

Chaitra M. Hardison, Ph.D.
Senior Behavioral Scientist
Santa Monica, CA | 310.393.0411 x6058 | chaitra@rand.org

Education

UNIVERSITY OF MINNESOTA, TWIN CITIES

Ph.D., Industrial/Organizational (I/O) Psychology **2005**

Graduate-Level Coursework – Personnel Staffing, Training in Organizations, Meta-Analysis, Measurement in I/O Psychology, Job Performance in Organizations, Leadership in Organizations, Psychometrics, Statistics, Applied Statistical Regression, Behavioral Genetics, Factor Analysis, Human-Machine Interaction, Fairness and Bias in Testing.

UNIVERSITY OF CALIFORNIA, BERKELEY

B. A., Psychology **1998**

Undergraduate Coursework and Research Experience – I/O Research Assistant, Personnel Psychology, Organizational Behavior, Industrial/Organizational Psychology, Research and Data Analysis, Statistics, Personality, Sociology of Law, Community Psychology, Psycholinguistics, Logic, Child Psychology, Behavioral Psychology/Learning Theory, Introduction to Psychology.

Research Experience

PEER-REVIEWED PUBLICATIONS

(RAND publications can be downloaded at: www.rand.org/about/people/h/hardison_chaitra_m.html#publications)

Robbert, A. A., Tong, P. K. and **Hardison, C. M.**, (2022). *Retention of Enlisted Maintenance, Logistics, and Munitions Personnel: Analysis and Results*. Santa Monica, CA: RAND Corporation, RR-A546-1.

Hardison, C. M., Whitaker, J., Bean, D. Pavisic, I., Kramer, J. W., Crosby, B., Payne, L. A., and Haberman, R. (2021). *Building the Best Offensive and Defensive Cyber Workforce: Volume I, Improving U.S. Air Force Training and Development*, Santa Monica, Calif.: RAND Corporation, RR-A1056-1.

Hardison, C. M., Payne, L. A., Whitaker, J., Lawrence, A., and Pavisic, I. (2021). *Building the Best Offensive and Defensive Cyber Workforce: Volume II, Attracting and Retaining Enlisted and Civilian Personnel*, Santa Monica, Calif.: RAND Corporation, RR-A1056-2.

Hardison, C. M., Payne, L. A., Williams, R. H., Bean, D., Smith, K., Acheson-Field, H., Pavisic, I., Lawrence, A., and Pancoast, B. M. (2021). *Increasing Aircrew Flight Equipment Personnel Proficiency: Insights from Members of the Career Field*. Santa Monica, CA: RAND Corporation, RR-A114-1.

Hardison, C. M., Vaughan, C. A., Meredith, L. S., Weiland, S. and Ross, R. (2020). *Getting To Outcomes® Operations Guide for U.S. Air Force Community Action Teams: Content Area Module for Workplace Stress Prevention and Reduction in the Air Force*, Santa Monica, Calif.: RAND Corporation, TL-311/2-AF.

Hardison, C. M., Payne, L. A., Hamm, J. A., Clague, A., Torres, J., Schulker, D. and Crown, J. S. (2019). *Attracting, Recruiting, and Retaining Successful Cyberspace Operations Officers: Cyber Workforce Interview Findings*, Santa Monica, Calif.: RAND Corporation, RR-2618-AF.

Hardison, C. M., Hosek, S. D., Bird, C. E. (2018). *Establishing Gender-Neutral Physical Standards for Ground Combat Occupations; Volume I. A Review of Best Practice Methods*. Santa Monica, CA: RAND Corporation, RR-1340/1-OSD.

Hardison, C. M., Hosek, S. D., Saavedra, A. R. (2018). *Establishing Gender-Neutral Physical Standards for Ground Combat Occupations: A Review of the Military Services' Methods*. Santa Monica, CA: RAND Corporation, RR-1340/2-OSD.

Terry, T. L., **Hardison, C. M.,** Schulker, D., Hou, A., Payne L. (2018). *Building a Healthy MQ-1/9 RPA Pilot Community: Designing a Career Field Planning Tool*. Santa Monica, CA: RAND Corporation, RR-2018-AF.

McCausland, T. C. **Hardison, C. M.,** Shanley, M. G., (2018). *Essential Nontechnical Skills Service Members Gain During On-the-Job Experience: A Resource for Veterans and Transitioning Service Members*. Santa Monica, CA: RAND Corporation, TL-160/4-OSD.

Hardison, C. M., McCausland, T. C., Shanley, M. G. (2018). *Essential Nontechnical Skills Service Members Gain During On-the-Job Experience: A Resource for Leaders and Hiring Managers*. Santa Monica, CA: RAND Corporation, TL-160/5-OSD.

McCausland, T. C. Shanley, M.G., **Hardison, C. M.,** Saavedra, AR., Clague, A., Crowley, J.C., Martin, Wong, J.P., Steinberg, P. (2017). *What Veterans Bring to Civilian Workplaces: A Prototype Toolkit for Helping Veterans Communicate to Private-Sector Employers About the Nontechnical Skills Developed in the Military*. Santa Monica, CA: RAND Corporation, TL-160/1-1-OSD.

Hardison, C. M., McCausland, T. C., Shanley, M. G. Saavedra, A. R., Clague, A., Crowley, J. C., Martin, Wong, J. P., Steinberg, P. (2017). *What Veterans Bring to Civilian Workplaces: A Prototype Toolkit for Helping Private-Sector Employers Understand the Nontechnical Skills Developed in the Military*. Santa Monica, CA: RAND Corporation, TL-160-1-OSD.

Hardison, C. M., McCausland, T. C. Shanley, M. G. Saavedra, A. R., Martin, J., Wong, J.P., Clague, A., Crowley, J. C. (2017). *Methodology for Translating Enlisted Veterans' Nontechnical Skills into Civilian Employers' Terms*. Santa Monica, CA: RAND Corporation, RR-1919-OSD.

Yeung, D., Steiner, C., **Hardison, C. M.**, Hanser, L. M., Kamarck, K. (2017). *Recruiting Policies and Practices for Women in the Military: Views from the Field*. Santa Monica, CA: RAND Corporation, RR-1538-OSD.

Hardison, C. M., Aharoni, E., Larson, C., Trochlil, S., Hou, A., Daugherty, L. (2017). *Stress and Dissatisfaction in the Air Force's Remotely Piloted Aircraft Community: Focus Group Findings*. Santa Monica, CA: RAND Corporation.

Hardison, C. M. Burkhauser, S., Hanser, L. (2016). *United States Service Academy Admissions: Selecting for Success at the Air Force Academy and as an Officer*. Santa Monica, CA: RAND Corporation.

Hardison, C. M., Shanley, M.G. (2016). *Essential Skills Veterans Gain During Professional Military Training: A Resource for Leaders and Hiring Managers*, CA: RAND Corporation, TL-160/2-1-OSD.

Hardison, C. M., Shanley, M.G. (2016). *Essential Skills Veterans Gain During Professional Military Training: A Resource for Veterans and Transitioning Service Members*, Santa Monica, CA: RAND Corporation, TL-160/3-1-OSD.

Hardison, C. M., Shanley, M.G., Saavedra, A.R., Crowley, J.C., Wong, J., Steinberg, P. (2015). *What Veterans Bring to Civilian Workplaces: A Prototype Toolkit for Helping Private-Sector Employers Understand the Nontechnical Skills Taught in the Military*, Santa Monica, CA: RAND Corporation, TL-160-OSD.

Hardison, C. M., Shanley, M.G., Saavedra, A.R., Crowley, J.C., Wong, J., Steinberg, P. (2015). *What Veterans Bring to Civilian Workplaces: A Prototype Toolkit for Helping Veterans Communicate to Private-Sector Employers About the Nontechnical Skills Taught in the Military*, Santa Monica, CA: RAND Corporation, TL-160/1-OSD.

Hardison, C. M., Zaydman, M, Oluwatola, O. Saavedra, A., Bush, T., Peterson H., Straus S.G. (2015). *360-Degree Assessments: Are They the Right Tool for the U.S. military?* Santa Monica, CA: RAND Corporation, RR-998-OSD

Hardison, C. M., Lim, N., Keller, K. M., Marquis, J. P., Payne, L. A., Bozick, R., Mariano, L. T., Mauro, J. A., Miyashiro, L., Oak, G., Saum-Manning, L. (2015). *Recommendations for Improving the Recruiting and Hiring of Los Angeles Firefighters*. Santa Monica, CA: RAND Corporation, RR-687-LAFD.

Hardison, C. M., Rhodes, C., Mauro, J. A., Daugherty, L., Gerbec, E. N., Ramsey, C. (2014). *Identifying Key Workplace Stressors Affecting Twentieth Air Force: Analyses Conducted from December 2012 Through February 2013*. Santa Monica, CA: RAND Corporation.

Sims, C. S., **Hardison, C. M.**, Lytell, M., Robyn, A., Wong, E., Gerbec, E. (2014). *Strength Testing in the Air Force: Current Processes and Suggestions for Improvements*. Santa Monica, CA: RAND Corporation, RR-471-AF.

Sims, C. S., **Hardison, C. M.**, Keller, K. M. & Robyn, A. (2014). *Air Force Personnel Research: Current Status and Recommendations for Improved Alignment*. Santa Monica, CA: RAND Corporation, RR-814-AF.

Burkhauser, S., Hanser, L.M. & **Hardison, C.M.** (2014). *Elements of Success: How Type of Secondary Education Credential Helps Predict Enlistee Attrition*. Santa Monica, CA: RAND Corporation, RR-374-AF.

Hardison, C. M. & Miller, L. W., Li, J. J., Schroeder, A., Burkhauser, S., Robson, S. Lai, D. (2012). *Second Language Skills for All? Analyzing a Proposed Language Requirement for U.S. Air Force Officers*. Santa Monica, CA: RAND Corporation, TR-1189-AF.

Hardison, C. M., Mattock, M. G. & Lytell, M. C. (2012). *Incentive Pay for Remotely Piloted Aircraft Career Fields*, Santa Monica, CA: RAND Corporation, MG-1174-AF.

Manacapilli, T., Matthies, C., Miller, L., Howe, P., Perez, P. J., **Hardison, C. M.**, Massey, H. G., Greenberg, J., Beighley, C., Sims, C. S. (2012). *Reducing Attrition in Selected Air Force Training Pipelines*, Santa Monica, CA: RAND Corporation. TR-955-AF.

Hardison, C. M., Sims, C. S., & Wong, E., (2010). *The Air Force Officer Qualifying Test: Validity, fairness, bias*, Santa Monica, Calif.: RAND Corporation, TR-744-AF.

Hardison, C. M. & Vilamovska, A., (2009). *The Collegiate Learning Assessment: Setting Standards for Performance at a College or University*, Santa Monica, Calif.: RAND Corporation, TR-663-CAE.

Hardison, C. M., Sims, C. S., Ali, F., Villamizar, A., Mundell, B., and Howe, P. (2009). *Cross-cultural skills for deployed Air Force personnel: Defining cross-cultural performance*, Santa Monica, Calif.: RAND Corporation, MG-811-AF.

Hardison, C. M., Hong, E., Chun, M., Kugelmass, H. & Nemeth, A. (2009). The Architecture of the CLA. In Benjamin, R. & Chun, M., *Returning to Learning in an Age of Assessment: Introducing the Rationale of the Collegiate Learning Assessment* (p. 37-62).

Hardison, C. M., & Sackett, P. R. (2008). Use of writing samples on standardized tests: Susceptibility to rule-based coaching and the resulting effects on score inflation. *Applied Measurement in Education*, 21, 227 – 252.

Manacapilli, T., **Hardison, C. M.**, Gifford, B. Bailey, A., & Bower, A. (2007). *Common Battlefield Training for Airmen*. Santa Monica, Calif.: RAND Corporation, MG-624-AF.

Sackett, P. R., **Hardison, C. M.** & Cullen, M. J. (2005). On interpreting research on stereotype threat and test performance: Reply. *American Psychologist*, 60, 271-272.

Cullen, M. J., **Hardison, C. M.** & Sackett, P. R. (2004). Using SAT-grade and ability-job performance relationships to test predictions derived from stereotype threat theory, *Journal of Applied Psychology*, 89, 220-230.

Sackett, P. R., **Hardison, C. M.** & Cullen, M. J. (2004). On interpreting stereotype threat as accounting for black-white differences on cognitive tests, *American Psychologist*, 59, 7-13.

Sackett, P. R., **Hardison, C. M.** & Cullen, M. J. (2004). On the value of correcting mischaracterizations of stereotype threat research, *American Psychologist*, 59, 48-49.

BOOK CHAPTERS AND OTHER PUBLICATIONS

Hardison, C. M. (2017). Work samples. *Encyclopedia of Industrial and Organizational Psychology*. Steven G. Rogelberg, Editor. Sage Publications.

Hardison C.M. (2017) *Three Hundred Sixty-Degree Assessment*. In: Farazmand A. (eds) *Global Encyclopedia of Public Administration, Public Policy, and Governance*. Springer, Cham.

Hardison, C. M., & Sackett, P. R. (2007). Kriterienbezogene validität des assessment centers: Lebendig und wohlauf? [Assessment center criterion related validity: Alive and well?]. In H. Schuler (Ed.), *Assessment Center zur Potenzialanalyse [Assessment center for the analysis of potential]* (p. 192–202). Göttingen, Germany: Hogrefe.

Hardison, C. M. (2007). Work samples. *Encyclopedia of Industrial and Organizational Psychology*. Steven G. Rogelberg, Editor. Sage Publications.

PRESENTATIONS/INVITED TALKS

Hardison, C. M. Invited speaker “Informing high-level policy decisions: Exploring stress in the Air Force” presented to George Mason University, November 2021.

Hardison, C. M. Invited speaker “RAND research on Veterans Issues” presented to the Five Eyes Veteran Transition Employment Group, March 2021.

Hardison, C. M. Invited panelist on “Cyberspace and Talent,” A Decade of US Cyber Strategy: A Hoover Chat Series with Cyber Experts and Defense Leaders. March 12, 2021. <https://www.youtube.com/watch?v=hjTUWi45Y9Y>

Hardison, C. M. Invited talk for working group on women veterans’ issues led by Congresswoman Brownley, August 16th, 2017.

Hardison, C. M. “Women on the Front Lines: Establishing Gender-Neutral Physical Standards for Ground Combat Jobs” Invited talk at Western Kentucky University. Friday, August 5th, 2016.

Hardison, C. M. “Conducting high-profile and highly-sensitive studies in public policy settings.” Invited speaker at the August 2015 Personnel Testing Council of Southern California Luncheon.

Hardison, C. M. “Identifying and Translating Enlisted Veterans’ Non-Technical Skills into Civilian Employers’ Terms.” Invited talk at the June 2015 Transition Research Summit, sponsored by the Department of Defense’s Transition to Veterans Program Office.

Hanser, L., Burkhauser, S. & **Hardison, C. M.** "Elements of success: How type of secondary credential helps predict enlistee attrition" accepted for presentation at the 26th APS Annual Convention, May 22-25, 2014.

Li, J. J., **Hardison, C. M.** “Validating the Use of Can-Do Self-Assessments.” Presented at the American Council on the Teaching of Foreign Languages (ACTFL) 2012 Annual Convention.

Hardison, C. M. (Panelist). “Oh the Places You’ll Go: An Examination of I-O Careers.” (Hailey A. Herleman, Amber N. Schroeder, Panel Discussion Co-Chairs). Other panelists: Melissa M. Harrell, Google; Stephanie C. Payne, Texas A&M University; Sheila S. Webber, Suffolk University; Sara P. Weiner, Kenexa. 2005 Society of Industrial Organizational Psychology National Conference.

Hardison, C. M. “Cross-Cultural Competence: Ideas for Effective Training or Education Programs” Presentation for university faculty and ROTC service representatives at the Project GO Conference hosted by Arizona State University, March 2010.

Hardison, C. M. “Cultural skills for deployed Air Force personnel: Defining cultural performance.” Presented at the RAND Manpower, Personnel and Training Seminar in July 2008, the RAND Graduate School in September 2009, and the Defense Analysis Seminar XV held in Korea in April 2010.

Hardison, C. M. “Research Investigating Validity and Bias on the AFOQT” RAND Briefing to Air Force Leadership held at the Pentagon, December 2009.

Hardison, C. M. “Cross-cultural skills for deployed Air Force personnel: Defining cross-cultural performance.” RAND briefing to congressional staffers, December 2008.

Gifford, B., & **Hardison, C. M.** “The institutionalization of ethical business conduct after Sarbanes-Oxley: Implications for organizational crime control.” Presentation in the Corporate Crime Prevention and Control session at the 2008 American Society of Criminology Meeting

Klein, S., **Hardison, C. M.** et al. “Can we Replace Human Essay Grading with Machine Grading in Large-Scale Assessment Programs?” Poster presentation at the 2007 American Educational Research Association National Conference

Ali, F., **Hardison, C. M.** & Sims, C. "Air Force culture and language survey results." (2007) briefing to the Air Force Director of Force Development (A1D)

Hardison, C. M., & Sackett, P. R. "Standardized Essay Tests: The Effects of Coaching on Score Improvement." Poster presentation at the 2007 Society of Industrial Organizational Psychology National Conference

Hardison, C. M. "The CLA: An assessment of critical thinking, problem solving and writing performance." Presentation at the KIPP Foundation's (2007) Annual School Summit in Phoenix, Arizona

Hardison, C. M. "Interventions and outcomes in improving organizational ethics." Roundtable presentation at the (2007) Ethics Roundtable jointly sponsored by the Ethics & Compliance Officer Association and Center for Business Ethics at Bentley College in Waltham, Massachusetts

Hardison, C. M. "Effects of organizational citizenship, perceived justice and commitment on counterproductive work behavior." Presentation to the Air Force (2006) in Arlington, Virginia.

Hardison, C. M. "Critical thinking, analytical reasoning, problem solving and writing on the CLA." Presentation at the (2006) Making Assessment Count Workshop for Faculty at Carleton College St. Olaf College in Northfield, Minnesota

Hardison, C. M., & Gifford, B. "Can government regulation of corporate ethics improve behavior?" Presentation at the 2006 LRN-RAND Center for Corporate Ethics, Law, and Governance annual advisory board meeting

Hardison, C. M., & Sackett, P. R. "Use of writing samples on standardized tests: Susceptibility to rule-based coaching and the resulting effects on score inflation." Research grant funded by College Board. College Board research symposium presentation 2004; Poster presentation at the (2007) Society of Industrial Organizational Psychology National Conference

Hardison, C. M., Kim, D. J. & Sackett, P. R. "Predictive validity of work samples: A re-analysis of the meta-analytic findings reported in Schmidt & Hunter (1998)." Poster presentation at the 2005 Society of Industrial Organizational Psychology National Conference

Hardison, C. M., & Sackett, P. R. "Meta-analysis assessment center predictive validity: A meta-analytic update." Poster presentation at the 2004 Society of Industrial Organizational Psychology National Conference

Hardison, C. M., Cullen, M. J., & Sackett, P. R. "Using SAT-grade and ability-job performance relationships to test predictions derived from stereotype threat theory." Research grant funded by College Board. College Board research symposium presentation (2003); Poster presentation at the 2003 Society of Industrial Organizational Psychology National Conference

Sackett, P. R., **Hardison, C. M.** & Cullen, M. J. “On interpreting stereotype threat as accounting for black-white differences on cognitive tests.” Presented at the 2002 Society of Industrial Organizational Psychology National Conference

Hardison, C. M. & Sackett, P. R. “Customer ratings of performance: A useful criterion for validation research?” Poster presentation at the 2002 Society of Industrial Organizational Psychology National Conference

RAND Corporation, Santa Monica, CA

Senior Behavioral Scientist	2012 to Present
Associate Director - Arroyo Personnel, Training, and Health Program	2018 to 2020
Professor - Pardee RAND Graduate School	2008 to Present
Behavioral Scientist	2008 to 2012
Associate Behavioral Scientist	2005 to 2008

Research Projects

RAND Project AIR FORCE – Manpower, Personnel and Training Program

Principal Investigator

Surveying AFE Personnel on Proficiency and Training Needs	2020 to Present
Predicting Retention in the Enlisted Maintenance Career Fields	2019 to 2021
Training and Retention of Enlisted and Civilian Cyber Personnel	2018 to 2019
Determining Causes of AFE Personnel Proficiency Declines	2018 to 2019
Attracting and Retaining Cyber Officers	2016 to 2017
Modeling a Healthy RPA Career Field for Use in Career Field Planning	2015 to 2016
Stressors and Right-Sizing the RPA Force	2014 to 2015
Stress in the ICBM Nuclear Occupations	2012 to 2013
Compensation Policy for Remotely Piloted Aircraft Pilots and Operators	2011
Officer Selection Processes	2011 to 2012
Strength Testing and Gender Diversity in the Air Force	2008 to 2012
Second Language Proficiency Requirements for Officers	2009 to 2010
Oversight of Personnel Research in the Air Force	2008 to 2011
Validity, Bias and Race and Gender issues on the AFOQT	2007-2009
Defining Cross-Cultural Performance and Training Needs	2006 to 2008
Validity, Bias and Race and Gender issues in Pilot Selection	2005

Researcher

Advanced academic degree requirements in the US Space Force	Present
Building a Clean Sheet Career Field Structure for the US Space Force	2020 to present
Developing an Air Force Workplace Stress Content Area Module	2018
Battlefield Airman Requirements	2014
Reducing Training Attrition	2007 to 2009
Determining Pre-Deployment Training Needs	2005 to 2006

RAND Army Research Division

Principal Investigator

Evaluating the Army Combat Fitness Test 2020 to Present
Predicting Military Attrition Using the TAPAS Personality Test 2015 to 2017

Researcher

Identifying High Performance Indicators for Close-Combat Forces 2019 to 2020
Exploring the Potential Role of Job Matching in Reducing Attrition 2018

RAND National Defense Research Institute

Principal Investigator

Assessing the Health of the Nuclear Force 2015 to 2016
Defining Non-Technical Skills of Transitioning Veterans 2014 to 2016
360 Feedback for Officers 2014 to 2015
Recruiting Women for Today's Military 2014 to 2016
Establishing Gender-Neutral Physical Standards for Combat Jobs 2014 to 2016
Evaluation of the Enlisted Education Credential Tier Policy 2011 to 2014
Validating Admissions Criteria in the Air Force Academy 2011 to 2012

Researcher

Assessing the Health of the National Nuclear Enterprise Workforce 2021

RAND Justice, Infrastructure, and Environment

Researcher

LAFD Diversity, Recruiting and Hiring Practices 2014

RAND Education

Principal Investigator

Project Funding: Council for Aid to Education 2005 to 2009
 Developing higher-education measures of problem solving and critical thinking skills
 Measurement issues on the Collegiate Learning Assessment (CLA)
 Setting standards for critical thinking performance on the CLA
 Machine scoring of CLA essay tasks

Researcher

Project Funding: National Science Foundation 2005
 Accuracy of machine scoring for essay tests

Other Professional Experience

PROJECT MANAGER / OPERATIONS SUPERVISOR – San Diego, CA**The Eastridge Group Temporary Staffing Agency** **2000**

Managed operations of temporary staffing agency branch office; Hired, trained and supervised branch staffing consultants and clerical staff; Developed and implemented measurement and analysis procedures for assessing attrition rates of light industrial temporary workers; Trained the Las Vegas offices in the generation and use of attrition reports; Instituted and supervised company-wide Welfare-to-Work tax credit program generating over \$100,000 in tax credits.

STOCKBROKER – Silicon Valley, CA**Merrill Lynch** **1999**

Assisted and trained under established financial consultants; Obtained Series 7 Licensure from the SEC and worked as a licensed stockbroker; Executed client requests regarding investments; Addressed client concerns and questions; Resolved problems and complaints.

Committees and Service

THE RAND CORPORATION – Santa Monica, CA

IT Steering Committee for Workforce Productivity Member	2018 to Present
Project AIR FORCE Quality Assurance Committee Member	2014 to 2018
Human Subjects Protection Committee Member (RAND's IRB)	2008 to Present
RAND Recruiting Ambassador/Liaison to Doctoral Programs	2006 to Present
Recruiting and Interviewing Interns and Job Candidates	2006 to Present

UNIVERSITY OF CALIFORNIA – Los Angeles, CA

Invited Panel Speaker – Careers for Doctoral Candidates	various years from 2009 on
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UNIVERSITY OF MINNESOTA – Minneapolis, MN

Presenter – Teaching Assistant (TA) Orientation	Fall 2003 & Fall 2004
Mentor to New TAs- Psychology Department	2003 to 2005
University TA Liaison Committee - Psychology Dept. Representative	2002 & 2003
Invited Undergraduate Panel Speaker - Careers in Psychology	2002

Teaching

PARDEE RAND GRADUATE SCHOOL – Santa Monica, CA

Core Faculty 2007/2008 & 2011-Present
Faculty Affiliate 2008 to 2010

THE RAND CORPORATION – Santa Monica, CA

Mentor/Advisor to Military Fellows and Doctoral Student Summer Interns 2006 to Present

UNIVERSITY OF MINNESOTA – Minneapolis, MN**Instructor**

Psychology Undergraduate Senior Thesis Course Summer, Fall & Spring 2002 to 2005
Introduction to Industrial/Organizational Psychology Fall 2003

Teaching Assistant

Human Sexuality Fall 2002, Spring 2003 & Spring 2005

Discussion Section/Lab Instructor

Introductory Psychology Fall 2001 & Spring 2002
Statistics and Research Methods Fall 2000 & Spring 2001

Awards and Recognition

THE RAND CORPORATION – Santa Monica, CA

Merit Bonus Award – Bronze 2018
Merit Bonus Award – Silver 2018
PAF Research Excellence Award 2016
Work Cited in RAND Review: November-December 2015
Merit Bonus Award – Silver 2014
Merit Bonus Award – Silver 2009
Featured in the Project AIR FORCE Annual Report 2009