

Curriculum Vitae

HENRI T. MAINDIDZE

[LinkedIn](#) | [Google Scholar](#) | [Website](#)

Education

- PhD** **Portland State University** **June 2026**
Applied I/O Psychology, with a minor in Quantitative Methods and Analysis
Dissertation Topic: Why Am I Here? Individual, Organizational, and Societal Influences of Employee Motivations to Attend Voluntary Diversity Training and their Effects on Training Outcomes
Dissertation Committee: Jason G. Randall (Chair), Tori Crain, Jason Newson, Kurt Kraiger, & Marina Field
- M.A.** **SUNY Albany** **May 2023**
Psychology (Received as part of progress toward a PhD in I/O Psychology)
Thesis Topic: Value Alignment in Online Reviews: A Determinant of Applicant Attitudes and Intentions
Thesis Committee: Jason G. Randall (Chair) & Dev Dalal
- B.A.** **University of Maryland, Baltimore County** **May 2021**
Psychology, with an I/O Psychology Certificate and a concentration in Human Services
- A.A.** **Montgomery College** **May 2019**
General Studies of the Social Sciences and Health Administration
Graduated Cum Laude

Publications

- Maindidze, H. T.**, Randall, J. G., Martin-Raugh, M. P., & Smith, K. M. (2025). A Meta-analysis of Accent Bias in Employee Interviews: The Effects of Gender and Accent Stereotypes, Interview Modality, and Other Moderating Features. *International Journal of Selection and Assessment*, 33(1).
<https://doi.org/10.1111/ijsa.12519>.
- Maindidze, H. T.**, *Brooks Dueland, L., *Randall, J. G., & *Taylor, A. (2024). Let Me In: Building an I/O Bridge That Combats the Subtle Redlining of the Scientist-Practitioner Gap. *Industrial and Organizational Psychology*. <https://doi.org/10.1017/iop.2024.34>.

*Authors denoted with an asterisk contributed equally to this paper and are listed in alphabetic order by last name.

Manuscripts Under Review

- Maindidze, H. T.**, Martin-Raugh, M. P., Randall, J. G., Smith, K. M., Virthe, A., Gallegos, E., Hampton, F., & Rolwes, P. (Under Review). Sources and Deterrents of Bias in the Employment Interview: Implications for Science and Practice. In L. Walker & A. Canevello (Eds.), *Social Psychology: A Multidisciplinary Approach*.
- Maindidze, H. T.** & Randall, J. G. (Revise and Resubmit #1). Why Am I Here? Individual, Organizational, and Societal Influences of Employee Motivations to Attend Voluntary Diversity Training. *Human Resource Management Review*.

Manuscripts in Preparation

- Cheung, H. K., Nittrouer-Carr, C. L., Randall, J. G., Hanson, M., & **Maindidze, H. T.** Diversity Training and Mindfulness-Based Discrimination Reduction. Target Journal: *Journal of Business and Psychology*.
- Maindidze, H. T.**, Randall, J. G., & Malloy, C. I Value That: Value Alignment in Online Recruitment Materials as a Determinant of Applicant Attitudes and Intentions. Target Journal: *Personnel Psychology*.
- Randall, J. G., **Maindidze, H. T.**, Hanson, M. D., Arredondo, M. L., & Danna, G. C. Checking Out: The Effect of Negative Emotions on Self-regulation and Training Effectiveness. Target Journal: *Learning and Individual Differences*.

Danna, G., Randall, J. G., **Maindidze, H. T.**, & Le, H. Does Telework Harm Informal Learning? Roles of Social Support and Media Richness. Target Journal: *Applied Psychology*.

Works in Progress

Brooks., R. R., Randall, J. G., Danna, G., & **Maindidze, H. T.** (Data Collection). Antecedents of formal and informal learning: Evidence from frontline employees.

Brooks., R. R., Randall, J. G., Danna, G., & **Maindidze, H. T.** (Data Collection). The influence of financial insecurity on formal and informal learning processes: Evidence from frontline employees.

Peer-Reviewed Conference Papers and Poster Presentations (Current and Upcoming)

Maindidze, H. T. (2027, January). I Hear You: Building Youth Centered Feedback Loops That Drive Equity and Data-Driven Program Improvement [Workshop]. Workshop to be presented at the annual meeting of the National Mentoring Summit, Washington, D.C., United States.

Maindidze, H. T. & Randall, J. G. (2026, August). Addressing Accent Bias in Employment Interviews [Professional Development Workshop]. Workshop presented at the annual meeting of the Academy of Management, Philadelphia, PA, United States.

Maindidze, H. T., Randall, J. G., Malloy, C., & Walavalkar, J. (2026, August). I Value That: Value Alignment in Online Recruitment Materials as a Determinant of Applicant Attitudes and Intentions [Poster]. Poster presented at the annual meeting of the Academy of Management, Philadelphia, PA, United States.

Maindidze, H. T. (Co-chair), Randall, J. G. (Co-chair), & Ahmad, A. S. (Discussant). (2026, May). Advancements in Diversity Training Research and Practice. [Symposium]. Session presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Maindidze, H. T. & Randall, J. G. (2026, May). Why Am I Here? Individual, Organizational, and Societal Influences of Employee Motivations to Attend Voluntary Diversity Training [Paper]. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Cheung, H. K., Nittrouer-Carr, C. L., Randall, J. G., & **Maindidze, H. T.** (2026, May). Diversity Training and Mindfulness-Based Discrimination Reduction. [Paper]. Paper presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Maindidze, H. T. (Co-Chair), Springle, M. (Co-Chair), *Avery, D., *Ruggs, E., *Ramdial, K., *Solberg, E., & *Dastmalchi, N. (2026, April). From Ivory Tower to Office Tower: Turning I-O Research into Real-World Impact [Alternative Session]. Session presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Bryant Shelby, C. (Co-Chair), Bruk-Lee, V. (Co-Chair), Grelle, D. (Co-Chair), Houston, L. (Co-Chair), Martin, M., Allen, K., **Maindidze, H. T.**, & Benson, A. (2026, April). Inclusive Workplace Practices [Research Community Forum]. Session presented at the Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Maindidze, H. T., Randall, J. G., Martin-Raugh, M. P., & Smith, K. M. (2025, July). A Meta-analysis of Accent Bias in Employee Interviews: The Effects of Gender and Accent Stereotypes, Interview Modality, and Other Moderating Features [Poster]. Poster presented at the annual meeting of the International Personnel Assessment Council Annual Conference, Atlanta, GA, United States.

Maindidze, H. T., Montgomery, M. D., & Hoffman, E. L. (2025, July). Training on Track: The Organizational Journey to Continuous Learning [Roundtable]. Session presented at the annual meeting of the International Personnel Assessment Council Annual Conference, Atlanta, GA, United States.

Randall, J. G., Zajac, S. A., Banfi, J. T., Hohmann, M. K., **Maindidze, H. T.**, & Walavalkar, J. (2025, July). The Emotional Underpinning of Informal Learning at Work [Paper]. Paper presented at the annual meeting of the Work, Stress, and Health Annual Conference, Seattle, WA, United States.

Jackman, C. J., Jernigan-Noesi, M. M., & **Maindidze, H. T.** (2025, June). No More Stigma: Shifting Narratives about Mental Health within the Caribbean Diaspora [Paper]. Paper presented at the annual meeting of the Caribbean Regional Conference of Psychology, Christchurch, Barbados.

Springle, M. (Co-Chair), **Maindidze, H. T.** (Co-Chair), *Kozlowski, S. W. J., *Hambley Lovett, L., *Reynolds, D., & *Braun, M. T. (2025, April). Science Speaks: The Art of Scientific Communication for Non-Scientific Audiences. [Panel]. Panel discussion presented at the Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States.

Maindidze, H. T. & Potenza, T. (2025, February). Smooth Sailing: The Impact of High-Quality Mentor-Mentee Relationships on Graduate Students' Professional Development [Presentation]. Paper presented at the Blacks in Industrial/Organizational Psychology Annual Conference, Baltimore, MD, United States.

Maindidze, H. T. & Randall, J. G. (2024, April). The impact of value alignment in online reviews on applicant attitudes and intentions [Poster]. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Maindidze, H. T., Randall, J. G., Martin-Raugh, M. P., & Smith, K. M. (2024, April). To AVI or not to AVI: A Modern Meta-analytic Look at Accent Bias in Employee Selection [Paper]. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Maindidze, H. T., & Randall, J. G. (2023, May). When in Need: Improving the Effectiveness of Diversity Training through Needs Assessments [Poster]. Poster presented at the annual meeting of the Association for Psychological Science Annual Convention, Washington, DC.

Danna, G., Randall, J. G., **Maindidze, H. T.**, & Le, H. (2023, April). Does Telework Harm Informal Learning? Roles of Social Support and Media Richness [Paper]. Paper presented at the annual meeting of the Society of Industrial and Organizational Psychology, Boston, MA.

Maindidze, H. T. & Walker, H. (2021, April). Beyond Mere Diversity: Measuring Factors that Produce Equitable and Inclusive Work Environments. Research Proposal presented at the annual meeting of Undergraduate Research and Creative Achievement Day (UMBC), Catonsville, MD.

Maindidze, H. T. (2019, June). The Shrieking Silence of the Suffering. Paper presented in the Gender Studies panel at the annual meeting of the Beacon Honors Conference, Schnecksville, PA.

*Authors denoted with an asterisk contributed equally to the conference presentation/poster.

Research, Teaching, and Mentorship Experience

Teaching Experience

Portland State University

Graduate Researcher and Lab Manager, TALENT Lab Fall 2023 – Present

Organizational Partnerships Established: DRC Learning Solutions, Portland State University Career Center and School of Business Career Center, INCIGHT, & Oregon State University Career Development Center

Instructor of Record, Research Methods in Psychology (PSY 321) Fall 2025, Spring 2026

Course Development Areas of Impact:

- ❖ Incorporated a review response letter component into the required research proposal process that mirrors review response letters required in the publication process
- ❖ Integrated relevant personal examples of research projects & consulting work to optimize student understanding of potential applications of course content
- ❖ Shared insights on what mixed methods research looks like in a consulting environment compared to an academic environment

Graduate TA, Introduction to Psychology II (PSY 202z) Winter 2026

Graduate TA, Neuropsychopharmacology (PSY 450) Spring 2025

Graduate TA, Research Methods in Psychology (PSY 321) Fall 2024 – Winter 2025

Course Development Areas of Impact:

- ❖ Refine student approaches to executing their ideas for their research proposals
- ❖ Suggest novel ways to integrate AI into lessons around scholarly efficacy, information synthesis from academic articles, and plagiarism

- ❖ Contribute to example set of ideas that students could pursue in their proposals with topics coming from I/O Psychology

Graduate TA, Personal-Social Adjustment (PSY 317) Spring 2024

Graduate TA, Child Psychology (PSY 460) Winter 2024

Graduate TA, Introduction to Organizational Psychology (PSY 362) Fall 2023

State University of New York (SUNY) Albany

Graduate TA, Statistical Methods in Psychology (APSY 210) Spring 2023

Graduate TA, Psychology of Child Development (APSY 203) Spring 2023

Graduate Researcher and Lab Manager, Randall Lab Fall 2021 – Spring 2023

Graduate TA, Introduction to I/O Psychology (APSY 341) Fall 2021 – Fall 2022

University of Maryland, Baltimore County

Undergraduate Researcher, Donald Knight Fall 2020 – Spring 2021

Psychology Writing Fellow, Exploring Psychology (PSYC 309) Fall 2020 – Spring 2021

Montgomery College

Academic Peer Tutor, Statistics (MATH 117), English classes (ENGL 101 and 102), and Math classes (MATH 150, 165, and 181) Spring – Fall 2019

Learning Assistant, Statistics for the Social Sciences (MATH 117) Summer 2019

Student Evaluation Statements:

"The LA has helped me tackle concepts and drill formulas in order to gain responses"

"He has the abilities of a professor. He is good at helping the students grasp the entirety of the material. He was very good at making himself available to the students"

"The study tips and charts he created were extremely helpful"

Learning Assistant, Statistics for the Social Sciences (MATH 117) Spring 2019

Student Evaluation Statements:

"Great to have two different teaching styles in one room for those that learn differently"

"[He helped] me see problems from different perspectives and [become] more confident in the way I answer questions"

"The ability to help students learn by letting them work it out rather than giving the responses"

Guest Lecturing Experience

University of Nebraska Omaha

Laboratory in Social/I-O Psychology – Demystifying the Research Process Fall 2024

Student Evaluation Statements:

"Communicative, engaging content, and genuinely curious and authentic."

"Henri explained the answers very thoroughly and explained the "why" behind the answers."

"I think he did a great job managing the class."

Portland State University

Research Methods in Psychology – Measurement Concepts Fall 2024

Student Evaluation Statements:

"Henri was thorough, calm, and interesting to listen to."

Child Psychology – Demystifying the Research Process Winter 2024

Introduction to Org. Psychology – Org. Structure, Culture, and Change Fall 2023

Student Evaluation Statements:

"I love that Henri isn't phased by long pauses, especially when he asks questions. There are times where I need to think about what has been asked and I love that Henri allows time for that in a constrained time lecture."

Introduction to Org. Psychology – Emotions and Legal & Global Implications Fall 2023

Student Evaluation Statements:

"Henri's examples were very helpful, and I appreciated his perspective and experience."

Introduction to Org. Psychology – Job Attitudes Fall 2023

Student Evaluation Statements:

"Calm and not quickly excited tones made his lecture very easy for me to listen to."

SUNY Albany

Introduction to Child Psychology – Context, Culture, and Cascades Spring 2023

Introduction to I/O Psychology – Careers in I/O Psychology Fall 2022

Research Methods – Threats to Internal Validity Fall 2022

Student Evaluation Statements

"Henri did really well teaching. [The examples were] extremely helpful and he sounds like he knows what he is talking about. You can tell he cares about the work as well."

Mentorship History

Graduate Researcher and Lab Manager, TALENT Lab (Portland State University)

Value Alignment in Recruitment Materials: A Determinant of Applicant Attitudes and Intentions

Kahri Haines – Experimental material development and literature review for study #2; Participant recruitment at career fairs

Mia Hohmann – Literature review for study #2

Austin Christian – Literature review for study #2 and analytical support

Daria Bilova – Participant gift card distribution

Jennifer Walavalkar – Participant recruitment at career fairs and technical report development

Why Am I Here? Individual, Organizational, and Societal Influences of Employee Motivations to Attend Voluntary Diversity Training

Kahri Haines – Experimental survey development for study and literature review

Jessica Vilaysanh – Literature review for study

Lex Lazo – Literature review for study, study material development, & technical report development

Reginea Jackson – Literature review for study and technical report development

Graduate Researcher and Lab Manager, Randall Lab (SUNY Albany)

A Meta-analysis of Accent Bias in Employee Interviews: The Effects of Gender and Accent Stereotypes, Interview Modality, and Other Moderating Features

Kathryn Graham – Coding of primary study data

Arieana Kirkey – Coding of primary study data

Nathan Byrne – Coding of primary study data

Alicia Edwin – Coding of primary study data

Professional Experience

Jernigan & Associates Psychological and Educational Consulting (Atlanta, GA)

Jernigan & Associates is a consulting company that provides organizations across the higher education, healthcare, and justice sectors with expert insights into their discrimination-related concerns.

Junior Associate (Remote)

January 2024 – Present

- Analyze data collected on Qualtrics from 400-700 respondents per external client and extract sociodemographic breakdowns of employee discrimination issues using R, SPSS, and Jamovi, maintaining data quality and integrity

- Evaluate the psychometric properties of existing scales with reliability analyses and scale validation approaches
- Deliver high-quality technical reports and presentations for clients, tailor language to the appropriate audience (technical or non-technical) to maximize accessibility, and update key stakeholders on project developments
- Leverage scholarly expertise in recruitment, selection, training, and DEI to inform client recommendations
- Provide high-level facilitation for workgroups of 10 professionals for client events
- Generate engaging data visualizations of client data with Excel and Tableau
- Consult for external client organizations with their short- and long-term strategic planning efforts
- Prepare semi-monthly updates with key insights to the CEO and the rest of the team

APT Metrics (Westport, CT)

APT Metrics is a talent management consulting company that provides organizations of all sizes with expert insights into their selection, job analysis and design, and training processes as well as litigation-related services.

Project Coordinator

June – September 2025

- Conducted criterion validation work of the selection system of a Fortune 500 client in the food and beverage industry, demonstrating ROI through predictive linkages between assessment tools & core competencies
- Contributed to AI-informed job analysis research project for quality assurance of internal tools, resulting in specific recommendations for product management and marketing efforts
- Leveraged client data to assess core skills needed for success in over 650 positions at a Fortune 100 client in the tech industry and provide recommendations to inform selection and training processes
- Assessed predictive influences of employee designation as high-potential leaders for a Fortune 100 client in the consumer products and beverage industry to better guide manager nominations of high-potentials
- Prepared weekly updates with key insights to the Chief Assessment Officer

Universities at Shady Grove (Rockville, MD)

The Universities at Shady Grove (USG) is a regional higher education center that offers 80 undergraduate, graduate, and certificate programs from 9 Maryland universities.

Community Wealth Building Coordinator

July – September 2023

- Oversaw the development of a best practices report for the initiation of a Collaborative Studio at USG with Virginia Tech and directed interns on best practices for research, surveying, report writing, and presentations
- Supervised 3 interns who worked for 25 hours/week and coordinated programming for the Community Wealth Building (CWB) internship
- Developed and facilitated professional development activities for 6 CWB interns to bolster career competencies (e.g., Shark Tank-style presentations, mentorship and networking discussion, and resume development)
- Evaluated the success of the internship through survey development and deployment to inform future iterations
- Prepared weekly updates for the Chief Strategy Officer and Executive Director regarding the interns' progress on their respective assignments and the envisioning for the Collaborative Studio
- Interfaced with thought leaders, professionals, and academics from across the CWB arena
- Established the agenda for the opening CWB plenary and the final presentation event at the end of the internship

Strategic Planning Program Management Specialist

May – August 2021, 2022

- Analyzed survey data in Excel and reported data and research findings to the other members of the Strategic Planning Core Committee (including the Chief Strategy Officer & Executive Director)
- Interviewed and led focus groups with stakeholders from the University System of Maryland and local businesses through focus groups and conducted national competitor research to inform the strategic planning process

- Synthesized insights from 100+ qualitative responses to internal surveys about key SWOT analysis information
- Collaboratively drafted the [10-year strategic plan](#) for improvement of data-based decision-making, DEI-focused commitments, student career readiness, community wealth building, and academic program implementation
- Developed a streamlined approach to the application process for partner academic institutions from the University System of Maryland proposing new academic programs at USG

USG Student Council

May 2020 – May 2021

- Initiated a series of forums unified under the theme “Moving Forward Together” with fellow Council members, with the goal being to engender healthy and stimulating discussion in the USG community around major topics
- Served as the event lead for “Moving Forward Together: Electing Your Future,” where experts informed attendees about the importance and mechanics of voting in October 2020
- Advocated for the student body through developing surveys to gauge student concerns while presenting recommendations to USG administration
- Moderated a forum in August 2020 where USG administration shared Fall 2020 reopening plans

Emergency Services Consulting International

Emergency Services Consulting International is a consulting company that provides consulting services for public safety functions (e.g., law enforcement, fire, and EMS).

Selection Assessment Proctor

April 2021

- Proctored a job knowledge selection assessment for police officers using a pre-written script
- Gained testing protocol knowledge and skills

Lead With Levity (Austin, TX)

Lead with Levity is a management consulting company that is focused on developing and implementing levity-centered interventions for workplaces.

Organizational Development Research Assistant (Remote)

December 2020 – August 2021

- Conducted literature reviews about employee wellness, discrimination, and workplace culture assessments
- Developed scalable multi-rater equity & inclusion surveys for external consulting clients on QuestionPro and supported management in the distribution of those surveys
- Prepared high-quality deliverables and updated the CEO on progress on a weekly basis
- Contributed to the organization's [blog](#) with a monthly [blog](#) article (500 – 1200 words)
- Assisted in innovating the award-winning Lead With Levity podcast through brainstorming sessions and developing a repository of organizations applying levity to their workplaces

University of Maryland, Baltimore County (Catonsville, MD)

University of Maryland, Baltimore County (UMBC) is an institution of higher education.

Transfer Student Network Leader

August 2020 – May 2021

- Mentored 17 new transfer students via the Transfer Mentor Program throughout the 2020-2021 academic year
- Developed engagement programs in collaboration with Off-Campus Student Services staff
- Participated in Welcome Week activities to ensure that newly transferred students felt comfortable at UMBC
- Interviewed and helped select new Transfer Student Network Leaders for the Transfer Mentor Program

Compass Innovate (Hyattsville, MD)

Compass Innovate is a staffing agency that specializes in company branding and interfacing with the customers of their clients to help them expand their markets.

Human Resources Intern

July – September 2019

- Recruited for 4-5 subsidiary companies hiring for customer service positions
- Screened 300 resumes per week for UK divisions
- Advised the HR Generalist by leveraging recruitment and selection data (e.g., application-to-hire ratio)

- o Managed the applicant experience for 30+ job candidates
- o Audited U.S. brands across subsidiaries to ensure accurate recruitment and selection messaging

Additional Technical Reports

Employee Motivations to Attend Voluntary Diversity Training Technical Report 2024-Present

- o Partner with DRC Learning Solutions to examine employee individual, organizational, and societal motivations to attend voluntary diversity training (VDT)
- o Consider key outcomes associated with motivation to attend VDT
- o Provide evidence-based recommendations on how to convince more partner organizations and employees to attend VDT
- o Gather respondent feedback on how DRC Learning Solutions can improve their training
- o Producing a technical report for DRC Learning Solutions detailing the results & recommendations

Applicant Reactions to Organizational Values Technical Report 2024-Present

- o Partner with Portland State University Career Center and School of Business Career Center, INCIGHT, & Oregon State University Career Development Center to examine how organizational values presented in online recruitment materials impact applicant attitudes and intentions
- o Producing a technical report detailing how these organizations can help the employers they partner with improve their recruitment efforts

MDACC Financial Curriculum Technical Report Fall 2022

- o Evaluated the effectiveness of the MD Anderson Cancer Center (MDACC) financial curriculum by analyzing employee feedback survey responses about the training experience
- o Provided consultation for improvement of the financial curriculum modules and the employee feedback survey sent to trainees who either completed at least one module or started but did not finish a module
- o Wrote a technical report and presented to MDACC leadership detailing the results of the evaluation

Customer Service Job Analysis Technical Report Spring 2022

- o Conducted a job analysis of a customer service position at a fast-food restaurant
- o Utilized SME responses to inform recommendations for hiring future employees in that position

Honors, Awards, and Acknowledgments

University of Wisconsin Honorarium	2026	Amount Awarded: \$300
SIOP Joyce-Thayer Graduate Fellowship	2025	Amount Awarded: \$15,000
BIOP DCI Consulting Scholarship	2024	Amount Awarded: \$5,000
SIOP Travel Award	2024	Amount Awarded: \$500
BIOP Visibility and Innovation Scholarship	2023	Amount Awarded: \$450
Psi Chi International Honors Society (UMBC)	2020 – Present	
Leadership and Diversity Learning Series Completion (UMBC)	2020	
USG Emerging Leaders Program Completion (UMBC)	2020	
Sigma Alpha Lambda Honors Society (UMBC)	2020 – Present	
Renaissance Scholar (MC)	2019	
Phi Theta Kappa International Honors Society (MC)	2019 – Present	
Dean's List (MC)	Fall 2018 and Fall 2019	

Professional Development Workshops and Webinars (Current and Upcoming)

January 2027	Co-Presenter, <i>I Hear You: Building Youth Centered Feedback Loops That Drive Equity and Data-Driven Program Improvement</i> , 2027 Annual Meeting of the National Mentoring Summit
August 2026	Co-Presenter, <i>Demystifying the Academic Research Process</i> , Graduate Student Welcome Week, University of Wisconsin Graduate School
August 2026	Co-Presenter, <i>Accent Bias in Talent Assessment & Evaluation: Evidence, Risk, and Remediation</i> , 2026 Annual Meeting of the Academy of Management

April 2026	Invited Speaker, <i>PTCMW Pre-SIOP Networking Workshop – Building Meaningful Professional Relationships</i> , Personnel Testing Council of Metropolitan Washington (PTCMW)
February 2026	Invited Speaker, <i>Crafting Your Professional Identity in I/O Psychology: Lessons from Applied Research, Consulting, and Communication</i> , I/O Psychology Program, Florida Southern College
October 2025	Invited Presenter, <i>Accent Bias in Talent Selection: Evidence, Risk, and Remediation</i> , International Personnel Assessment Council
May 2025	Invited Speaker, <i>Value Alignment in Online Recruitment Materials: A Determinant of Applicant Attitudes and Intentions</i> , PTCMW Spring Symposium
April 2025	Guest Speaker, <i>Own Your Story: Speak, and If Necessary, Use Words</i> , Portland State University Multicultural Retention Services (Mentor Enrichment Training)
March 2025	Invited Speaker, <i>Accent Bias in Employee Interviews: Research Insights & Recommendations for Career Development Professionals</i> , City University of New York System
February 2025	Presenter, <i>Interview Skills Workshop</i> , Portland State University Multicultural Retention Services
April 2024	Presenter, <i>Drive Your Experience: Maximizing Leadership Opportunities in Educational and Professional Spaces</i> , Student Leader Week, Johns Hopkins University

Additional Speaking Engagements and Interviews (Current and Upcoming)

February 2026	Invited Guest Speaker, <i>Recruitment</i> , Human Resource Management (MGMT 307), University of San Diego
May 2025	Invited Speaker, <i>Value Alignment in Online Recruitment Materials: A Determinant of Applicant Attitudes and Intentions</i> , PTCMW Spring Symposium
February 2025	Panelist, <i>BIOP & PTCMW Career Panel</i> , University of Maryland Baltimore County I/O MPS Program & PTCMW
November 2024	Invited Alumni Panelist, <i>UMBC-Shady Grove Alumni Panel</i> , University of Maryland Baltimore County
November 2024	Interviewee, <i>PSU Research and Graduate Studies Newsletter</i> , Portland State University
May 2024	Invited Speaker, <i>UMBC-Shady Grove Psychology Program 20th Anniversary Celebration</i> , UMBC-Shady Grove
September 2023	Guest Speaker (Podcast), <i>Henri Maindidze on Mentoring as a Grad Student</i> , Department 12: An I-O Psychology Podcast
March 2023	Invited Alumni Panelist, <i>UMBC-Shady Grove Psychology Career Panel</i> , University of Maryland Baltimore County
August 2021	Guest Speaker (Podcast), <i>Network For Your Future</i> , College for the Culture Podcast
May 2021	Interviewee, <i>UMBC's newest grads leave a legacy of advocacy, inclusion, and support for fellow students</i> , UMBC News
August 2020 – May 2021	Host (Podcast), <i>Nine Tea</i> , Universities at Shady Grove
December 2020	Guest Speaker (Podcast), "The Importance of Student Engagement at USG", <i>This is USG</i> , Universities at Shady Grove
April 2019	Guest Speaker, <i>Dream Big: Children of Immigrants Speak Out</i> , Montgomery College TV, Montgomery College

March 2019	Invited Speaker, <i>Effective Ways to Write Research Papers</i> , Honors English 102 class, Dr. Devlin, Montgomery College
March 2017	Guest Speaker, <i>The Mentality of Minorities in Education</i> , Minority Scholars Program, Richard Montgomery High School

Professional Memberships

<i>Student Member</i> , International Personnel Assessment Council	January 2026 – Present
<i>Student Member</i> , Personnel Testing Council of Metropolitan Washington	July 2025 – Present
<i>Founding Member</i> , Society for People Analytics (SPA)	August 2024 – Present
<i>Student Affiliate</i> , Association for Psychological Science (APS)	April 2023 – Present
<i>Student Affiliate</i> , Society for Industrial and Organizational Psychology (SIOP)	June 2021 – Present
<i>Student Member</i> , Blacks in Industrial/Organizational Psychology (BIOP)	October 2020 – Present

Certifications

September 2021	IRB Human Subject Research Investigator Certificate, Collaborative Institutional Training Initiative (expires September 2026)
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Professional Service

University and Departmental Service

Portland State University

<i>Psychology Graduate Student Association Member</i> , Psychology Department	2023 – 2026
<i>Psychology Graduate Student Association Leader</i> , Psychology Department	2024 – 2025
<i>Diversity Committee Member</i> , Psychology Department	2023 – 2025
<i>Graduate Student Leader</i> , Future Leaders of I/O Psychology	2023 – 2025

SUNY Albany

<i>Psychology Undergraduate Mentorship Program Mentor</i> , Psychology Department	2021 – 2023
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University of Maryland, Baltimore County

<i>Transfer Student Representative</i> , Student Fee Advisory Committee	2020 – 2021
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Universities at Shady Grove

<i>Assessment Committee Member</i> , USG Assessment Committee	2020 – 2021
<i>Vice President</i> , Psychology Student Association	2020 – 2021
<i>Treasurer</i> , Psychology Student Association	2019

Additional Professional Service

<i>Proposal Submission Reviewer</i> , BIOP Annual Conference	2024 – Present
<i>Visibility Committee Member</i> , SIOP	2024 – Present
<i>Submission and Review Process Coordinator</i> , BIOP Annual Conference	2024 – Present
<i>Proposal Submission Reviewer</i> , SIOP Annual Conference	2023 – Present
<i>Sponsorship Chair</i> , BIOP 2024 Annual Conference	2023 – 2024
<i>IDEAL Award Rubric Reviewer</i> , Human Resource Association of the Midlands (SHRM)	2023
<i>Membership and Engagement Services Committee Member</i> , BIOP	2020 – 2021

Additional Skills

Bilingual (Fluent in Spanish)

Statistical & Survey Development Software: R, SPSS, Jamovi, MPlus; Tableau; Qualtrics, QuestionPro

Other Types of Software: Microsoft Office Suite, Google Suite; Zoom, Webex; Trello, Teamwork