

Curriculum Vitae

ELLIOT D. LASSON, PH.D., ABPP, SHRM-SCP

EDUCATION

Ph.D.	1992	Wayne State University	Industrial/Organizational Psychology (Major) Measurement and Statistics (Minor)
M.A.	1990	Wayne State University	Industrial/Organizational Psychology (Major)
B.A.	1987	UMBC	Psychology (Major)
B.T.L.	1986	Ner Israel College	Talmudic Law (Major)

EXPERIENCE

Experience in Higher Education

1987 – 1992	Wayne State University, Teaching Assistant and Instructor, Psychology
1993 – 1997	Central Michigan University, Adjunct Professor, Psychology
1994 – 1996	Morgan State University, Visiting Professor, Psychology
1994 – 2016	U. of Baltimore, Adjunct Professor II, Applied Behavioral Science
1997 – 1998	Towson U., Adjunct Professor, Human Resources Development Prog.
2000 – 2002	Johns Hopkins University, Adjunct Professor, Psychology
2008 – Present	UMBC, Adjunct Professor II and Professor of the Practice. Psychology

Experience in Other than Higher Education

Lasson Talent Solutions; Baltimore, MD 1989 to Present
This is the private organizational consulting which I have maintained either part or full-time since 1989, taking on limited clients and engagements. Also subcontracting for firms as a consultant.

Human Capital Consultant

Elliot@Work blog: <http://elliottlasson.wordpress.com>

Joblink of Maryland, Inc.; Baltimore, MD 2008 to 2015
Joblink is a nonprofit HR organization which supports employers and recruiters by providing screened candidates for positions. Manages all operations for this non-profit organization; duties include guidance to job seekers in the form of career counseling and facilitating leads with the objective of suitable job placement

Executive Director of Human Resources

Website now archived at <http://employ.wmdevel.com>

Maryland Department of Budget & Management; Baltimore, MD 1998 to 2008
The MD Department of Budget & Management is the semi-centralized Human Resources entity which supports recruiting and hiring for Maryland state government. In my role, I oversaw statewide testing protocols and supported HR representatives in state agencies.

HR Manager and Director, Recruitment and Assessment Division

Booz•Allen & Hamilton; McLean, VA 1997
BAH is an international consulting firm which is a government and private sector contractor.

Special Consultant

Detroit Edison; Detroit, MI 1992 to 1994
Detroit Edison is a local power company in Michigan

Human Resources Consultant

Honors Received

1987 PSI CHI

Research Support and /or Fellowships

N/A

Ph.D. Students

N/A

Master's Students

Chavi Becker, 2013, Baruch College, M.A. in I/O Psychology

Undergraduate Students

N/A

PUBLICATIONS**Refereed Publications/Presentations**

Lasson, E. D. & Bass, A. R. (1997). Integrity testing and deviance: Construct validity issues and the role of situational factors. *Journal of Business and Psychology*, 12(2), 121-146.

Lasson, E. D. (1992). How good are integrity tests? *Personnel Journal*, 71, 35-38.

Refereed Presentations

"Jobless Recovery" at the Convention of the American Psychological Association; August 7, 2011 (Washington, DC)

"The Art and Science of Developing Biodata Items for Public Sector Selection Models" at the Spring 2003 Conference of MAPAC (Rehoboth Beach, DE)

"Recruitment, Selection, and Retention of IT professionals: How to Catch'em and Keep'em at the Spring 2000 Conference of IPMAAC (Washington, DC)

Refereed Book Chapters

Harris, M. M. & Lasson, E. D. (2003). Recruitment. In J.E. Edwards, J.C. Scott, & N.S. Raju (Eds.), *The human resources program-evaluation handbook* (pp. 71-88). Thousand Oaks, CA: Sage.

Accepted for Publication/Presentation (Refereed)

Annual Conference of the Society of Industrial and Organizational Psychology (April 2017; Orlando, FL)

- From Grad Student to Professional: Things I Wish I Knew 2.0
- Dos and Don'ts: Thriving as PhD, Masters, and Undergraduate Students

Annual Conference of the American Psychological Association (Division 14) (August 2017; Washington, DC)

- Psychologist, I/O Psychologist, or HR Professional: Who Am I?

Annual Spring Conference of the Chesapeake Human Resources Association (April 2017; Baltimore, MD)

- Managing Millennials: Definitely Not Your Father's Oldsmobile

Non-Refereed Presentations

"Orthodox in the Workplace": December 31, 2015; January 15, 2017; January 17, 2017 (Nof Ayalon and Jerusalem, Israel)

"Interviewing in Organizations"; April 8, 2016 (Bowling Green State University)

"Interviewing in Organizations"; December 30, 2015 and March 18, 2014, January 18, 2012 (Ariel, Ramat Gan and Netanya, Israel)

"What's Trending in the Job Market" for the Executive Professional Network Group; March 10, 2015 (Baltimore, MD)

"Professionalism in the Workplace" at the Universities at Shady Grove Career Center; March 24, 2016 and February 27, 2015 (Rockville, MD) [this workshop has been repeated annually since 2011]

"How to Ace Your Next Job Interview" at the Universities at Shady Grove Career Center; October 11, 2014 (Rockville, MD) [this workshop has been repeated annually since 2011]

"Managing Millennials in the Workplace"; UMBC webinar; November 11, 2014 (online)

"What's Trending in Career Development" Keynote address for the Maryland Career Consortium; June 3, 2014 (Timonium, MD)

"Career Development in Faith-Based Sector" for the Tevet Program of H. and J. Weinberg Foundation and Joint Distribution Committee; March 19, 2014 (Tel Aviv, Israel)

Media and Digital

Elliot@Work Blog on careers, workplace, internships
<http://elliottlasson.wordpress.com>

Joblink Website from my work at that organization
Currently archived at <http://employ.wmdevel.com>

Media Appearances (to discuss topics related Human Resources, Careers, Job Market)

WBAL Radio, Fox45 Baltimore, Nachum Segal Network, WWDB AM Radio, Business, Life and Coffee Podcast with Joey Price

Articles and series in *Jewish Link of New Jersey*, *Baltimore Jewish Times*, *JMore Living*, *Where What, When*, *BaltimoreJewishLife.com*

Professional Certifications

Licensed Psychologist from State of WI (License # 4046-57); April 2022

Board Certification from the American Board of Professional Psychology; March 2024

SHRM-Senior Certified Professional from Society for Human Resource Management; January 2015 (currently active, with expiration date in 2024)

Senior Professional in Human Resources from Human Resources Certification Institute; January, 2015 (currently active, with expiration date in 2024)

Critical Incident Stress Management from International Critical Incident Stress Foundation; May 2018

Professional Organizations and Leadership Roles

- Governor's (Maryland) Workforce Investment Board (Member)
- Mid-Atlantic Personnel Assessment Consortium (Two Term President)
- Chesapeake Human Resources Association (Member)
- Society for Industrial/Organizational Psychology (Member and Annual Conference Program Reviewer)
- International Public Management Association- Assessment Council (Member and Annual Conference Program Reviewer)