

Shreya Sarkar-Barney, Ph.D.

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EDUCATION

2015 - Graduate of the University of California Entrepreneurship Academy (UC Davis)

2014- Haas Business School, UC Berkeley
Completed MBA coursework in marketing and finance.

2001 - Ph.D. Bowling Green State University
Major: Industrial/Organizational Psychology. Dissertation title: Extending a transfer of training framework to include the role of national-culture, supervised by Dr. Jeffery Stanton

1999 - M.A. Bowling Green State University
Major: Industrial-Organizational Psychology. Thesis title: Communication as a predictor of creativity and performance, Supervised by Dr. Jeffrey Stanton

1995-1997 University of Central Florida (UCF), Orlando, Florida
Completed course work toward a M.S. degree in Industrial/Organizational Psychology Advisor: Dr. Barbara Fritzsche.

1995 - M.A. Pune University, India. Major: Industrial Psychology

1993 - B.A. Pune University, India. Major: Psychology

WORK EXPERIENCE

2008-Present Founder & CEO, Human Capital Growth

2019-Present Affiliated Research Scientist, University of Southern California

2014-2017 Lecturer, University of California, Berkeley

2014-2015 Visiting Scholar, University of California, Berkeley

2010-present Adjunct faculty, University of Hartford

2006-2008 Head of Global Leadership Development, Levi Strauss & CO.

2004-2006 Head of Org. Effectiveness and Training, Dendrite International

2001-2004 Assistant Professor, Illinois Institute of Technology

1997-2001 Consultant, Institute for Psychological Research and Application
1996-1997 Consultant, Lucent Technologies
1994 summer Intern, Tata Management Training Center

SAMPLE CLIENT/INDUSTRY PROJECTS

- ❑ Lead architect of a 17 course curriculum on evidence-based talent management designed for HR professionals. The goal of this learning and certification process is to help HR use efficacious scientific findings to address the people needs of the business. The learning content is designed by translating meta-analytic and other scientific research findings that are relevant for organizations. It is delivered through HCG's online learning platform. Close to 200 participants from nine countries have completed our learning and certification process.
- ❑ Developed and validated assessments to measure transformational leadership, Big Five personality, leader trustworthiness, and global orientation.
- ❑ Led several evidence-based consulting initiatives with industry. Most noteworthy include helping turn around a failing collaboration between a pharmaceutical firm and their contract research partners. The collaboration continues to thrive nine years post the intervention.
- ❑ Regularly conduct psychological and business skills assessments to assist organizations in selecting candidates for leadership positions. Completed assessments of positions ranging from managers to managing directors in more than 16 countries.
- ❑ Regularly coach leaders to achieve fulfillment and high-performance leveraging evidence-based insights.

PARTIAL CLIENT LIST

- | | |
|--|-----------------------------------|
| ❑ Adobe | ❑ Fidelity Investments |
| ❑ APS (Arizona State Utility Services) | ❑ General Mills |
| ❑ Bank Administration Institute | ❑ Jubilant Biosys |
| ❑ Blue Shield of California | ❑ McKesson |
| ❑ Carl Zeiss Meditec | ❑ Merck & CO. |
| ❑ CISCO | ❑ Microsoft |
| ❑ Cognizant Technologies | ❑ Polaris |
| ❑ Dendrite International (Cegedim) | ❑ Syngene International |
| ❑ Ecolab | ❑ Toyota Financial Services |
| ❑ Meta (Facebook) | ❑ Tata Management Training Center |

PUBLICATIONS

Sarkar-Barney, S., Levenson, A., Dery, Kristine, Deal, J. (2021). Evidence-based Leadership Practices that Accelerate Transformation. In Douville, S. (Ed). *Mobile Medicine: Overcoming Culture, People, and Governance Challenges*, Taylor and Francis.

Perez, A., Grantham, C., Widlak, I., Sarkar-Barney, S. (2017). Closing the Scientist–Practitioner Gap: Studies From 2016 With Significant Practical Utility. *The Industrial-Organizational Psychologist*, 54(4). <http://www.siop.org/tip/april17/gap.aspx>

Highhouse, S., Zickar, M.J., Brooks, M. E., Reeve, C. L., Sarkar-Barney, S. T., and Guion, R. M. (2016). A Public-Domain Personality Item Bank For Use With The Raymark, Schmit, and Guion (1997) PPRF. *Personnel Assessment and Decisions*.

Sarkar-Barney, S. (2014). The Tata Group: Lessons on Global Business Excellence from India’s Most Prominent Multinational. In Schneider, B., & Barbera, K. M. (Eds.) *The Oxford Handbook of Organizational Climate and Culture*, Oxford, Oxford University Press.

Barney, M. and Sarkar-Barney, S. (2014). Developing Leaders in India. *ASTD Handbook: The Definitive Reference for Training & Development*. ASTD.

Sarkar-Barney, S., and Kuehler, J. (2010). Scrap learning: A case of low transfer of training. *Personnel Testing Council Quarterly*, 6(3), 8-12.

Sarkar-Barney, S. (2010). The role of national culture in transfer of training: Understanding the impact of motivation to learn, managerial support and cultural values. LAP Lambert Academic Publishing.

Sarkar-Barney, S., Barney, M. (2010). India: Promises and Pitfalls for I-O Psychologists. *TIP*, April 2010, <http://www.siop.org/tip/April10/20thompson.aspx>.

Sarkar-Barney, S (2004). The role of national culture in enhancing training effectiveness: A framework. In Michael Kaplan’s (vol. Editor) *Advances in Human Performance and Cognitive Engineering Research: Cultural Ergonomics*.

Stanton, J. M., Sarkar-Barney, S. T. M. (2003). A Detailed analysis of task performance with and without computer monitoring. *International Journal of Human Computer Interaction*, 16 (2), 345-366.

Zakaria, N., Stanton, J. M., & Sarkar-Barney, S. (2002) Designing and Implementing Culturally-Sensitive IT Applications: The Interaction of Culture Values and Privacy Issues in the Middle East, Information Technology, and People.

Highhouse, S., Luong, A., Sarkar-Barney, S. (1999). Research design, measurement, and effect of attribute range on job choice: More than meets the eye. *Organizational Research Methods*, 2(1), 37-49.

Sarkar-Barney, S. (2003). Effects of Mentor-Mentee Communication and Information Networks on Productivity. *Academy Advance Newsletter*, 1(1).

Sarkar-Barney, S., Bachiochi, P. D., Julian, A. (November/December, 1999). The best companies to work for and why. *National Society of Black Engineers*, 11 (2), 38-50.

PANEL DISCUSSIONS

Sarkar-Barney, Bosco, F., Barney, M., Kepes, S., Kogel, J., Shull, A., Uggerslev, K., Whetzel, D. (2019). Popular Beliefs in Talent Management – Truth or Myth. Panel Discussion presented at the 2019 Annual Conference of the Society for Industrial and Organizational Psychology held in Washington DC.

Sarkar-Barney, S., Chen, G., Bosco, F., Singla, N., Ott-Holland, C., Singla, N., Uggerslev, K. (2018). Significant Examples of Closing the Scientist-practitioner Gap. Alternative session presented at the 2018 Annual Conference of the Society for Industrial and Organizational Psychology held in Chicago, Illinois.

Peace, G., Sarkar-Barney, S., Sheopuri, A., Mattox, J, and Ruitteman, L. (2015). Industry Expert Panel: Talent Analytics in Practice. 2015 Skillssoft Perspectives Conference held in Orland, Florida.

Hartog, S., Davis, S., Courtney, C. L., Macey, W. H., Sarkar-Barney, S. (2013). Panelists in K. Lundby's (chair) panel discussion on 'I/O Entrepreneurs: Important Lessons and Five Success Stories' at the 2013 Annual Conference of the Society for Industrial and Organizational Psychology held in Houston, Texas.

Fuller, J. A., Gutenberg, R. L., Hawkins, D., Sarkar-Barney, S. T., Toth, B., & Ubilla, M. (2013). Panelists in K. Lundby's (chair) panel discussion on 'Managing Talent in the 'Emerging Markets: Lessons for Multinational Organizations' at the 2013 Annual Conference of the Society for Industrial and Organizational Psychology held in Houston, Texas.

Ramesh, A., Jerden, A., Rohricht, M. Sarkar-Barney, S., Wright, K. (2010). Panelist in Ramesh. A's (Chair) panel discussion on 'Taking Competency Models Global' at the 2010 annual conference of the Society of Industrial and Organizational Psychology held in Atlanta, Georgia.

Sarkar-Barney, S. (2009). Succession Planning: Beyond Manager Nominations. Chaired Panel discussion during the 2009 annual conference of the Society of Industrial and Organizational Psychology held in New Orleans, Louisiana.

Ayman, R., Feldman, J., Gelfand, M., & Sarkar-Barney, S. (2003). Chaired a panel discussion titled 'Teaching International I/O Psychology' during the 2003 annual conference of the Society of Industrial and Organizational Psychology held in Orlando, FL.

CONFERENCE PAPERS AND PRESENTATIONS

Widlak, I., & Sarkar-Barney, S. (2015). Making Meta-Analytic Results Actionable. Presented at the session 'Using Science-mapping and Meta-Analysis to Bridge the Scientist-practitioner Divide' during the 30th annual conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Widlak, I., & Sarkar-Barney, S. (2012). East Meets West: Do We Learn Differently? Poster presented at the 27th annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.

Sarkar-Barney, S. (2010). Advances in Training Evaluation Techniques. Chaired symposium discussion during the 2010 annual conference of the Society of Industrial and Organizational Psychology held in Atlanta, Georgia.

Vijayakumar, H., Sarkar-Barney, S. (2010). Designing a Training Evaluation Strategy to Inform Organizational Decision Making. Presented during the 2010 annual conference of the Society of Industrial and Organizational Psychology held in Atlanta, Georgia.

Ronen, E., & Sarkar-Barney, S. (2005). Content and structure of values in a cross-cultural sample. Poster presented at the 26th annual Industrial/Organizational Psychology & Organizational Behavior conference, Melbourne, FL. (Paper nominated for Robert J. Wherry Award)

Sarkar-Barney, S. & Ronen, E. (2004). The influence of culture on job involvement: A multi-country study. Presented during the 2004 Annual convention of the American Psychological Association (APA) to be held in Honolulu, Hawaii.

Bakunowska, I. & Sarkar-Barney, S. (2004). Differences in problem solving strategies between eastern and western cultures. Presented during the 2004 IOOB conference held in Tulsa, Oklahoma.

Sarkar-Barney, S. & Stanton, J. M. (2003) The Moderating Role of Culture Values on Trainee Characteristics and Transfer of Training: A Multi-Country Study. Presented in a symposium titled 'Training Evaluation: New Directions' held during the 2003 annual conference of the Society of Industrial and Organizational Psychology held in Orlando, FL.

Sarkar-Barney, S. (2002). Predicting Transfer of Training: A Four-Country Study. Presented at the 2002 annual conference of the Society of Industrial and Organizational Psychology held in Toronto, Canada.

Sarkar-Barney, S., Zickar, M. J., Stanton, J. M. (2001). Causal Indicator Analysis: An Alternative Measurement Model for the Coping Construct. Presented at a poster session during the 2001 Annual conference of the Society for Industrial and Organizational Psychology held in San Diego, California.

Sarkar-Barney, S., Stanton, J. M., Line, K. (2001). Crossing the line: When do organizations ask for too much personal data about workers? Presented at a symposium titled "Design considerations in electronic workplace surveillance systems" during the 2001 Annual conference of the Society for Industrial and Organizational Psychology held in San Diego, California.

Sarkar-Barney, S., Stanton, J. M., Kowal, S. (2000). Who do we help? Understanding factors influencing success in seeking reemployment. Presented during a poster session at the 2000 Annual conference of the Society for Industrial and Organizational Psychology in New Orleans, Louisiana.

Sarkar-Barney, S., Julian, A., Bachiochi, P. D. (2000). Recruiting From the Scarce Technical Workforce: An Applicant's Perspective. Presented during a practitioner's forum titled "Attracting and Keeping Top Talent in the High-Tech Industry" during the 2000 Annual conference of the Society for Industrial and Organizational Psychology in New Orleans, Louisiana.

Julian, A., Stanton, J. M., Sarkar-Barney, S., Greve, E. M. (2000). Do remote monitoring systems affect employee performance? Presented at a symposium titled "Performance Management Issues in Networked Organizations" during the 2000 Annual conference of the Society for Industrial and Organizational Psychology in New Orleans, Louisiana.

Highhouse, S., Luong, A., & Sarkar-Barney, S. (1999). Another look at market pay range effects on job choice. Presented at a poster session during the 1999 Annual conference of the Society for Industrial and Organizational Psychology in Atlanta.

Sarkar-Barney, S., Greve, E., Stanton, J (1999). A detailed analysis of task performance with and without computer monitoring. Presented at a symposium titled 'Big and little brothers: recent findings on electronic performance monitoring' during the 1999 Annual conference of the Society for Industrial and Organizational Psychology in Atlanta.

Sarkar-Barney, S. (1998). Issues related to cross-cultural adjustment. Invited presentation at International chapter of Technical Communication, Bowling Green State University.

Sarkar, S., Fritzsche, B., Dunn, M., Bowers, C, & Kane, T. (1998). Communication as a predictor of innovative performance. Presented at a poster session during the 19th National Business Conference and the 2nd second World Congress on the Management of Intellectual Capital, Hamilton, Canada.

KEYNOTE PRESENTATIONS

Sarkar-Barney, S. (2020). Evidence-based HR: Achieve Better Results Faster. Presented during the HRWest 2020 conference held in San Francisco, CA.

<https://www.youtube.com/watch?v=oXscFVA8Tjo&list=PL70hZ6h6SF9PXUySzBRCxt2AusFDoF4ZL&index=9&t=1352s>

Sarkar-Barney, S. (2019). Why Hopium is Killing HR and What's the Cure. Presented during the Disrupt HR held in San Francisco, CA. <https://disrupthr.co/vimeo-video/why-hopium-is-killing-hr-shreya-sarkar-barney-disrupthr-talks/>

Sarkar-Barney, S. (2017). Evidence-based HR: Focusing on What Matters. Presented during the 2017 California HR Conference (PIHRA) held in Long Beach, CA.

Sarkar-Barney, S. (2014). Data Science for HR. A Roadmap for Faster Decisions and results. Presented at the Gateway Talent Strategy Summit held on August 20th and 21st in San Francisco, CA.

Sarkar-Barney, S. (2014). Evidence-based talent management. Using the evidence to drive talent and business outcomes. Presented at the Gateway Talent Strategy Summit held on February 6th and 7th in San Francisco, CA.

Sarkar-Barney, S. & Barney, M. (2011). Going Global with Industrial-Organizational Psychology: Opportunities in India. Invited Keynote, Society of Psychologists in Management (SPIM), Napa, CA, USA.

PODCAST

Sarkar-Barney, S. (2019). HRChat Podcast- Combining Science and Analytics to Achieve Better Talent Outcomes. <https://open.spotify.com/episode/1PXwD1aECVx6Mb7v2Rk5f9>

Sarkar-Barney, S. (2012). SAP Business Execution Radio. Comparing business execution practices in India vs. the United States. <http://blogs.successfactors.com/podcast/dr-shreya-sarkar-barney-%E2%80%93-comparing-business-execution-practices-in-india-vs-the-united-states-2/>

Host a [podcast series](#) on evidence-based talent management with leading academics and business leaders who adopt research-based insights for decision making.

WEBINAR, PODCAST, AND BLOGS

Host a [webinar series](#) analyzing trending talent management practices through the lens of scientific evidence

Host a [podcast series](#) on exponential talent where I interview experts to explore the scientific basis of human potential, performance, and flourishing in the workplace.

Write [blogs](#) to synthesize the latest scientific research on emerging talent management topics

TECHNICAL REPORTS AND WHITE PAPERS

Sarkar-Barney, S. (2013). Performance Appraisal: Getting to the heart of the problem. A conversation with Dr. Jim Smither. Human Capital Growth Newsletter, December 2013.

Sarkar-Barney, S. (2002). Personality Assessment: The Secret to High Quality Employees. Prepared for FurstPerson, Inc.

Sarkar-Barney, S. (2002). Guidelines For Selecting a Personality Test. Prepared for FurstPerson, Inc.

Julian, A., Weiss, E., Stanton, J., Sarkar-Barney, S., Steinbrenner, D., Vastano, N. (1999). Report on Critical Issues Regarding Technology, Privacy, and Organizations. Technical Report. Bowling Green State University.

GRANTS

Sarkar-Barney, S. (2003). Awarded Institute of Psychology Research Fund (IPRF) grant proposal titled 'Understanding the Influence of Training Design and Culture'.

Bakunowska, I. & Sarkar-Barney, S. (2004). Awarded Institute of Psychology Research Fund (IPRF) grant proposal titled 'Differences in problem solving strategies between eastern and western cultures'.

Van Overberghe, C. & Sarkar-Barney, S. (2003). Awarded Institute of Psychology Research Fund (IPRF) grant proposal titled 'Comparison of classroom versus electronic learning performance in an academic setting'.

TEACHING EXPERIENCES

2019-Present: Affiliated Research Scientist, Center for Effective Organizations (CEO), University of Southern California

Teach custom designed exec-ed programs for CEO member organizations, in addition to conducting research and publishing.

2014 - 2017: Lecturer, UC Berkeley.

Teach the summer session upper level undergraduate course on Introduction to Industrial and Organizational Psychology

2013, 2016: Guest Lecturer, Haas Business School, UC Berkeley.

Taught sections on 'Use of Assessments in the Selection Process', and 'Training and development' in Dr. Cristina Bank's undergraduate course on Human Resource management.

2010 - present: Adjunct Faculty, University of Hartford

Teach one graduate-level course a year on 'Managing Talent in a Global Economy'. Instructions are delivered online using Blackboard and a web conferencing platform. Course enrollees predominantly include MBA and Masters in OD students.

2002 -2004: Assistant Professor, Institute of Psychology, Illinois Institute of Technology. Taught university wide required and elective courses to undergraduates (primarily engineers) and graduate students.

Lab instructor, Department of Psychology, Bowling Green State University (1995-1999): Developed learning material and taught lab portion of courses on topics such as Selection and recruitment, Statistics, Research Methods, Introduction to Industrial and Organizational Psychology, Interviewing.

COURSES TAUGHT

Graduate courses

Managing talent in a global economy

Seminar in Organizational Training

Seminar on Assessment in Organizations (topics include organizational surveys, criterion development and measurement of individual and organizational performance)

Undergraduate courses

Introduction to Industrial and Organizational Psychology

Statistics for Behavioral Sciences

AWARDS, SCHOLARSHIPS & DISTINCTIONS

2019: Awarded the Scientist–Practitioner Presidential Recognition by the Society for Industrial and Organizational Psychology (SIOP).

“Shreya Sarkar-Barney, Human Capital Growth, is recognized for translating I-O science into practice in academic, multinational, and global settings. For example, she has translated an array of I-O meta-analyses into integrated talent management courses for use by non psychologists, thus making our I-O knowledge and findings easy to understand and to apply among non-IOs.”

2016: Human Capital Growth featured among the top 10 HR Analytics Solution Providers by HR Tech Outlook Magazine.

2004-2005: Stock options and cash award for contribution to Global Human Capital Development.

2000: Outstanding poster award at research paper competition held by Sigma Xi, The Scientific Research society, Bowling Green State University, Spring 2000.

2000: Scholarship awarded by the Institute of Psychological and Application (IPRA), BGSU, to “shadow” the director of Recruitment and Organizational Research at Proctor and Gamble, Cincinnati, Spring, 2000.

1999: Industrial & Organizational Psychology Academic Challenge award (Summer Fellowship), BGSU, Summer, 1999.

1997: Graduate Incentive Fellowship granted toward master’s degree at University of Central Florida, 1997.

1995: Tuition Scholarship awarded at University of Central Florida

1995: Scholarships awarded in India for pursuing a graduate education in the US

- (1) J. N. Tata Scholarship
- (2) R. D. Sethna Scholarship
- (3) Paragon trust Scholarship
- (4) S. K. Patil loan Scholarship
- (5) Lotus Trust Scholarship
- (6) Lady Meherbai Award

1988-1995: Named NATIONAL MERIT SCHOLAR for all seven years of undergraduate and graduate education in India.

EDITORIAL BOARD

- ❑ SIOP Professional Practice Series

AD-HOC REVIEWER

- ❑ Academy of Management Learning and Education
- ❑ Human Relations
- ❑ Human Resources Development Quarterly
- ❑ Society for Industrial and Organizational Psychology Annual conference

THESIS & DISSERTATION COMMITTEES (CHAIR)

Graduate

Alyssa Perez (2021): Topic: Creativity as a resource: How thinking creatively influences the appraisal of work stressors and subsequent strain. (Dissertation committee member, University of Central Florida)

Courtney Van Overberghe (2004), Topic: Self-Efficacy and goal orientation as predictors of e-learning success (Thesis committee chair, Illinois Institute of Technology)

Undergraduate

Izabela Bakunowska (2002): Cultural differences in problem solving behaviors (Capstone project Supervisor, Illinois Institute of Technology)

Koren Aragaki (2002): Cultural similarities between manager and employee and acceptance of performance feedback (Capstone project Supervisor, Illinois Institute of Technology)

PROFESSIONAL AFFILIATIONS

- ❑ Community for Organizational Sciences in India (COSI)
- ❑ Society for Industrial and Organizational Psychology (SIOP)
- ❑ Human Resource Strategy Forum (HRSF)

PROFESSIONAL ACTIVITIES

- ❑ Invited to serve on a mentoring panel during the 2013, 2015, 2016, 2017, and 2018 Annual Conference of the Society for Industrial and Organizational Psychology (SIOP).
- ❑ Invited to speak on “Measuring the Impact of Training Through Utility Analysis” at New Jersey ASTD’s monthly meeting, October 2004
- ❑ Invited panelist for a discussion on ‘International training’, hosted by the Chicago Chapter of ASTD, September 2003.
- ❑ Invited to speak on “People metrics and organizational improvement” by the Tata Quality Group in Pune, India, December 2003.
- ❑ Served as a mentor in the Mentorship program sponsored by the Chicago I/O Psychology group (CIOP).
- ❑ Attended a half-day workshop on Training Return on Investment (ROI) Analysis’ conducted by industry expert Dr. Jack Phillips, March 2003.

- ❑ Facilitated the donation and mailing of psychology books to S. P. College, Pune University, in India.
- ❑ American Association for the Advancement of Science (AAAS), Washington, DC: participated in interdisciplinary workshop to make recommendations for directing future NSF funding in the area of 'Advanced Information Network Technology'.

SERVICE

City of Vacaville Economic Development Advisory Committee (2018-present)

Advisory board member appointed by the City of Vacaville mayor to serve on the advisory committee guiding the city's efforts to grow the economy.

HR Strategy Forum, San Francisco, CA (2018-present)

Previously serviced as the program committee chair, currently serve as a director-at-large with responsibilities to provide advice to ensure overall effectiveness of HRSF.

Community of Organizational Science in India (2014-present)

Co-founder of 'Community of Organizational Science in India' (COSI), an organization which aims to spread the use of evidence-based management practices in India.

Vacaville Unified School District (2014- 2015)

Served on a committee to promote social and emotional learning among school children

Society for Human Resource Management (SHRM) - (2011-2014)

Chaired a workgroup developing an ANSI standard on the measurement of employee turnover

The Learning Curve International School, Mysore (2011-2013)

As president of the Parent Teacher Association (PTA) lead a team of parents to assist the school on matter of administration, meeting legal requirements of local education system and improving the curriculum.

Illinois Institute of Technology (IIT) –(2002 TO 2004)

- ❑ Chaired committee assigned to develop a proposal for incorporating multiculturalism topics in the Psychology graduate curricula
- ❑ Chaired a committee to develop guidelines for assessing teaching performance of junior faculty
- ❑ Member of search committee to recruit two tenure track positions at the Institute of Psychology

- ❑ Supervised survey project to understand usage of backboard software among faculty at IIT.
Project sponsor: Office of Information Technology
- ❑ Supervised survey project to assess usage of library services for the School of Design at IIT.
Project sponsor: Galvin Library at IIT
- ❑ Supervising a project to develop an online tutorial on 'how to use research databases'.
Project sponsor: Galvin Library at IIT

PRO BONO SERVICE

Ledby (May 2021 – November 2021)

Ledby is a non-profit organization that aims to empower Muslim women around the world to aspire for leadership positions. Served as coach to three young Muslim women from India aspiring to pursue advanced degrees and launch start-ups.

Society for Industrial and Organizational Psychology (2014-2018)

- ❑ Served as a mentor to professionals looking to advance consulting skills
- ❑ Served in the International Directory committee. Helped identify international association in I/O psychology for inclusion in the directory.

Chicago Chapter of the American Society for Training and Development (2003)

- ❑ Mentored HR professionals at the Xi'an International Business Incubator (XIBI) on best practices related to training during the Spring and Summer of 2003.