

**Oscar Holmes IV
Curriculum Vitae**

Personal Information

Address: WHConsulting Firm LLC
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Education

Ph.D. & M. A. (2013) The University of Alabama
Major: Management (Organizational Behavior)
Minor: Human Resources

M.L.A. (2005) The University of Richmond
Major: Liberal Arts
Minor: International and American Cultural Studies

B.S. (2002) Virginia Commonwealth University
Major: Psychology, Cum Laude
Minors: Human Resource Management & Spanish

Primary Research Foci

Dissertation: An examination of the mediators and moderators in the relationship between justifications, organizational contexts, and discrimination in personnel selection.

Dissertation Committee:

- Derek Avery, PhD-Co-Chair
- James King, Jr., PhD-Co-Chair
- K. Michele Kacmar, PhD
- Diane E. Johnson, PhD
- Lenita Davis, PhD

Organizational Behavior

- Conflict, Group Processes, and Decision Making
- Social Identity and Organizational Climate

Human Resource Management

- Recruitment, Selection, and Hiring Practices
- Managing Diversity and Corporate Training

Article Publications

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

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. (Special Issue: Reducing Discrimination in the Workplace).

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, and Conference/Book Review Publications

Holmes IV, O. (in press). Police Brutality and Four Other Ways Racism Kills Black People. *Equality, Diversity and Inclusion: An International Journal*.

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.

Conference Presentations

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.

International Education and 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

Professional Experience

July 2020-Present	Associate Dean of Undergraduate Programs, <i>Rutgers University</i> , Camden, NJ
July 2020-Present	Faculty Director of Student Experience Center, <i>Rutgers University</i> , Camden, NJ
August 2020-Present	Business Leader Development Program Director, <i>Rutgers University</i> , Camden, NJ
August 2019-Present	Founder & CEO, <i>WHConsulting Firm LLC</i> , Swedesboro, NJ
July 2019-Present	Associate Professor of Management (with tenure), <i>Rutgers University</i> , Camden, NJ
2017-Present	Director of Access & Outreach for Business Education, <i>Rutgers University</i> , Camden, NJ
May 2016- Jan 2017	Visiting Research Professor of Management, <i>Drexel University</i> , Philadelphia, PA
2013-Jun 2019	Assistant Professor of Management, <i>Rutgers University</i> , Camden, NJ
2010-2013	Research Assistant, <i>University of Alabama</i> , Tuscaloosa, AL
2008-2010	Research Assistant, <i>Virginia Commonwealth University</i> , Richmond, VA
2005-2010	Adjunct Faculty, <i>Virginia Commonwealth University</i> , Richmond, VA
2007-2008	Technology Integrator, <i>Chesterfield County Public Schools</i> , Chesterfield, VA
2004-2007	Spanish Teacher, <i>George Wythe High School</i> , Richmond, VA
2002-2004	Spanish Teacher, <i>Central High School</i> , King & Queen C.H., VA

Grants, Awards, and Honors

- Philadelphia Tribune 2020 Top 10 Under 40 Most Influential African Americans to Watch
- Diversity MBA 2020 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)
- 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
- 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
- Rutgers Research Council Program Grant (2018). Funding \$3,025.
- Rutgers Committee on Institutional Equity and Diversity Mini-Grant (2018). Funding \$1,800
- 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 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
- 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 Chancellor's Award for Teaching Excellence (2016). \$1,000 Honorarium
- Heizme 35 Doctors Under 35 (6/12/15)
- Rutgers Research Council Program Grant (2015). Funding \$1,000.
- 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
- Southern Regional Education Board Dissertation Fellow Award Recipient (2012-2013). Funding \$20,000
- 2012-2013 Outstanding Management Doctoral Student Award
- 2013 Joffre and Zadie B. Whisenton Award
- Outstanding Reviewer Award, GDO Division, 2012 AOM, Boston, MA
- 2010 Winner of the Management Doctoral Student Association Teaching Excellence Award

Service

University Related

- Assurance of Learning Committee Member, Business School (school-wide) (September 2020-Present)
- Student Engagement and Impact Committee Chair, Business School (school-wide) (September 2020-Present)
- Dean's Welcome and Orientation Committee Member (Spring 2020)
- Rutgers Connection Network (RCN) Mentoring Program Mentor: Dr. Jun Guo (2019-2020)
- 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-present)
- Sexual Harassment Prevention Committee Member (university-wide) (Fall 2018-May 2019)
- Center for Learning and Student Success Advisory Board Member (campus-wide) (Fall 2018-Present)
- Certificate in Civic Engagement and Social Change Committee Member (campus-wide) (Fall 2018-Present)
- LGBTQIA+ History Month Committee Member (campus-wide) (Spring 2018-Present)
- Walter Rand Institute Faculty Council Member (campus-wide) (Fall 2017-Present)
- Diversity and Inclusion Committee Member (campus-wide) (Spring 2017-Present)
- OB/HR Tenure Track Faculty Search Committee Member (Fall 2014-Spring 2015; Fall 2017-Spring 2018)
- Rutgers-Camden Center for the Arts Advisory Council Member (September 2014-May 2015)
- Committee on Institutional Equity and Diversity (campus-wide) (September 2015-Present; September 2013-May 2014)
- Undergraduate Committee Member, Business School (school-wide) (September 2013-present) (Chair, 2020-present)
- Undergraduate Curriculum Innovations Committee Member, Business School (school-wide) (February 2015-2020)
- Teaching Assistant Supervisor: Rasheda Weaver (Fall 2014)
- 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 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 Organizational Behavior and Human Decision Processes
- Ad Hoc Reviewer for Journal of Management
- Ad Hoc Reviewer for Personnel and Assessment 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 Southern Management Association Annual Meeting
- Ad Hoc Reviewer Academy of Management Annual Meeting (OB/HR/GDO Divisions)

Professional and Community Related

- External Promotion and Tenure Reviewer (2020-Present)
- OB Division Executive Committee Representative-At-Large (2020-2023)
- 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)
- 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
- SMA Best Paper for the HR/RM Track Committee Member (2017)
- The Village of Arts and Humanities Board of Directors Member (2017-Present)
- 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 November 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 Psychologist (SIOP)
- Equality, Diversity and Inclusion International (EDI)
- Society for Human Resource Management (SHRM)
- Africa Academy of Management (AFAM)

Teaching Experiences, Training, Consulting, and Talks

Courses Taught

- *Conflict Resolution & Negotiation* (MBA: online), Professor, Rutgers, The State University of New Jersey (Fall 2018, 2019, 2020)
- *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; 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 Education Training/Consulting

- *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 members 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 and 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)
- *TeamSTEPPSTM 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)

Invited Lectures/Panels/Keynote Addresses

- *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

- *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 blgo 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.* Frontrunner 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?* WHY? 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 S.J.* 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 #ttgpcchat (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

- *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)

Supplemental Training

- AACSB Aspiring Leaders Seminar (7/20/20 & 7/21/20)
- Rutgers Leadership Academy Fellow 2020-2021
- 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)
- Microaggressions 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)
- Washington University in St. Louis Olin School of Business Professional Development Conference (Fall, 2012)
- The University of Tennessee Future Faculty Program, (Fall, 2012)
- Center for the Advancement of Research Methods and Analyses (CARMA), *Analysis of Multi-Level Organizational Data* (Paul D. Bliese as Instructor, Summer 2011, Virginia Commonwealth University, Richmond, VA)

- Center for the Advancement of Research Methods and Analyses (CARMA), *Multi-level Theory & Measurement* (James M. LeBreton as Instructor, Summer 2011, Virginia Commonwealth University, Richmond, VA)
- Workplace Diversity: Practice and Research Conference, George Mason University, Summer 2009 & 2012
- Center for the Advancement of Research Methods and Analyses (CARMA), *Meta-Analysis and Design* (Michael McDaniel & Hannah Rothstein as Instructors, Summer 2009, Virginia Commonwealth University, Richmond, VA)
- Center for the Advancement of Research Methods and Analyses (CARMA), *Testing Interactions with Linear Regression* (Herman Aguinis as Instructor, Summer 2009, Virginia Commonwealth University, Richmond, VA)
- Center for the Advancement of Research Methods and Analyses (CARMA), *Ordinary Least Squares Regression* (Jose Cortina as Instructor, Summer 2008, Virginia Commonwealth University, Richmond, VA)
- Graduate School of Business Summer Institute for General Management, Stanford University, Palo Alto, CA., June 2006

Teacher Training

- *The University of Alabama's Workshop for New Graduate Teaching Assistants*—Two-day long workshops designed to hone lecturing and teaching skills. *Teaching with Technology* (8/18/11); *Leading Lab Classes* (8/18/11); *How to Manage Distressed Students* (8/18/11); *Policies & Legal Issues for GTAs & Professors* (8/18/11); *Leading Group Discussions* (8/18/11); *Videotaping/Teaching Assessment* (8/19/11); *Ethical Issues & Solving Classroom Problems* (8/19/11)
- *VCU Center for Teaching Excellence Courses*—Two-hour long workshops designed to hone lecturing and teaching skills. *Promoting Critical Thinking in the Classroom* (8/19/08); *Active Learning: Techniques for All Occasions* (8/20/08); *Creating a Learning Centered Syllabus: From Contract to Roadmap* (1/14/09)