 Emerging Voices in Education Academic Journal
 Drexel University

Mentor

Peer Mentoring Program, Claremont Graduate University
Claremont, CA

September 2016 – May 2017

Memberships

Academy of Human Resource Development (2019 – Present)

American Educational Research Association (2018 – Present)

Society for Industrial and Organizational Psychology (2022 – Present)

Sociologists for Women in Society (2019 – Present)

Association for the Study of Higher Education (2022 – 2023)

American Evaluation Association Member (2016 - 2019)