Oscar Holmes IV, Ph.D., SHRM-SCP
Interim Associate Provost
Professor, Management (Tenured)
Executive Faculty Fellow, University Academic Affairs
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Education

Ph.D. & M.A. (2013)	The University of Alabama Major: Management (Organizational Behavior) Minor: Human Resource Management
M.L.A.	The University of Richmond Major: Liberal Arts Focus: International and American Cultural Studies
B.S.	Virginia Commonwealth University Major: Psychology, Cum Laude Minors: Human Resource Management & Spanish

Overview of Administrative & Faculty Positions

Interim Associate Provost	September 2026-Present
Executive Faculty Fellow (University Academic Affairs)	September 2026-Present
Rutgers University Student Executive (RUSE) Director	September 2016-Sept. 2026
Associate Dean of Undergraduate Programs	July 2020-June 2024
Faculty Director of Student Engagement, Empowerment, & Development Office	July 2020-June 2024
Business Leader Development Program Director	July 2020-June 2022
Professor of Management (tenured)	July 2025-Present
Associate Professor of Management (tenured)	July 2019-June 2025
Visiting Research Professor of Management (Drexel University)	May 2016-January 2017
Assistant Professor of Management	September 2013-June 2019

Leadership Experience

Rutgers University has campuses in New Brunswick, Newark, and Camden and includes one of the nation's largest academic health centers. Collectively, Rutgers University employs 9,930+ full- and part-time faculty, and 17,400+ full- and part-time staff. Rutgers University-New Brunswick is a U.S. News & World Report Top 20 public university, and Rutgers University-Camden and Newark are U.S. News & World Report Top 50 public universities. Rutgers University-Camden enrolls approximately 6,000 undergraduate and graduate students and employs 310 full-time and 540 part-time faculty and 750+ full-and part-time staff. The School of Business (RSBC) has 50 full-time faculty, 39 lecturers, 32 staff members, 1,000+ undergraduate, and nearly 500 graduate students and offers an on-campus B.S., online BBA, off-campus BBA, MBA (on-campus and

online), Professional MBA, MS in Business Analytics, MS in Accountancy, and MS in Finance-Wealth Management degrees, and several graduate certificate programs.

Interim Associate Provost (Rutgers University-Camden)

Duties: Reporting to the Interim Executive Vice Chancellor for Academic Affairs and Provost, the Interim Associate Provost supports the Office of the Provost in all areas related to academic affairs and innovation and provides strategic leadership for initiatives that advance academic excellence, student success, student research, and experiential learning across the campus. The Interim Associate Provost liaises with all executive-level cabinet members and college leaders to secure support and advance the Chancellor's and Provost's strategic initiatives, advising on campus-wide opportunities and challenges.

Executive Faculty Fellow (Rutgers University Academic Affairs)

Duties: Reporting to the Executive Vice President of Academic Affairs (EVPAA) and Chief Academic Officer, the Executive Faculty Fellow serves as a strategic advisor to the EVPAA and Office of Faculty Affairs and Engagement staff to advance institutional priorities and excellence. The Executive Faculty Fellow advises and provides recommendations to the EVPAA to ensure faculty perspectives inform initiatives that advance faculty success, leadership development, mentoring, and innovation across the four Rutgers University chancellor-led units.

Associate Dean of Undergraduate Programs (RSBC)

Duties: Reporting to the Dean, the Associate Dean manages all areas of the undergraduate program and leads the continuous improvement of its programs, ensuring student success and alignment with industry standards and accreditation requirements, and resolves multi-faceted program and student issues. The AD oversees the Academic Advising and Student Engagement, Empowerment, and Development offices, which provide critical student support services, career preparation and placement assistance, and identify and offer curricular, co-curricular, internship, employment, and scholarship opportunities. The undergraduate program constitutes approximately $10 million of the overall $34 million RSBC budget. The AD liaises with all RSBC faculty and the Chancellor's, Provost's, and Vice-Chancellors' offices to secure support for RSBC's undergraduate students and initiatives and serves as an integral member of the Dean's Cabinet, advising on school-wide opportunities and challenges.

Direct/Indirect Reports: Assistant deans, academic advisors, data manager, project manager, internship coordinator, secretary, and student workers.

Key Achievements:
Curriculum Innovations to Enhance Market Competitiveness & Combat Enrollment Declines

- Led major revision of undergraduate program curriculum that revived the Human Resource Management major and added a new Entrepreneurship and Innovation major.
- Reduced major credit requirements from 27 to 24 for Accounting majors and 24 to 18 for all other RSBC business majors to encourage more double-majoring and minors.

- Increased minor credit requirement from 9 to 12 to increase rigor and align with concentration offerings.
- Expanded RSBC UG minors offered from 10 to 17 minors.
- Converted industry-focused tracks to concentrations to better align the curriculum.
- Spearheaded moving International Business to the business core curriculum and the approval of International Business being designated to meet a general education requirement, the first time an RSBC course has been designated as such.
- Maintained student participation in experiential learning and engaged civic learning courses at 20% for RSBC courses.
- Orchestrated the removal of Calculus I to Pre-Calculus to meet our Quantitative Literacy requirement to remove a barrier to success for RSBC students.
- Directed the archiving of 4 courses no longer serving our students' needs, adding more than 6 new courses to our curriculum, changing at least 18 course names to better reflect curriculum content, and identifying appropriate pre-requisite changes for courses to better improve students' progression through the curriculum.
- Added a 6-credit business elective requirement to encourage more double-majoring and minoring.
- Implemented Co-Op policies to allow students from all RSBC majors to receive course Co-Op credit.
- Facilitated a reversal in UG Enrollment decline to positive net enrollment by Fall 2024.

Program Innovations to Increase Program Effectiveness, Community Engagement, Enrollment, & Reputation

- Created a Business Unplugged networking series to connect faculty, students, and staff to top business leaders and entrepreneurs.
- Raised the profile of our annual business symposia and Professional Pathway series to attract more accomplished presenters and facilitators and raised the attendance of faculty, staff, students, and community members to these events by at least 50%.
- Developed and organized the first-ever professional development symposium attended by over 30 business leaders, high school business teachers, and community members.
- Launched our BizEd program with 3 high school partners and increased it to 6 high school partners with at least 2 additional high schools seeking to partner on our waitlist.
- Established our annual high school Summer Business Boot Camp with a waitlist of 15 students.
- Designed an annual student appreciation banquet to celebrate student achievement and volunteerism.
- Created and chaired the first-ever RSBC student advisory council to increase student collaboration, feedback, engagement, and experiential experiences.
- Implemented the first-ever RSBC annual undergraduate senior exit survey.
- Instituted electronic, poster, and flyer marketing campaigns to raise UG program awareness.

Academic Innovations to Increase Student Performance, Engagement, & Retention

- Relaunched external case competition participation for undergraduate students, providing 6 new case competition opportunities for students.
- Redesigned the course override procedure to be more equitable and efficient for students. Based on the success of this practice, the graduate program also adopted this new procedure.

- Instituted an evidence-based advice-giving intervention that increased students' GPAs by approximately .20 points on average, which was also instituted to help students in the College of Arts & Sciences and School of Nursing.
- Expanded professional development and internship/career opportunities for students, including establishing relationships with at least 15 new employers.
- Collaborated with faculty to reinvigorate students' interest in completing an undergraduate honors thesis, with four being completed during my tenure (2015 was the last year an undergraduate honors thesis was completed prior to my tenure).
- Promoted 8 new external scholarships to RSBC students.
- Partnered with Deloitte to host our first-ever Deloitte M.A.D.E. event on campus, which Deloitte leaders indicated was the most successful M.A.D.E. event of all Philadelphia area universities.

Leadership & Personnel Management Overview

- Managed the restructuring of the undergraduate program team and degree offerings.
- Oversaw the rebranding of the Student Experience Center to the Student Engagement, Empowerment, and Development (SEED) Office to better align with RSBC's mission and strategic plan.
- Implemented undergraduate annual reports to set program goals and institutionalize program activities and achievements, and aid in team development and leadership succession.
- Instituted annual in-services for the undergraduate team to foster team cohesion and professional development.
- Co-developed with the university and campus committees the policies and procedures for establishing and issuing microcredentials and digital badges across the Rutgers University system.
- Reviewed DFW reports and collaborated with Area Heads to assist with teaching effectiveness.
- Solicited and obtained financial resources from external divisions to support UG program activities.
- Applied insights from psychology research to improve the campus' 4-year graduation marketing campaign.
- Took a lead role in promoting Rutgers Giving Day Campaigns.
- Exercised responsible fiscal management of the operational budget annually.
- Garnered favorable press for Rutgers-Camden and Rutgers School of Business-Camden

Rutgers University Student Executive (RUSE) Founding Director (RSBC)

Duties: The Director manages a co-curricular entrepreneurship pitch competition program to educate and inspire interest in business careers, entrepreneurship, and introduce valuable professional connections to high school and undergraduate students on an average operating budget of approximately $8,000. The Director secures the sponsorships for the award monies, stewards the relationship with the sponsors, recruits the volunteer session facilitators, and secures and organizes the corporate tour experience.

Key Achievements:

- Secured an additional $3,000 annual sponsorship funding to expand the program to include an undergraduate competition track.
- Recognized by the AACSB reaccreditation team as a highly commendable program that demonstrated social impact and innovated strategic alignment and community engagement.
- Recruited 20% of RUSE high school students to a Rutgers University campus.
- Increased high school participants' knowledge of and interest in pursuing business as a major or minor per pre- and post-surveys.
- Secured teams to participate in an additional statewide case competition program.
- Provided an additional recruitment and brand-building tool for Rutgers University.
- Exercised responsible fiscal management of the operational budget annually.
- Garnered favorable press for Rutgers-Camden and Rutgers School of Business-Camden

Faculty Director of Student Engagement, Empowerment, and Development (SEED) Office (RSBC)

Duties: Akin to a department chair/area head, the Director recruits, hires, schedules, and supervises instructors of the professional skills forum (PSF), professional development skills (PDS), and internship courses (an average of 9 sections each fall and spring semester). The Director provides academic guidance to ensure course content remains relevant to industry and student needs, completes instructor evaluations, reviews student evaluations to assess teaching effectiveness, and mediates and resolves student-instructor issues.

Key Achievements:

- Streamlined PSF/PDS course offerings by changing it from a 3, 1-credit course sequence to a 2-course sequence of 1, 1-credit PSF course and 1, 2-credit PDS course.
- Expanded the professional background and racial and ethnic diversity among the group of instructors who taught the PSF, PDS, and internship courses by 150%.
- Oversaw the streamlining of the internship registration process to increase efficiency and accessibility.
- Completed constructive evaluations to provide feedback on teaching effectiveness.

Business Leader Development Program (BLDP) Director (RSBC)

Duties: The Director recruits, hires, schedules, and supervises the BLDP course instructors and recruits, interviews, admits, and onboards students accepted into the program. Additional duties include maintaining and updating BLDP student records and alumni database, approving and certifying BLDP honors activities and degree certification, managing the employer shadowing program, hosting BLDP alumni networking events, and accompanying students to Chamber of Commerce events and corporate tours. The Director creates and manages a BLDP operating budget of approximately $6,500.

Key Achievements:

- Reversed pandemic-related decrease in BLDP student participation from a low of 8 students in the course to 13 students.
- Recruited an instructor who offered a BLDP course that introduced students to C-suite executives.

- Reinstituted employer shadowing program and alumni networking event after COVID-19-induced pause.
- Partnered with *Red Flag Mania* to provide a unique professional development opportunity around detecting accounting fraud and making ethical decisions to faculty, staff, and BLDP students.
- Exercised responsible fiscal management of the operational budget annually.

American Council on Education (ACE) Fellowship
The ACE Fellows Program is a customized learning experience that enables participants to immerse themselves in the study and practice of executive-level higher education leadership. Participants become acquainted with the culture, policies, challenges, innovations, and decision-making processes of another institution, accelerating their executive leadership competencies and skills. This unique program condenses years of on-the-job executive-level higher education experience and skills development into a single year. As a result, the ACE Fellows Program is the most effective, comprehensive higher education administrative leadership development program in the United States. ACE Fellows are members of the ACE Council of Fellows, where they provide and receive additional administrative professional development annually.

2023-2024 ACE Fellow

Host Institution: The University of Delaware

Responsibilities Included: Attended presidential roundtable and provost cabinet meetings to understand the leadership challenges and opportunities facing the university and observe how senior leaders approached and addressed these challenges. Attended board meetings to understand board governance, joint finance committee meetings at the statehouse to learn about the process of legislature budget appropriations to universities, faculty senate meetings to explore their shared governance model, new chairs meetings to examine the issues that new department chairs faced and how they might resolve those challenges, graduate council meetings to become familiar with the issues graduate students faced and how the dean of the graduate school responded to those issues and feedback, and the president's student advisory council meetings to gain knowledge about the issues students faced and how the president responded to those issues and feedback. Met 1-on-1 with senior executive leaders to explore their leadership journey and philosophies, and met biweekly with the president's chief of staff to debrief about what were top-of-mind issues for the president and the university. Went on campus visits to meet with the executive leadership teams to gain insights into their leadership principles, challenges, and opportunities at the following institutions: St. Olaf College, University of Connecticut, University of Virginia, Georgia State University, Morehouse College, Spelman College, University of Pretoria, University of Johannesburg, University of Cape Town, and Saint Elizabeth University.

Project: An Exploratory Study on Academic Space Management. The purpose of this academic space project was to provide executive leaders at the University of Delaware with information on how campus leaders, faculty, and staff perceive academic space and the challenges they face in relation to it, and to propose recommendations to address these challenges. I conducted over 30 interviews, mostly one-on-one and lasting approximately an hour each. I became familiar with academic space management software, surveyed campus academic facilities, and interviewed college deans, associate deans, department chairs, vice presidents, chief budget officers, facilities

managers, and registrar and library staff, culminating in a report presented to the president, provost, and EVP & COO.

Professional Certifications

Society for Human Resource Management-Senior Certified Professional (SHRM-SCP)
December 2022-August 2029

Administrative Professional Development

- Where Imagination Builds Excellence (WIBE) Network Fundraising Fun-Da-Palooza (11/10/25, 11/12/25, 11/13/25)
- WIBE Network Future Deans Virtual Seminar (9/30/25, 10/1/25, & 10/2/25)
- American Council on Education Council of Fellows Conference (February 2025, 2026)
- PhD Project/KPMG Corporate Board Readiness for Academics (3/3/25)
- American Council on Education Fellow 2023-2024
- Executive Presence and Influence: Persuasive Leadership Development Certificate, The University of Pennsylvania, The Wharton School Aresty Institute of Executive Education (November 2023)
- Undergraduate Associate Deans Conference at the University of Texas at Dallas (3/1/21 & 3/2/21)
- AACSB Aspiring Leaders Seminar (7/20/20 & 7/21/20)
- Rutgers Leadership Academy Fellow 2020-2021

Article Publications

My research investigates how leaders can maximize productivity and well-being through fostering inclusive environments that mitigate organizational and social identity threats. My research has been published in several top-tier management journals and books and covered in various media outlets such as *ABC News*, *Yahoo! News*, *Business News Daily*, *New Jersey 101.5*, the *Philadelphia Tribune*, *CBS News*, *Huffington Post*, *Science News*, and *NPR*. According to Google Scholar, my research has been cited over 1,900 times, my H-index is 18, and my i-10 index is 23 to date. According to Sage Policy Profiles, my research has been cited in 17 policy documents produced in 9 different countries, with 6 of these policy documents being cited a further 14 times in 9 other policy documents to date.

Holmes IV, O., Nkomo, S., & Ruggs, E. N. (in press). Ring the alarm: Project 2025's anti-DEI threat to Higher Education. Equality, Diversity and Inclusion: An International Journal.

King, E., Hebl, M., Corrington, A.*, Dhanani, L. Y.*, **Holmes IV, O.***, Lindsey, A. P.*, Madera, J.*, Maneethai, D.*, Martinez, L.*, Ng, E. S.*, Nittrouer, C. L.*, Sabat, I.*, Sawyer, K.*, & Thoroughgood, C.* (2024). Understanding and Addressing the Health Implications of Anti-LGBTQ+ Legislation. *Occupational Health Science*, 8, (1), 1-41.

Roberson, Q. M., Ruggs, E. N., Pichler, S., & **Holmes IV, O.** (2024). LGBTQ Systems: A Framework and Future Research Agenda. *Journal of Management*, 50, (3), 1145-1173.

Holmes IV, O., Smith, A. N., Loyd, D. L., & Gutiérrez, A. S. (2022). Scholars of color explore bias in academe: Calling in allies and sharing affirmations for us by us. *Organizational Behavior and Human Decision Processes*, 173, 1-7. (Editorial Board Reviewed Invited Submission)

Holmes IV, O*., Jiang, K*., Avery, D., McKay, P., Oh, I., & Tillman, C. J. (2021) A meta-analysis of 25 years of diversity climate research. *Journal of Management*, 47, (6), 1357-1382.

Holmes IV, O. (2020). Police Brutality and Four Other Ways Racism Kills Black People. *Equality, Diversity and Inclusion: An International Journal*, 39, (7), 803-809.

- ***Police Brutality and the Less Conspicuous Ways Racism Kills.*** **TEDxRutgersCamden Talk viewed over 2,900 times; TEDx Talk elevated to TED.com global platform (2.5.22)**

Holmes IV, O., Lopiano, G., & Hall, E.V. (2019). A review of compensatory strategies to mitigate bias. *Personnel Assessment and Decisions*, 5, (2), 23-34.

Ford, D. L., Ziegler, L. L., Fang, R., & **Holmes IV, O**. (2018). Exploring knowledge sharing in a professional network: A Central Eurasian case. *Eurasian Journal of Business and Economics*, 11, (21), 1-22.

Pichler, S., & **Holmes IV, O.** (2017). An investigation of fit perceptions and promotability in sexual minority candidates. *Equality, Diversity and Inclusion: An International Journal*, 36, (7), 628-646.

Roberson, Q., **Holmes IV, O**., & Perry, J. L. (2017). Transforming research on diversity and firm performance: A dynamic capabilities perspective. *Academy of Management Annals*, 11, (1), 189-216.

Holmes IV, O., Whitman, M. V., Campbell, K., & Johnson, D. E. (2016). Exploring the social identity threat response framework. *Equality, Diversity and Inclusion: An International Journal*, 35, (3), 205-220.

Williamson, I., & **Holmes IV, O*.** (2015). What's culture got to do with it? Examining job embeddedness and organizational commitment and turnover intentions in South Africa. *Africa Journal of Management*, 1, (3), 225-243.

Okulicz-Kozaryn, A., **Holmes IV, O.**, & Avery, D. R. (2014). The Subjective well-being political paradox: Happy welfare states and unhappy liberals. *Journal of Applied Psychology*, 99, (6), 1300-1308.

Whitman, M. V., Halbesleben, J. R. B., & **Holmes IV, O**. (2014). Abusive supervision and feedback avoidance: The mediating role of emotional exhaustion. *Journal of Organizational Behavior*, 35, 28-53.

King, J. E., & **Holmes IV, O.** (2012). Spirituality, recruiting and total wellness: Overcoming

challenges to organizational attraction. *Journal of Management, Spirituality, and Religion*, 9, 237-253.

Book, Book Chapter, Encyclopedia, Online, and Conference/Book Review Publications

Holmes IV, O. (2026). Leading in the moment of DEI resistance. (pp. 133-136). In Q. M. Roberson, E. B. King, & M. R. Hebl (Eds.), *Research on Social Issues in Management: A Call to Action Part 2: Transforming Diversity, Equity, and Inclusion through Norms, Leadership Practices, and Mindsets.* Charlotte, NC: Information Age Publishing.

Holmes IV, O. (2025). Abusive supervision: An organizational behavior perspective of vampire leaders. In P. W. Glenn Jones (Ed), Vampire Leaders Suck: The Dark Forces Draining Academic Institutions. Emerald Information Age Publishing.

Holmes IV, O. (Ed.). (2025). *Championing Diversity, Equity, and Inclusion: Effective Strategies for Management Education* (Volume 2), Palgrave Macmillan. (185 pages)

- ***Nominated for the R. Wayne Pace Human Resource Development Book of the Year Award***

Holmes IV, O. (Ed.). (2025). *Championing Diversity, Equity, and Inclusion: Effective Strategies for Organizations* (Volume 1), Palgrave Macmillan. (184 pages)

- ***Nominated for the R. Wayne Pace Human Resource Development Book of the Year Award***

Aguinis, H., Ashcraft, K., Benschop, Y., Blancero, D. M., Cheng, C., Cornelius, N., Davidson, M., Ford, D., Hebl, M., King, E., Stone, D., Hennekam, S., **Holmes IV, O.,** Konrad, A., Kossek, E. E., Ozbilgin, M., Powell, G. N., Pullen, A., Roberts, L. M., Roberson, Q., Stone, D., Syed, J., Williams, J., Williamson, I., & Zanoni, P. (2025). Editorial: Voices from the academy: A response to President Donald Trump's anti-DEI policies. *Equality, Diversity and Inclusion: An International Journal*, 44, (2), 151-157.

Holmes IV, O., Rodriguez, E., & Lawrence, Jr., R. (2025). The impact of remote work on DEI in organizations. (pp. 129-138). In O. Holmes IV (Ed.), *Championing Diversity, Equity, and Inclusion: Effective Strategies for Organizations and Institutions* (Volume 1), Palgrave Macmillan.

Hebl, M*., Hebl, W*., **Holmes IV, O*.,** Salter, N*., & Silver, E. R*. (2025). Mentoring female and LGBTQ graduate students. (pp. 155-185). In O. Holmes IV (Ed.), *Championing Diversity, Equity, and Inclusion: Effective Strategies for Management Education* (Volume 2), Palgrave Macmillan.

Ruggs, E. N., & **Holmes IV, O.** (August 6, 2024). Why dropping the E in DEI is a mistake. *Harvard Business Review online*.

- ***Selected as one of the 16 articles on Harvard Business Review's Best of 2024 articles list (one of the six in the Managing Organizations category).***

Holmes IV, O. & Wasieleski, D. (2024). Preface for Business and Society 360 Book Series

Volume 6: Diversity, Equity, and Inclusion (DEI) Management: Origins, Trends, and Future Directions. (pp. i-xix). In D. Wasieleski & J. Weber (Eds.). Emerald Publishing.

Holmes IV, O., Aydin, E., Johnson III, R. G., & Ozeren, E. (2024). LGBTQ+ individuals and precarious work. In E. Meliou, J. Vassilopoulou, & M. Ozbilgin (Eds.), *Diversity and Precarious Work During Socio-Economic Upheaval: Exploring the Missing Link.* (pp. 36-57). Cambridge, UK: Cambridge University Press.

Holmes IV, O. (2023). Making the case for mesearch: Legitimizing race/ethnicity research. In Q. M. Roberson, E. B. King, & M. R. Hebl (Eds.), *Research on Social Issues in Management: Perspectives on Race and Work* (pp. 55-64). Charlotte, NC: Information Age Publishing.

Holmes IV, O. (2020). Sexuality blindness: A new frontier of diversity resistance. In K. M. Thomas (Ed.), *Diversity Resistance in Organizations* (2nd ed., pp. 34–57). New York: Lawrence Erlbaum Associates.

Holmes IV, O. (2019). The antecedents and outcomes of heteronormativity in organizations. In *Oxford Encyclopedia of Business and Management*. Oxford University Press.

Holmes IV, O. (2019). For diversity scholars who have considered activism when scholarship isn't enough! *Equality, Diversity and Inclusion: An International Journal*, 38, (6), 668-675.

Avery, D. R., Volpone, S. D., & **Holmes IV, O.** (2018). Racial discrimination in organizations. In J. Colella & E. B. King (Ed.), *The Oxford Handbook of Workplace Discrimination* (pp. 89-109). New York: Oxford University Press.

Holmes IV, O. (2013). The Race Dilemma: The American Non-Dilemma: Racial Inequality without Racism Nancy DiTomaso. *Equality, Diversity and Inclusion: An International Journal*, 32, 794-798. (Book Review).

Holmes IV, O. (2012). Hazing and pledging in Alpha Phi Alpha: An organizational behavior perspective. In G. S. Parks & S. M. Bradley (Ed.), *Alpha Phi Alpha: A Legacy of Greatness, the Demands of Transcendence* (pp.313-350). Lexington, KY: University Press of Kentucky.

Holmes IV, O. (2010). Redefining the way we look at diversity: A review of recent diversity and inclusion findings in organizational research. *Equality, Diversity and Inclusion: An International Journal*, 29, 131-135.

*Indicates authors contributed equally to the manuscript.

Conference Presentations

Holmes IV, O. (2026, August). DEI Teaching. PDW presented at the annual meeting of the Academy of Management, Philadelphia, PA.

Holmes IV, O., & Kratz, J. (2025, July). What we get wrong about the DEI backlash narrative. Paper presented at the annual meeting of the Academy of Management, Copenhagen, Denmark.

Holmes IV, O. (2021, August). Doing research with a practical impact. PDW presented at the annual meeting of the Academy of Management, virtual.

Holmes IV, O. (2021, August). Why be a DEI leader/champion. PDW presented at the annual meeting of the Academy of Management, virtual.

Holmes IV, O. Carrim, N., & Jones, K.S. (2020, January). A broader examination of perceived prototypical leadership characteristics of managers. Paper presented at the biennial meetings of the Africa Academy of Management, Lagos, Nigeria.

Holmes IV, O., Marchiondo, L., & Daniels, S. (2017, August). An investigation of race-based impression management strategies. Paper presented at the annual meetings of the Academy of Management, Atlanta, GA.

Pichler, S., & **Holmes IV, O**. (2017, August). An investigation of fit perceptions and promotability in sexual minority candidates. Paper presented at the annual meetings of the Academy of Management, Atlanta, GA.

Daniels, S., **Holmes IV, O.**, & Marchiondo, L. (2016, August). The effect of incivility spirals on workplace relationships. Paper presented at the annual meetings of the Academy of Management, Anaheim, CA.

Ford, D. L., Ziegler, L. L., Fang, R., & **Holmes IV, O**. (2015, June). Exploring knowledge sharing in a professional network: A central Eurasian example. Paper presented at the annual meetings of Eastern Academy of Management—International Conference, Lima, Peru.

Holmes IV, O. (2014, June). Justifications, organizational contexts, and discrimination in personnel selection. Paper presented at the annual meetings of Equality, Diversity and Inclusion Conference, Munich, Germany.

Holmes IV, O., Tillman, C. J., & Lawrence, E. R. (2013, November). An emotional rollercoaster: The relationship between diversity climate, conflict, and emotional exhaustion. Paper presented at the annual meetings of the Southern Management Association, New Orleans, LA.

Tillman, C. J., Lawrence, E. R., & **Holmes IV, O**. (2012, August). Positive people and negative practices: The mediating role of moral disengagement on unethical intentions and behavior. Paper presented at the annual meetings of the Academy of Management, Boston, MA.

Holmes IV, O., Lawrence, E. R., & King, J. E. (2011, August). Religion and work-related gender

attitudes: The moderating role of fundamentalism. Paper presented at the annual meetings of the Academy of Management, San Antonio, TX.

Holmes IV, O., McDaniel, M. A., & Tillman, C. J. (2011, August). A meta-analysis of diversity climate and organizational commitment and job satisfaction. Paper presented at the annual meetings of the Academy of Management, San Antonio, TX.

Blake-Beard, Stacy, **Holmes IV, O.,** Jenkins, T., & Daugherty, C. (2010, August). Insights from the intersection of national culture and gender: Exploring the mentoring experiences of Indian female MBA students. Paper presented at the annual meetings of the Academy of Management, Montreal, CA. Nominated for GDO Division **Emerald Best International Symposium Award**.

Charles, A., Griffith, J., & **Holmes IV, O.** (2009, August). The effect of identity-impacting societal events on organizations. Paper presented at the annual meetings of the Academy of Management, Chicago, IL.

Public Scholarship

Diversity Matters Podcast
I am the creator and host of this independent podcast published on all major streaming services. In each episode, my guest and I have a lively discussion around DEI topics, explore the latest research on the topic, and discuss the implications so that listeners will be more knowledgeable about the topics and be able to apply the insights to their organizations and their lives. With over 11,500 total downloads in over 17 different countries and an average of over 42 downloads per episode within the first 7 days of release, the Diversity Matters podcast ranks in the Top 50% of podcasts. Diversity Matters is ranked #24 on Feedspot's 100 Best Diversity and Inclusion Podcasts List. Additionally, Diversity Matters podcast episodes have been included in course syllabi, consultants' trainings, and DEI resource guides.

Season 5
Episode Title: Legacy: Racism in Medicine
Episode Guest: Dr. Uché Blackstock

Episode Title: Raising Native American Voices
Episode Guest: Dr. Joseph Gladstone

Episode Title: DEI Backlash
Episode Guest: Dr. Enobong "Anna" Branch

Episode Title: Effective Allyship
Episode Guest: Julie Kratz

Episode Title: TransLivesMatterN.O.W.
Episode Guest: Angelica Ross

Season 4
Episode Title: Social Class Mobility
Episode Guest: Dr. Sean Martin

Episode Title: Disability & Accessibility Awareness
Episode Guest: Dr. Joy Beatty

Episode Title: Advancing DEI: The Necessary Journey
Episode Guest: Dr. Ella Washington

Episode Title: Corporate DEI Initiatives
Episode Guest: Dr. Anthony C. Hood

Episode Title: Critical Race Theory
Episode Guest: Dr. Victor Ray

Episode Title: Understanding Microaggressions
Episode Guest: Dr. Kevin Nadal

Season 3
Episode Title: Shared Sisterhood
Episode Guest: Dr. Tina Opie

Episode Title: The Acting White Phenomenon
Episode Guest: Dr. Myles Durkee

Episode Title: Policing in America
Episode Guest: Dr. Rashawn Ray

Episode Title: DEI & Corporate Boards
Episode Guest: Dr. Stephanie Creary

Episode Title: The Impostor Phenomenon
Episode Guest: Dr. Angélica S. Gutiérrez

Episode Title: Black Faces in High Places
Episode Guest: Dr. Jeffrey Robinson

Episode Title: The Standardized Testing Problem
Episode Guest: Akil Bello

Season 2
Episode Title: HBCUs and the Morehouse Mystique
Episode Guest: Dr. David A. Thomas

Episode Title: Codeswitching 101
Episode Guest: Dr. Courtney McCluney

Episode Title: Politics in the 21st Century
Episode Guest: Rep. Malcolm Kenyatta

Episode Title: Anti-Asian Bias and Effective Allyship
Episode Guest: Dr. Ed Ng

Episode Title: Anti-Asian Bias and Edge Book Discussion
Episode Guest: Dr. Laura Huang

Season 1
Episode Title: Black LGBTQ Narratives
Episode Guest: James Earl Hardy

Episode Title: Eliminating Bias & Discrimination
Episode Guest: Dr. Dolly Chugh

Episode Title: Creating Effective Diversity Initiatives: The PhD Project Story
Episode Guest: Bernie Milano

Episode Title: Minority Business Development & Advocacy
Episode Guest: John Harmon, Sr.

Episode Title: The Work of Chief Diversity Officers
Episode Guest: Lloyd Freeman, Esq.

Episode Title: Black Theology, Faith, & Feminism
Episode Guest: Candice M. Benbow

Psychology Today
I was invited to be a columnist for my own blog entitled Beyond the Cubicle: Managing Human Capital. In this column, I translate research findings and write about DEI topics in insightful ways that are practical to the general public. Each post is up to 2,000 words in length. Total column views exceed 86,000 to date.

Blog Title: What We Get Wrong About the DEI Backlash Narrative
Blog Title: Police Brutality and the Less Conspicuous Ways Racism Kills
Blog Title: ABC Cancels the Roseanne Show After Racist Tweet: Two Key Points Leaders Should Consider if They Are in this Situation
Blog Title: Nine Ways to Respond to Social Identity Threats: New Research Highlights the Most Common Identity Threat Response Tactics
Blog Title: That's So Gay!: MythBusters edition.
Blog Title: Changing the Face of Business Academe
Blog Title: No Tile Left Behind: America's Mosaic Dilemma
Blog Title: Hands Up, Don't Shoot: No More Business as Usual: Racism in Organizations
Blog Title: Why Organizational Leaders Need to Care about Hazing: Hazing Presents Organizational and Human Capital Issues

Blog Title: Don't Avoid Your Abusive Boss! Feedback Avoidance Leads to Burnout
Blog Title: What Happened to the Customer is Always Right? Brand Management in the Age of Social Media
Blog Title: Want to Hire a Black Ph.D.?
Blog Title: The Politics and Subjective Well-Being Paradox Explored: Who's Happier, Conservatives or Liberals?

Teaching Experiences, Training, and Consulting

Courses Taught

- *DEI Management*, Professor, Rutgers, The State University of New Jersey (Spring 2025)
- *Conflict Resolution & Negotiation* (MBA: online), Professor, Rutgers, The State University of New Jersey (Fall 2018, 2019, 2020, 2021, 2022, 2025, 2026; Spring 2025, 2026)
- *Crisis Management in a Diverse Global World* (BLDP, Undergraduate)
  Professor, Rutgers, The State University of New Jersey (Spring 2016)
- *Leadership and Managing Human Capital* (MBA, PMBA, & PMac)
  Professor, Rutgers, The State University of New Jersey (Summer 2013, 2014, 2015, 2017; Spring 2016, 2017, 2018, 2019; Fall 2017, 2018, 2019)
- *Organizational Behavior*
  Professor, Rutgers, The State University of New Jersey (Summer 2013, Fall 2013, 2014, 2015, 2017, 2018, 2025, 2026; Spring 2014, 2015, 2017, 2018, 2019, 2020)
- *Leadership*
  Instructor, The University of Alabama (Spring, 2013)
- *Human Resource Management*
  Instructor, The University of Alabama (Fall, 2012)
- *Organizational Theory and Behavior*
  Instructor, The University of Alabama (Summer, 2012)
- *Organizational Behavior*
  Instructor, Virginia Commonwealth University (Fall 2009, Summer 2010, Summer 2011)
- *Business Statistics*
  Instructor, Virginia Commonwealth University (Summer 2011)
- *Managerial Skill and Development*
  Instructor, Virginia Commonwealth University (Summer 2009, Spring 2010, Summer 2010)
- *Organizational Communication*
  Instructor, Virginia Commonwealth University (Spring 2010, Summer 2010)

Executive/Professional Education Training/Consulting

- *Building High-Performing Inclusive Teams*. Workshop delivered to 40+ Rutgers Access and Disability Resources professionals at Rutgers University-Camden. (7/9/25)
- *Negotiation 101.* Training delivered to young professionals at Hopeworks (5/11/23)
- *Unconscious Bias in Personnel Selection.* Training delivered to 150+ administrators, faculty, and staff at Rowan University (9/19/19, 9/30/19, 10/1/19, 10/3/19, 11/26/19, 12/18/19)

- *Diversity in the Workplace.* Training delivered to 11 Transatlantic Ruhr Fellowship Program Scholars. (8/6/19)
- *Leadership & Management Development.* Training delivered to approximately 18 managers at First Atlantic Federal Credit Union. (5/11/19, 5/14/19, 5/18/19, 5/20/19, 5/21/19)
- *Integrating Diversity and Inclusion into the Curriculum*. Consulting and training delivered to 7 members of the Business, Organizations and Society department at Franklin & Marshall College. (5/8/19)
- *What Happened at Starbucks Couldn't Happen Here…or Could it? Becoming a Diversity & Inclusion Leader*. Training delivered to 60+ business leaders and creative professionals as a part of the Arts + Business Council Designing Leadership program. (10/12/18)
- *Motivating & Leading Teams.* Training delivered to 60+ for-profit and non-profit leaders as a part of the Arts + Business Council Designing Leadership program. (10/5/17)
- *TeamSTEPPS™ Communication and Mutual Support.* Training delivered to approximately 15 attending physicians and medical residents at Drexel College of Medicine. (8/15/17)
- *Surviving & Thriving in Changing Environments.* Training delivered to approximately 70 staff members at the Rutgers School of Allied Health Professions. (1/12/17)
- *Title & Company Name Withheld Due to Non-Disclosure Agreement.* Training/Talk delivered to over 75 Engineers and Scientists at a Fortune 50 Company. (6/1/16)
- *Time Management & Organizational Skills.* Training delivered to over 50 Rutgers University—Camden Administrators, Managers, Chancellors. (3/10/16 & 3/24/16)
- *Budgeting & Forecasting Analysis.* Training delivered to 12 Trustees at St. Paul's Baptist Church. (2/20/16)
- *Employee Resource Groups.* Consulting provided to Janet Taffe, SVP, Lloyds Bank USA. (11/4/14)
- *Diversity Recruitment & Selection.* Consulting provided to Marcelo Rouco, CEO of Ecosave, Inc.
- *Strategy & Personnel Planning*. Consulting provided to Michael Jenkins, CEO of Graphics in Atlanta (10/16/14)
- *Scale Validation.* Consulting provided to Arthur Johnson, EVP of Infinity Systems, Inc. (8/14/14)
- *Negotiation 101.* Training delivered to PhD Students for The PhD Project (8/1/14; 8/6/15)
- *Motivating Problem Employees.* Consulting provided to Ronald Hall, M.D., ER Medical Resident Director of Jefferson Hospitals. (2/20/14)
- *Effective Business Communication.* Training delivered to over 100 Rutgers University—Camden Administrators, Managers, and Chancellors. (1/10/14, 12/11/13, 12/5/13, 4/8/14, 4/10/14)

Service

University Related

- Rutgers University-Camden Chancellor's Faculty Research Award Committee (campus-wide) (March 2026-April 2026)

- Rutgers University-Camden Ad Hoc Faculty Promotion Committee (campus-wide) (August 2025-Present)
- Rutgers University-Camden Paul Robeson Library Undergraduate Research Award Committee (campus-wide) (October 2025-Present)
- Rutgers University Presidential Search Committee Member (university-wide) (December 2024-May 2025)
- Rutgers-Camden Provost Search Committee Member (university-wide) (August 2022-November 2022)
- Rutgers University Faculty and Staff Sexual Harassment Climate Survey Project Committee Member (university-wide) (July 2022-2023)
- Rutgers-Camden Chancellor Mayoral Internship Committee Member (campus-wide) (Spring 2022-2023)
- Rutgers-Camden Chancellor Convocation Committee Member (campus-wide) (Spring 2022-2024)
- Rutgers University Faculty Senator: At-Large Camden (April 2022-October 2023)
- General Education Committee Member (campus-wide) (Spring 2022-September 2023)
- Microcredentials Steering Committee Member (university-wide) (August 2021-September 2023)
- Rutgers-Camden Diversity Strategic Planning Committee Co-Chair (until Dec. 2022) and Member (campus-wide) (March 2021-September 2023)
- Rutgers-Camden Chancellor Search Committee Member (university-wide) (November 2020-March 2021)
- Assurance of Learning Committee Member, Business School (school-wide) (September 2020-2024)
- Student Engagement and Impact Committee Chair, Business School (school-wide) (September 2020-May 2021)
- Dean's Welcome and Orientation Committee Member (Spring 2020)
- Rutgers Connection Network (RCN) Mentoring Program Mentor: Dr. Jun Guo (2019-2020); Dr. Kusum Mundra (2025-2026)
- Civic Engagement Faculty Fellows Mentor: Dr. Melissa Fender (Spring 2019)
- RSBC Dean Search Committee Members (Spring 2019-Fall 2019)
- RSBC Promotion and Tenure Committee Member (Fall 2019-Present)
- Beyond the Mill Diversity Dialogues Talk Show Creator & Host (campus-wide) (Fall 2018–2020)
- Sexual Harassment Prevention Committee Member (university-wide) (Fall 2018-May 2019)
- Center for Learning and Student Success Advisory Board Member (campus-wide) (Fall 2018-September 2023)
- Certificate in Civic Engagement and Social Change Committee Member (campus-wide) (Fall 2018-September 2023)
- LGBTQIA+ History Month Committee Member (campus-wide) (Spring 2018-September 2023)
- Walter Rand Institute Faculty Council Member (campus-wide) (Fall 2017-2020)
- Diversity and Inclusion Committee Member (campus-wide) (Spring 2017-September 2023)

- OB/HR Tenure Track Faculty Search Committee Member (Fall 2014-Spring 2015; Fall 2017-Spring 2018; Fall 2022)
- Rutgers-Camden Center for the Arts Advisory Council Member (September 2014-May 2015)
- Committee on Institutional Equity and Diversity (campus-wide) (September 2015-June 2021; September 2013-May 2014)
- Undergraduate Curriculum Committee Member, Business School (school-wide) (September 2013-Present) (Chair, September 2020-Present)
- Undergraduate Curriculum Innovations Committee Member, Business School (school-wide) (February 2015-2020)
- Teaching Assistant Supervisor: Rasheda Weaver (Fall 2014)
- Research Assistant Supervisor: James Nguyen (Sep. 2025-Dec. 2025)
- Research Assistant Supervisor: Keerthana Alugati (Jan. 2024-May 2024)
- Research Assistant Supervisor: Emanuel Rodriguez (2021-2023)
- Research Assistant Supervisor: Jannat Javed (2020-2021)
- Research Assistant Supervisor: Danielle Cloud (2019-2020)
- Research Assistant Supervisor: Molly Hartig (2018-2019)
- Research Assistant Supervisor: Sara Fiorot (2017-2018)
- Research Assistant Supervisor: Kiersten Westley (2016-2017)
- Research Assistant Supervisor: Michelle Dixon (2015-2016)
- Research Assistant Supervisor: Autumn Nanassy (2014-2015)
- Research Assistant Supervisor: Gabriel Johnston (2013-2014)

Editor and Reviewer Related

- Editorial Review Board Member for Personnel Assessment and Decisions (2021-Present)
- Editorial Review Board Member for Organizational Psychology Review (2020-2022)
- Editorial Review Board Member for Journal of Business and Psychology (2017-Present)
- Editorial Review Board Member for Equality, Diversity and Inclusion: An International Journal (2017-Present)
- Editorial Review Board Member for Africa Journal of Management (2014-Present)
- Book Proposal Reviewer for Routledge/Taylor & Francis
- Ad Hoc Reviewer for Academy of Management Journal
- Ad Hoc Reviewer for Organizational Behavior and Human Decision Processes
- Ad Hoc Reviewer for Organization Science
- Ad Hoc Reviewer for Journal of Management
- Ad Hoc Reviewer for Personnel Psychology
- Ad Hoc Reviewer for Personnel Assessment and Decisions
- Ad Hoc Reviewer for Journal of Business and Psychology
- Ad Hoc Reviewer for Journal of Organizational Behavior
- Ad Hoc Reviewer for Human Relations
- Ad Hoc Reviewer for Equality, Diversity and Inclusion: An International Journal
- Ad Hoc Reviewer for Journal of Managerial Psychology
- Ad Hoc Reviewer for British Journal of Management
- Ad Hoc Reviewer for Journal of Occupational and Organizational Psychology
- Ad Hoc Reviewer for Cross Cultural Management: An International Journal

- Ad Hoc Reviewer for Career Development International
- Ad Hoc Reviewer for Canadian Journal of Administrative Sciences
- Ad Hoc Reviewer for Southern Management Association Annual Meeting
- Ad Hoc Reviewer for Academy of Management Annual Meeting (OB/HR/DEI Divisions)

Professional and Community Related

- American Council on Education (ACE) Fellowship Program Interview Committee Member (2025-Present)
- PhD Project MDSA Senior Faculty Advisor (2025-Present)
- SREB-Doctoral Scholars Program Mentor (2026-Present)
- DBA Dissertation Committee Member: Cindy Saladin-Muhammad: Temple University Fox School of Business (2024)
- Founders First Capital Partners Entrepreneurship Pitch Judge (August 2023, 2024)
- Including Behavior Institute Member (2022-Present)
- Sunday Breakfast Club Board Member (June 2022-June 2025)
- External Promotion and Tenure Reviewer (2020-Present)
- Undergraduate Honors Thesis Committee Member: Taylore Owens: Rutgers School of Business-Camden (2022-May 2023)
- OB Division Executive Committee Representative-At-Large (2020-2023)
- Master Thesis Committee Member: Alondrea Hubbard: Rutgers University School of Management and Labor Relations (2022-April 2023)
- Outstanding Publication in OB Award Committee Member (Spring 2020)
- Advisory Committee on Equity, Diversity and Inclusion Policy; Tri-Agency Institutional Programs Secretariat, Canada (2020-2023)
- EDI Stream Track Chair (2013, 2019, 2020)
- GDO Sage Award for Scholarly Contributions Committee Member (2019, 2021)
- GDO Division Best Student Conference Paper Award Committee Member (2019)
- AOM All Academy Theme Committee Member (2018-2019)
- Dissertation Committee Member: Jared Poole: David Eccles School of Business University of Utah (2020)
- Dissertation Committee Member: Mateo Cruz: Columbia University Teachers College (2020)
- Dissertation Committee Member: Stefanie Watson: Antioch University (2021)
- SMA Best Paper for the HR/RM Track Committee Member (2017)
- The Village of Arts and Humanities Board of Directors Member (2017-May 2022)
- St. Paul's Baptist Church Trustee Board Member (Philadelphia, PA) (January 2015-January 2018)
- GDO Division Junior Faculty Consortium Co-Chair (2016-2017)
- GDO Division Doctoral Consortium Co-Chair (2015-2016)
- SMA Research Initiative Committee Member (2015-2016)
- GDO Division Executive Committee Representative-At-Large (2014-2017)
- GDO Division Best Paper Based on a Dissertation Committee Chair (2015)
- Psychology Today Expert and Author of the Blog, "Beyond the Cubicle: Managing Human Capital" (2014-Present)
- SIOP Student Travel Award Committee Member (2014)

- GDO Division Best Student Paper Award Committee Member (2013; 2014)
- SMA Pre-Doctoral Track Chair and Panelist (2013)
- PhD Project Conference Planning Committee Member (2011-Present)
- Alpha Phi Alpha Fraternity, Inc. Life Member and Past Officer (2006-Present)

Memberships in Professional Organizations

- Academy of Management (AOM)
- Southern Management Association (SMA)
- Management Faculty of Color Association (MFCA)
- American Psychological Association (APA)
- Society for Industrial and Organizational Psychology (SIOP)
- Equality, Diversity and Inclusion International (EDI)
- Society for Human Resource Management (SHRM)
- Africa Academy of Management (AFAM)

Fundraising Experience

Estimate of Overall Fundraising Experience: $524,000

I have secured grants, sponsorships, and donor funds in my roles as a college administrator, professor, non-profit board member, small business owner, fraternity member, and church trustee.

- The PhD Project ($195,000)
- Rutgers University-Camden roles ($138,000)
- Secured Grants ($105,000)
- Non-Profit Board Service, Community, and Civic ($86,000)

Grants

- Rutgers University School of Business Summer Research Grant (2026). Funding $10,000
- Rutgers Diversity, Inclusion, and Civic Engagement Conference Grant (2025). Funding $5,000
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2021). Funding $4,000
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2019). Funding $3,823
- Rutgers University School of Business Summer Research Grant (2019). Funding $12,000
- Rutgers Research Council Program Grant (2018). Funding $3,025
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2018). Funding $1,800
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2017) Funding $3,500
- Rutgers University Catalyst Research Grant (2017). Funding $5,000
- University of Pretoria Research Fellowship (2016). Travel, Lodging, & Per Diem Funding of Approximately $20,000

- Rutgers Research Council Program Grant (2016). Funding $1,000.
- Rutgers University School of Business Summer Research Grant (2016). Funding $12,000
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2016). Funding $2,394
- Rutgers Research Council Program Grant (2015). Funding $1,000

Awards, Honors, and Talks

- Inducted into the Chesapeake Bay Governor's School Inaugural Alumni Hall of Fame (2026)
- Inducted into the Dr. Martin Luther King, Jr. Collegium of Scholars at Morehouse College (2026)
- New Jersey Policy Research Organization Foundation Bright Idea Award for *Harvard Business Review* Publication (2024)
- Rutgers University DEI Torchbearer Award (2024). $250 Honorarium
- PhD Project Management Doctoral Student Association Spirit Circle Awardee (2024)
- New Jersey FBLA Businessperson of the Year, Camden County Technical School (2024)
- Outstanding Reviewer Award: Equality, Diversity and Inclusion: An International Journal: Emerald Literati Awards (2023)
- Rutgers School of Business Annual Faculty Teaching Award (2023). $500 Honorarium
- Rutgers-Camden Chancellor's Award for Faculty Research Award for Scientific Contributions Toward Diversity and Inclusion (2022)
- Philadelphia Business Journal Diversity Leaders in Business Honoree (2021)
- New Jersey Policy Research Organization Foundation Bright Idea Award for Personnel Assessment and Decisions Publication (2020)
- Philadelphia Tribune 2020 Top 10 Under 40 Most Influential African Americans to Watch
- Diversity MBA 2020 and 2021 Top 100 Under 50 Emerging and Executive Leaders
- Front Runner New Jersey 2020 African American Power List
- Philadelphia Business Journal 40 Under 40 Honoree (2020)
- Rutgers University Leaders in Faculty Diversity Award (2020) $1,000 Honorarium
- Rutgers-Camden Remarkable 31 Honoree (March 2020)
- New Jersey Policy Research Organization Foundation Bright Idea Award for Academy of Management Annals Publication (2018)
- Mid-Atlantic Association of College of Business Administration (MAACBA) Innovation in Teaching Award (2018). $1,000 Honorarium
- Poets & Quants Best 40 Under 40 Professors (2018)
- Omicron Delta Kappa National Leadership Honor Society (2018)
- Outstanding Community Partnership Award sponsored by Say it with Clay (2018)
- Business On Board Scholarship sponsored by the Arts + Business Council of Greater Philadelphia (2017) $3,000 value
- Rutgers Chancellor's Award for Teaching Excellence (2016). $1,000 Honorarium
- Heizme 35 Doctors Under 35 (6/12/15)
- Rutgers School of Business Annual Faculty Research Award (2015). $1,000 Honorarium
- Rutgers Chancellor's Academic Civic Engagement Award (2015)

- AquaCorps Partnership Award (2015)
- Rutgers Digital Teaching Fellowship (2014). $2,000 Stipend
- Rutgers Civic Engagement Faculty Fellow (2014). $1,000 Stipend

Invited Lectures/Panels/Keynote Addresses

- *Careers in Business*. Guest Speaker at Northeast Future Focus Speaker Series. (3/24/26)
- *Y1-Y2 Ph.D. Orientation.* Panel Speaker at the PhD Project Annual Conference. (3/21/26)
- *The Leadership We Need Now.* Panel Speaker at Coqual Leadership Summit. (11/13/25)
- *Leading in the Moment of DEI Resistance*. Lecture given at Baruch College Zicklin School of Business. (4/23/25)
- *Thriving as a DEI Scholar.* Workshop given at Baruch College Zicklin School of Business. (4/23/25)
- *Leading in the Moment of DEI Resistance*. Lecture given at Claremont McKenna College Department of Natural Sciences Seminar Series. (2/7/25)
- *Growing and Retaining a Diversity of Talent: Effective Strategies in the Wake of the SFFA v. Harvard Decision.* Wharton's Relationships Across Difference Roundtable Community Seminar at Schulte Roth & Zabel LLP. Panel Speaker. (11/19/24)
- *The State of DEI.* Rutgers Professionals of Color Reception. Panel Speaker. (11/13/14)
- *Corporate Impact: Building the Pipeline.* The PhD Project 30th Anniversary Celebration. Panel Speaker. Rutgers-Newark (11/7/24)
- *Sustaining Equity as a Fundamental Element of DEI.* Chamber of Commerce of Greater Philadelphia. Panel Speaker. (10/30/24)
- *Advancing Support for DEI in an anti-DEI climate.* AACSB Associate Dean's Conference. Presenter. Washington, D.C. (10/29/24)
- *Thriving as an EDI Scholar: A PDW*. Invited Lecture given at the University of Calgary Haskayne School of Business. (10/10/24)
- *Thriving in Academia: One (Unlikely) Professor's Journey.* Invited Lecture given at Rutgers-Camden for Dr. Ira Roseman's and Dr. Kristin August's Psychology Graduate and Prevention Sciences Ph.D. students. (9/26/24)
- *Enspired 2024 National Youth Leadership Conference Judge.* Princeton, NJ. (7/27/24)
- *Keynote Address at Inaugural Senior Signing Day.* Camden Prep High School. (5/31/24)
- *Keynote Address at FBLA Officer Installation.* Camden County Technical School: Gloucester Township Campus. (12/1/23)
- *DEI Q&A session with MBA students led by Prof. Marla Baskerville*. Expert Guest. Northeastern University (6.1.23)
- *SMA Virtual Summit: Issues in Diversity, Equity, and Inclusion.* Panel Speaker. (4.14.23)
- *Transforming Me-Search into Research: Designing, Communicating and Avoiding Pitfalls of Research.* Panel speaker for CARMA's PhD Prep series. (11.18.22)
- *Inclusive Teaching to Promote Student Engagement.* Panel speaker for Rutgers-Camden Provost's Teaching Effectiveness Lunch and Learns. (11.8.22)
- *DEI Fundamentals.* University of Pennsylvania Organizational Dynamics Program Course: Dr. Kimberly Torres. (4.13.22)
- *Multidisciplinary Discussion panel on Digital Equity and Justice.* Rutgers-Camden Spring Research Symposium. (4.6.22)

- *Reflections of Success.* Invited speaker for Sankofa Collective at Rutgers University-Camden. (11.16.21)
- *Understanding and Becoming an Ally to our LGBTQ+ Community.* Presentation given for Alpha Phi Alpha Fraternity, Inc. Ohio District Round-Up Leadership Meeting. (11.6.21)
- *Effective Time Management.* Invited Lecture given at Rutgers University for the International Friends at Rutgers Organization. (3.23.21)
- *A Clarion Call on the Need to Interrogate Anti-Black Racism.* Invited Lecture given at New Jersey Collegiate Business Administration Association. (2/26/21)
- *Centering Anti-Black Racism in DEI Conversations.* Invited Lecture given at Wayne State University. (1/27/21)
- *A Clarion Call on the Need to Interrogate Anti-Black Racism.* Invited Lecture given at Heriot Watt University. (12/2/20)
- *Living Out Black Lives Matter.* Speaker at Sunday Breakfast Club. (9/16/20)
- *Chancellor Haddon's Town Hall on Racism & Social Justice*. Panelist at Rutgers University-Camden. (6/4/20)
- *The Economics Advantage of Diversity in Health Care.* Invited speaker and panelist at Ramapo College Diversity in Health Care event. (10/21/19)
- *Have African-American Men Benefitted from Diversity Initiatives.* Keynote address speaker at the National African American Insurance Association Conference. (9/12/19)
- *My Career Story.* Presentation given at Networking for Connections and Collaborations organized by Claudia Hawkins. (7/9/19)
- *The Ins and Outs of Non-Profit Board of Director Service*. Panel speaker for Business on Board Alumni Panel at the Science Institute organized by Tommy Butler. (5/3/19)
- *Diversity Theories in Organizational Behavior.* PhD seminar given at the David Eccles School of Business at the University of Utah. (4/26/19)
- *Leadership and Success in the Era of Trump.* Keynote address given at the African-American Museum in Philadelphia organized by Mary Clare Venuto for the Rutgers-Camden Alumni Association. (1/24/19)
- *Bringing Civic Engagement into Management Classes.* Presentation given at the 2018 Mid-Atlantic Association of College of Business Administration Conference at Rowan University. (10/9/18)
- *Why Diversifying Matters and How to Achieve it*. Panel speaker at Mid-Atlantic Association of College of Business Administration at Rowan University. (10/8/18)
- *National Honor Society Induction Ceremony.* Keynote address speaker at Dr. Charles E. Brimm Medical Arts High School NHS ceremony organized by Quinn Nguyen. Camden, NJ. (5/4/18)
- *Who You Don't Know May Hurt You: An Investigation of Stereotype Spillover.* Presentation given at the Chancellor's Spring Research Symposium Fair Housing Act at 50: Success, Failures, and Opportunities. Camden, NJ. (4/13/18)
- *The PhD Project: Dedicated to Increasing Diversity in the Workplace.* Presentation given at the 2017 NBMBAA/Prospanica Annual Conference & Exposition. Philadelphia, PA. (9/27/17)
- *For Diversity Scholars who Have Considered Activism when Scholarship is not Enough!* Keynote address given at the Equality, Diversity and Inclusion Conference organized by Dr. Joana Vassilopoulou. London, UK. (6/28/17)

- *Central High Commencement.* Keynote commencement address speaker at King and Queen Central High School organized by Etta Amis and Beverly Minor. King and Queen, VA. (6/16/17)
- *Exploring Discrimination and Intolerance in the Trump Era.* Panel speaker at Rutgers University organized by the Rutgers-Camden National Association of Black Accountants chapter. Camden, NJ. (3/28/17)
- *Modern Racism in the Age of Obama.* Keynote address given at Wayne Presbyterian Church organized by Pamela Jensen. Wayne, PA. (2/5/17)
- *Civic Engagement Faculty Fellows.* Panel speaker at Rutgers University for 2017 incoming civic engagement faculty fellows organized by Michael D'Italia. Camden, NJ. (1/13/17)
- *Trickle-down interpersonal justice: The moderating role of transformational leadership and work experience.* Talk given at Drexel University LeBow College of Business organized by Dr. Jeff Greenhaus. Philadelphia, PA (11/11/16)
- *Trickle-down interpersonal justice: The moderating role of transformational leadership and work experience.* Talk given at Temple University Fox School of Business organized by Dr. Crystal Harold. Philadelphia, PA. (9/23/16)
- *The Impact of Business Research on Practice.* Talk given at Rutgers School of Business-Camden Dean's Leadership Council Meeting organized by Dr. Jaishankar Ganesh. Camden, NJ. (5/6/16)
- *Preparing Our Future Alums.* Panel facilitator at Rutgers University 2nd Annual Retreat to Devise Strategies for Learning and Success organized by Dr. Julie Amon. Camden, NJ. (4/4/16)
- *Breaking the Color Barrier.* Panel moderator at Rutgers University organized by the Rutgers-Camden National Association of Black Accountants chapter. Camden, NJ. (3/10/16)
- *Diversity at Rutgers-Camden.* Panel speaker at Rutgers University for Black History Month Celebration organized by Dr. Wayne Glasker. Camden, NJ. (1/27/16)
- *Careers and Context-Specific Theorizing.* Presentation given at the Africa Academy of Management Jr. Faculty & Doctoral Consortium at Strathmore Business School. Nairobi, Kenya. (1/6/16)
- *Why Being a Diversity Researcher Means You Have to Be a Gladiator in a Suit.* Keynote address given at the American Accounting Association Diversity Section Meeting Conference. Atlanta, GA. (11/8/15)
- *Who You Don't Know May Hurt You: Stereotype Spillover in Personnel Selection*. Presentation given at the 10th Faculty Forum on Race and Ethnicity sponsored by the Rutgers University Center for Race and Ethnicity. New Brunswick, NJ. (10/30/15)
- *That's So Gay! Exploring Scientific Research to Answer Common Questions and Beliefs about LGBTQ People.* Lecture presented with Matthew Shaw, J.D., at National Black Justice Coalition OUT on the Hill Black LGBT Leadership Summit. Washington, D.C. (9/18/15)
- *Living a Successful Life by Being Honored to Tell Others Thank You.* Motivational lecture presented at Englewood High School for Circles of Color Community Organization. Englewood, NJ. (4/17/15)
- *Implementing Civic Engagement into Your Course.* Panel speaker presenter at Rutgers University for the 2014-2015 Civic Engagement Faculty Fellows. Camden, NJ. (1/16/15)

- *Leadership and the Civil Rights Movement.* Panel speaker presenter at St. Paul's Baptist Church. Philadelphia, PA. (1/11/15)
- *Implementing Diversity & Inclusion Initiatives.* Panel speaker presenter at Lloyd Banking Group. New York, NY. (11/14/14)
- *The Biggest Threat to Greek Letter Organizations*. Lecture presented at Rutgers University for Student Affairs Personnel and Greek Students. Camden, NJ. (9/26/13)
- *Diversity within the Greek System*. Lecture presented via Skype for students enrolled in Managing Human Capital at St. Joseph's University, Philadelphia, PA. (9/24/13)
- *Team Leadership & Decision-Making.* Lecture presented at Rutgers University for high school students enrolled in the BizEd Program. Camden, NJ. (7/12/13 & 7/11/14)
- *The Biggest Threat to BGLOs: An Organizational Behavior Perspective*. Lecture presented at The George Washington University (sponsored by Wake Forest Law School) for BGLO leaders and University Administrators. Washington, D.C. (4/20/13)
- *Casuistry in Decision-Making*. Lecture presented at The University of Alabama for undergraduate students enrolled in Business Ethics (MGT 341). Tuscaloosa, AL. (10/11/12)
- *Leadership Development*. Lecture presented for members of the National Association of Black Accountants chapter at The University of Alabama. Tuscaloosa, AL. (9/24/12)
- *Economic Inequality*. Lecture presented at The University of Alabama for undergraduate students enrolled in Social Inequality (AAST 352). Tuscaloosa, AL. (8/30/10 & 1/27/11)
- *Organizational Leadership and Change*. Lecture presented at Virginia State University for graduate students enrolled in Instructional Leadership (EDAS 591). Petersburg, VA. (11/17/09)
- *Spanish Transculturation and Technology*. Lecture presented on behalf of the VCU School of Community Engagement (FRLG 591) for Spanish teachers at Virginia Commonwealth University. Richmond, VA. (7/30/09)
- *Diversity in the Latino Community*. Lecture presented on behalf of the VCU School of Community Engagement at the Richmond City Fire Department. Richmond, VA. (6/9/09)
- *VCU Diverse, but Segregated*. Lecture presented on behalf of the VCU chapter of NAACP at Virginia Commonwealth University. Richmond, VA. (4/14/09)

Media Appearances, Mentions, Articles, and Interviews

- *Weathering Holiday Stress in a Season of Economic Uncertainty.* Rutgers Research Highlights article written by Caroline Brobeil Nassan. (12/3/25)
- *How to Know if it's Time to Quit Your Ph.D. Program*. U.S. News article written by Sarah Wood. (7/31/25)
- *Dimensions of Diversity* Podcast interview with Lloyd Freeman and co-panelist Prof. Stacy Hawkins, Esq. (2/24/25)
- *Three Unconventional, Effective Ways to Practice Allyship.* Forbes article written by Julie Kratz. (12/25/24)
- *Celebrating 30 Years of The PhD Project: How One Organization Fueled the Journey of Three Academic Leaders.* Diversity Professional article written by Vivian King. (10/18/24)
- *King Crush Thursday: Episode 135*. Interview with Valerie Gay. (2/29/24)

- *Tech Firms' Move to Flatten Organizations Raises Concerns over DEI Progress.* The Logic article written by Jonathan Got. (5/16/23)
- *Oscar Holmes IV Named American Council on Education Fellow.* Rutgers News Release written by Dustin Petzold. (2/23/23)
- *The PEER Review: Episode 3.* Rutgers-Camden Professional & Executive Education radio interview with Justin Harris. (2/10/23)
- *This Father Wants to Encourage Other Black Men to Take Their Children to the Philadelphia Ballet.* The Philadelphia Inquirer article written by Melanie Burney. (11/29/22)
- *Episode 4*. Rutgers-Camden The Hot Spot WCCR radio interview with Justin Harris (2/12/22)
- *Black History Spotlight.* Nuanced Café interview with Alana Arthur. (2/1/22)
- *The Need for Greater Strides in the Workplace.* Rutgers News Now article written by Andrea Alexander. (6/24/21)
- *GOP: Don't Teach Bad History in Classrooms: Ignore It.* NJ Urban News article written by Glenn Townes. (6/11/21)
- *How Allies to the Black Community Can Make a Difference.* Rutgers News Now article written by Andrea Alexander. (2/4/21)
- *Racism Kills Black People in Inconspicuous Ways, Says Rutgers-Camden Scholar.* Rutgers News Now article written by Jeanne Long. (2/2/21)
- *Amid Calls for Social Justice, Researcher is Hopeful for More Inclusive Workplaces*. Rutgers News Now article written by Jeanne Leong. (9/12/20)
- *Creating an Association Diversity and Inclusion Program.* Association Headquarters blog post article written by Sarah Black and Kevin Howard. (9/8/20)
- *Rising in Hard Times.* NJ Monthly magazine article written by Eric Levin & Carlett Spike. (August 2020)
- *The importance of a Ph.D. in the DEI space.* Diversity Professional magazine article written by Oscar Holmes IV. (6/24/20)
- *Employers can't fire you based on your sexual orientation | Video | NJTV News*. Interview by Raven Santana. (6/16/20)
- *Oscar Holmes IV announces new ways to listen to 'Diversity Matters.'* Front Runner New Jersey article written by Clyde Hughes. (4/11/20)
- *Rutgers-Camden students engage in conversations about diversity and inclusion thanks to innovative program.* Rutgers-Camden News Now article written by Jeanne Leong. (12/3/19)
- *Diversity in health care event advocates for equity.* The Ramapo News article written by Kim Bongard. (10/23/19)
- *Orgs, experts file workplace discrimination amici briefs.* Qnotes article written by Lainey Millen. (7/12/19)
- *Oscar Holmes IV means business at Rutgers-Camden.* Front Runner New Jersey article written by Clyde Hughes. (7/10/19)
- *N.J. bill would ban discrimination based on hairstyle. It's a measure prompted by Buena dreadlocks incident.* The Philadelphia Inquirer article written by Melanie Burney. (6/25/19)
- *Pride Month: Oscar Holmes IV on Equality in Business*. Video produced by Mary Anderson at Rutgers-Camden. (6/19/19)

- *How Should Departments Address Police Bias On Social Media*. Mark & Denise in the Mornings 860AM Philly radio interview with Mark Tyler. (6/19/19)
- *How Effective is Diversity Training?* WHYY Radio Times radio interview with Marty Moss-Coane. (6/18/19)
- *The Compassion Dividend.* University of Richmond Alumni Magazine article written by Aggrey Sam. (5/3/19)
- *4 Ways to Create an Inclusive Environment.* Journal of Accountancy Newsletter article written by Samiha Khanna. (4/9/19)
- *Included in business: An award-winning teacher, professor and alumnus talks about helping organizations open up to diversity.* VCU Alumni News article written by Erica Naone. (2/18/19)
- *Workplace Diversity: Expert Opinion*. Video produced by Mary Anderson at Rutgers-Camden. (2/15/19)
- *Advance Diversity Awareness with a Personal Survey on Identity and Inclusion.* Course Hero profile and article written by Brittany Nelson. (2/5/19)
- *The Mighty Middle Market.* Master of Ceremony and Moderator for the Chamber of Commerce of Greater Philadelphia Program. (1/30/19)
- *Beyond the Mill*. Host of Diversity Talk Show on the campus of Rutgers-Camden. October-Present.
- *Stress, Anxiety Weigh on Government Employees as Shutdown Continues*. ABC News article written by Dr. Anees Benferhat. (1/11/19)
- *Changing the Landscape: Countdown to 25 Years.* Article written and produced by The PhD Project. (11/1/18)
- *Workplace Bullying: Expert Opinion*. Video produced by Mary Anderson at Rutgers-Camden. (10/3/18)
- *Interested in a PhD in Business.* Video produced by The PhD Project. (9/26/18)
- *Rutgers Camden Business School Professor Oscar Holmes IV Honored for Creating Innovative Management Course*. Article written by Jeanne Long. (9/11/18)
- *Can Miss America bounce back after months of controversy?* Press of Atlantic City article written by Erin Serpico and Lauren Carroll. (9/8/18)
- *Interested in a PhD in Management.* Video produced by The PhD Project. (6/18/18)
- *Feature Article: What's Working: Utilizing NCFDD Workshops to Catalyze Change.* NCFDD article written by Kerry Ann Rockquemore. (5/8/18)
- *Culverhouse Alum Named 40 Under 40 World's Best Business School Professors.* Culverhouse College of Business Alumni News Article written by Breanna Pianfetti. (4/25/18)
- *Rutgers-Camden Program Introduces Camden-area High School Students to Business Disciplines and Careers.* Rutgers-Camden News Now article written by Jeanne Leong and video produced by Mary Anderson. (4/7/18)
- *Letter to Parents: Bus Drivers Calling Out After Super Bowl May Cause Delays in South Jersey.* CBS Philly television interview with Cleve Bryan. (2/2/18)
- *Super Bowl Hype, Conflicts May Affect Workplace Productivity.* WEDL 101.7 FM article written by Mark Fowser. (1/24/18)
- *Super Bowl Mania and Workplace Issues.* WDEL 101.7 FM radio interview with Allan Loudell. (1/23/18)

- *Camden Rising: Rutgers Students, Faculty, Alumni, and Staff Embrace the City's Resurgence.* Rutgers-Camden magazine article written by Sam Starnes. (11/20/17)
- *Should Employers Give Their Employees Holiday Gifts?* New Jersey 101.5 article and radio interview by Dino Flammia. (12/3/17)
- *Trump Business Panels Shut Down After CEOs Quit, Including Head of Campbell Soup.* CBS Philly article and KYW 1060AM radio interview by David Madden. (8/16/17)
- *Rutgers-Camden Grad Lands Job at KPMG.* The PhD Project LinkedIn Article written by Oscar Holmes IV and Hideki Octavio Yamamoto. (7/6/17)
- *This Local Professor is Making a Big Impact in his Community.* Philly Voice Article written by Julia Aspen. (5/9/17)
- *King's Dream.* South Jersey Journal Article written by Glenn Townes. (1/14/17)
- *How a Philly Firm Fired a Toxic Star Performer and Sales Went Up.* Philadelphia Inquirer Article written by Jane M. Von Bergen. (9/6/16)
- *March Madness and Employee Productivity.* News Interview with Cleve Bryan on Philadelphia CBS Channel 3 News. (3/17/16)
- *Howard Takes on 'Delicate Topic' of Race*. The Rider News Article written by James Shepard. (3/1/16)
- *"Remixing Colorblind" Opens Honest Discussion on Race in America*. Moderator for Dr. Sheena Howard's documentary that debuted at The Landmark Theatre, Ritz at the Bourse, Philadelphia. (2/25/16)
- *Job Embeddedness.* Radio Interview with Jennifer Campbell on The Jennifer Campbell Show on 570 News Talk Radio. (2/17/16)
- *Job Embeddedness.* Radio Interview with Eric Drozd on The Eric Drozd Show on 570 News Talk Radio. (2/12/16)
- *What's Safe for Work?* Philadelphia Inquirer Article written by Jane M. Von Bergen. (12/8/15)
- *Is Gaydar Real?* Florida Agenda Article written by Linda Pentz. (11/2/15)
- *Keeping Sayreville Teens off Megan's Law List 'Business as Usual,' Advocate Says.* New Jersey 101.5 News Story written by Dan Alexander. (9/1/15)
- *Changing the Face of Business Academe.* AOM AcadeMY News Newsletter feature written by Oscar Holmes IV. (June 2015)
- *Charleston Shooting Raises Concern in SJ.* Courier-Post News Story written by Matt Flowers. (6/18/15)
- *No Tile Left Behind: America's Mosaic Dilemma.* "Should U.S. be Melting Pot or Beautiful Mosaic?" Ashbury Park Press @ISSUE debate published by Randy Bergmann. (6/18/15)
- *Dissertation Twitter Chat.* Twitter Q & A session facilitated by SREB @SREBDocSch #sdspchat (6/09/15)
- *Who's Happier: Liberals or Conservatives?* Radio interview with Tommy Tucker on The Tommy Tucker Show on New Orleans WWL FM 105.3 Talk Radio. (3/16/15)
- *Brilliant is the New Black* Blog feature written by Dr. Kyla McMullen. (10/6/14)
- *The Political Happiness Gap*. Radio Interview with Joy Cardin on The Joy Cardin Show on Wisconsin Public Radio. (9/16/14)
- *Who's Happier, Liberals or Conservatives?.* Radio Interview with Allan Loudell on The Loudell Report on WDEL 1150AM News Talk Radio. (9/16/14)

- *Management Professor Pens Essay on Ferguson.* Rutgers-Camden News Now News Release written by Ed Moorhouse. (9/4/14)
- *Racial Bias (Drug Testing) in the Workplace.* HuffPost Live webcast hosted by Dr. Marc Lamont Hill. (8/8/14)
- *The Truth About Black Students & The Ph.D.: Challenges, Other Experiences and Responsibility to Black People.* Video re-broadcast online by Oronde Miller. (6/27/14)
- *America's Black Ph.D. Problem.* Centric TV article written by Gerren Keith Gaynor. (6/27/14)
- *The Truth About Black Students & The Ph.D.* HuffPost Live webcast hosted by Dr. Marc Lamont Hill. (6/26/14)
- *Black Men + the Ph.D.* Twitter Q & A session facilitated by TTG Partners @ttgpartners #ttgpchat (6/26/14)
- *Business, Diversity, and Higher Education*. Radio Interview on The Empowerment Hour with John Harmon, Sr. on 920The Voice.com. (6/23/14)
- *Business Students Plan Fundraising Projects for Nonprofit Organizations.* Rutgers-Camden News Now News Release written by Ed Moorhouse. (5/4/14)
- *The Right Fit.* Video Interview for The PhD Project posted on their YouTube Channel. (11/7/13)
- *Management Class Aids National Charities*. The Crimson White Article written by Kyle Dennan. (4/2/13)

Media Coverage of Research

- *Anti-LGBTQ+ restrictions and legislation linked to host of negative health effects for community members and allies alike.* Rice University News article written by Amy McCaig. (5/7/24)
- *Dimensions of Diversity* Podcast interview with Lloyd Freeman. (12/22/23)
- *Good Cop/Bad Cop.* NJ Urban News article written by Isaac Hamlet. (7.8.22)
- *Dr. Oscar Holmes IV on TEDx: Police Brutality Tip of Racism, Discrimination Iceberg.* Front Runner New Jersey article written by Clyde Hughes. (3.7.22)
- *Police Brutality and the Less Conspicuous Ways that Racism Kills.* Trenton Daily article written by Bryan Evans. (2.28.22)
- *Diversity Climate in Organizations.* Leader to Leader article written by Bruce Rosenstein. (2/4/21)
- *PECO Named One of Forbes' 2019 'Best Employers for Diversity.'* The Philadelphia Tribune article written by Ayana Jones. (1/19/19)
- *Stress, Anxiety Weigh on Government Employees as Shutdown Continues.* ABC News article written by Anees Benferhat. (1/11/19)
- *Stuck in Job Security.* Rutgers Alumni Magazine Spring 2016 Issue article written by Deborah Yaffe. (6/1/16)
- *Why Strong Community Ties Lower Turnover.* Business News Daily article written by Mark Henricks. (3/24/16)
- *Hate Your Job but Can't Bring Yourself to Leave? You May Be Too 'Embedded': Staff Perks and Outside Commitments Leave Us Feeling Trapped.* Daily Mail article written by Sarah Griffiths. (2/9/16)

- *This is Why You Won't Leave Your Job, Even if You Don't Like It.* Yahoo! News article. (2/9/16)
- *This is Why You'll Probably Never Quit that Job You Hate.* Cosmopolitan article written by Josie Copson. (2/9/16)
- *This is Why You Will Never Leave Your Job, No Matter How Much You Hate It.* Metro article written by Rob Waugh. (2/8/16)
- *Why do Unhappy Employees Stay? "Job Embeddedness" Factors Impact the Decision.* Rutgers News Now News Release written by Ed Moorhouse. (2/2/16)
- *Why Unhappy Workers Don't Always Quit.* Business News Daily article written by Chad Brooks. (2/4/16)
- *7 Reasons Employees Stay at Jobs They Dislike.* New Jersey 101.5 article written by David Matthau. (2/2/16)
- *Prejudice goes unnoticed in organizations, says New Research by Rutgers University-Camden Management Scholars.* Rutgers Today News Release written by Ed Moorhouse. (6/18/15)
- *Who are Happier, Liberals or Conservatives?* CBS News Release written by Michael Casey. (3/15/15)
- *Conservatives are Happier than Liberal—But Only Because They Lack Empathy*. The Journal.Ie article. (9/15/14)
- *People Happiest in Liberal Countries.* Deccan Chronicle News Release. (9/15/14)
- *People Happiest in Liberal Countries, Says Study.* Med India Article written by Sheela Philomena. (9/14/14)
- *People Happiest in Liberal Countries.* Business Standard News Release. (9/14/14)
- *Study: Conservatives Happier Than Liberals.* Liberaland News Release written by Alan Colmes. (9/12/14)
- *Why Leaning to the Right Can Make You Happy*. Daily Times News Release. (9/11/14)
- *Scientists Find Happiness Gap Between Liberals and Conservatives.* Huffington Post article written by Macrina Cooper-White. (9/11/14)
- *Happiness Could Depend on Political Beliefs.* Rutgers—Camden News Release written by Ed Moorhouse. (9/11/14)
- *Scientists Find Happiness Gap Between Liberals and Conservatives.* Hee MD News Release. (9/11/14)
- *Scientists Find Happiness Gap Between Liberals and Conservatives.* Omaha Sun Times News Release by News Feed. (9/11/14)
- *Liberal vs. Conservatives, Which Countries are Happier with Their Lives? A Recent New Jersey Study Found The Answer.* Franchise Herald article. (9/11/14)
- *Why Liberal States are Happiest, but Conservatives are Happier than Liberals?* Technology.Org article. (9/10/14)
- *Liberal Countries Have More Satisfied Citizens while Conservatives are Happier Individuals.* (e) Science News News Release. (9/10/14)
- *A New Study Reveals Who is Happier: Liberals or Conservatives?* News.Mic article written by Eileen Shim. (9/10/14)
- *Liberal Countries Have More Satisfied Citizens while Conservatives are Happier Individuals, Study Finds.* American Psychological Association News Release written by Audrey Hamilton. (9/9/14)

- *Liberal Countries Have More Satisfied Citizens while Conservatives are Happier Individuals.* Daily News New Release. (9/9/14)
- *Liberal Countries are Happier Countries.* ScienceBlog News Release. (9/9/14)
- *Liberal Countries Have More Satisfied Citizens while Conservatives are Happier Individuals.* Science Daily New Release. (9/9/14)
- *Conservatives are Happier Than Liberals – Even Living in a Liberal Democracy.* Scientific Blogging article written by News Staff. (9/9/14)
- *Your Leadership and the Death of Innovation*. Bold Type Article written by Brad Squires. (11/1/13)
- *Why You Should Confront Your Abusive Boss*. Business News Daily New Release written by Nicole Fallon. (9/20/13)
- *Management Scholar's Research Suggests it's Better to Confront an Abusive Boss*. Rutgers Today News Release written by Ed Moorhouse. (9/18/13)

Additional Professional Experience

August 2019-Present	Founder, *WHConsulting Firm LLC*, Swedesboro, NJ
2010-2013	Research Assistant, *University of Alabama*, Tuscaloosa, AL
2008-2010	Research Assistant, *Virginia Commonwealth University*, Richmond, VA
2005-2010	Adjunct Faculty, *Virginia Commonwealth University*, Richmond, VA
2007-2008	Technology Integrator, *Chesterfield County Public Schools*, Chesterfield, VA
2004-2007	Spanish Teacher, *George Wythe High School*, Richmond, VA
2002-2004	Spanish Teacher, *Central High School*, King & Queen C.H., VA

International Education and Professional Experience

October 2016 & January 2018	Directed Research, South Africa Research Fellow at The University of Pretoria leading a research team studying stereotypes and leadership characteristics of South African managers.
June 2004 & August 2004	Directed Research, Dominican Republic, Studied the United States' involvement in the nation, and Dominican history, culture, and practical experiences.
July 2004	Friends of Barnabas, Honduras Volunteered as a Spanish interpreter for a team of physicians and nurses who provided medical care to Honduran natives in a number of poverty-stricken villages.
June 2002 & June 2003	Universidad Internacional, Mexico Studied Spanish language, history, literature, and culture for four weeks and lived with host family.

June 2001	Proyecto Linguistico Francisco Marroquin, Guatemala Studied Spanish language, history, literature, and culture for four weeks and lived with host family.

Additional Professional Development

- Diversity, Equity, and Inclusion in the Workplace Certificate, University of South Florida (June 2021)
- Lead New Jersey Program Fellow Class of 2020
- Challenging Racial Disparities Conference: Rutgers School of Social Work and Office of Continuing Education, Piscataway, NJ (6/4/19)
- Unconscious Bias Training (Dr. Donna Blancero), KPMG, Montvale, NJ (5/30/18)
- Difficult Conversations in the Classroom (Dr. Ali Michael), Rutgers University. Camden, NJ (3/26/18)
- Rutgers Online Learning Conference (3/12/18)
- European Institute for Advanced Studies in Management 6th Annual Talent Management Conference. Barcelona, Spain. (10/1/17 to 10/3/17)
- Business On Board Leadership Development Program sponsored by the Arts + Business Council of Greater Philadelphia (2017).
- LGBTQ Scholars of Color Conference (Dr. Kevin Nadal), John Jay College of Criminal Justice (CUNY), New York, NY (4/8/15 to 4/10/15)
- Microagressions Presentation (Dr. Kevin Nadal), Rutgers University. Camden, NJ (3/30/15)
- How Great Organizations Create a Culture of Engagement, Dale Carnegie (Amy Markwood), King of Prussia, PA (11/18/14)
- Project Management Basics, Rutgers University HR Professional Development Program (5/22/14)
- HR Boot Camp, Sponsored by Archer & Greiner Law Firm (3/5/14; 3/1/16)
- Junior Faculty Professional Development, Compact on Faculty Diversity (10/31/13 to 11/3/13)
- Surviving and Thriving in a Changing Environment, Rutgers-Camden Executive Education Seminar (Summer, 2013)