

Stefanie K. Johnson

Associate Professor, University of Colorado Boulder Leeds School of Business
Division of Organizational Leadership and Information Analytics
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Education

Rice University, Houston, Texas

M.A. and Ph.D. in Industrial/Organizational Psychology; May, 2002 and 2004

Claremont McKenna College, Claremont, California

B.A., Cum Laude in Psychology, with Honors; May, 2000

Professional Experience

Academic Director, Center for Leadership University of Colorado Boulder	2020– present
Assistant to Associate Professor of Management, CU Boulder	2014 – present
Academic member of the Center for Health, Work & Environment, Anschutz	2019 – present
Affiliate faculty, Center for Ethics and Social Responsibility (CESR)	2018 – present
Campus Leader for the Daniel’s Fund for promoting principal based ethics	2018 – present
Assistant to Associate Professor of Management, CU Denver	2009 – 2013

Recent Awards and Honors

Andrea and Michael Leeds Research Fellowship	2019 – present
MG100 Marshall Goldsmith Top 100 Coaches	2019 – present
Daniel’s Fund Fellow in Ethical Leadership	2018 – present
The MD Anderson Leadership Institute Advisory Board	2018 – present
Chair – SIOP Diversity and Inclusion Task Force	2019 – present
Thinkers50 Radar Class of 2020	2020 – 2021
Elected Fellow of the American Psychological Society (APS)	2018
Elected Fellow of the Society of Industrial Organizational Psychologists (SIOP)	2018
Kravis Fellow – Claremont McKenna College	2017 –present

Books

2020 **Johnson, S. K.** *Inclusify*. Harper Business.
#5 Wall Street Journal Bestseller, Wall Street Journal Book of the month for September, #5 CEO Reads Bestseller, #1 Amazon Bestseller. Included by [Forbes](#), [Business Insider](#), [HRPS](#) and [SHRM](#) as a must-read.

Recent Video Productions and Reports

2020	Johnson, S. K. Developing a diversity, inclusion, and belonging program in your organization. <i>LinkedIn Learning</i> .
2020	Johnson, S. K. Addressing global bias. <i>UN Global Compact</i>
2019	Johnson, S. K. Diversity in the Global Enterprise. <i>LinkedIn Learning</i> .
2019	Johnson, S. K. Leaking talent: How people of color are pushed out of environmental organizations. Green 2.0

Journal Publications

- 2021 Veestraeten, M., **Johnson, S. K.** Leroy, H., Sy, T. & Sels, L. Exploring the bounds of Pygmalion effects: Congruence of implicit followership theories drives and binds leader performance expectations and follower work engagement. *Journal of Leadership & Organizational Studies*.
- 2021 **Johnson, S. K.** & Johnson, P. T. J. (2021). Toxoplasmosis: Recent advances in understanding the link between infection and host behavior. *Annual Review of Animal Biosciences*, 9.
- 2021 Lerner, D. A., Alkærsig, L., Fitza, M. A., Lomborg, C., & **Johnson, S. K.** Nothing ventured, nothing gained: Parasite infection predicts engagement and success in entrepreneurship. *Entrepreneurship Theory and Practice*, 45, 118-144.
- 2020 Schwatka, N.V., Goldenhar, L., **Johnson, S. K.** Change in frontline supervisors' safety leadership practices after 4 participating in a leadership training program: Does company size matter? *Journal of Safety Research*, 74, 199-205.
- 2019 **Johnson, S. K.** & Chan, E. Can looks deceive you? Attractive decoys mitigate beauty is beastly bias against women. *Archives of Scientific Psychology*, 7, 60-70.
- 2019 Keplinger, K., **Johnson, S. K.**, Kirk, J. F., & Barnes, L. Y. (2019). Women at work: Changes in sexual harassment between September 2016 and September 2018. *PloS one*, 14(7), e0218313.
- 2019 Goldenhar, L., Schwatka, N.V., **Johnson, S. K.** Leadership Skills for Strengthening Jobsite Safety Climate. *Journal of Safety Research*, 70, 263-271.
- 2019 Sheppard, L. & **Johnson, S. K.** The 'femme fatale' Effect: Attractiveness is a liability for business women's perceived truthfulness, trustworthiness, and deservingness of termination. *Sex Roles*, 1 – 18.
- 2019 Schwatka, N.V., Goldenhar, L., **Johnson, S.K.**, Beldon, M., Tessler, J., Dennerlein, J., Fullen, M., Trieu, H. A training intervention to improve frontline construction leaders' safety leadership practices and overall jobsite safety climate. *Journal of Safety Research*, 70, 253-272.
- 2018 **Johnson, S. K.**, Fitza, M. A., Lerner, D. A., Calhoun, D. M., Beldon, M., Chan, E. T., Johnson, P. T. J. Risky business: linking *Toxoplasma gondii* infection and entrepreneurship behaviors across individuals and countries. *Proceedings of the Royal Society B*, 285.

- 2018 **Johnson, S.K.**, & Johnson, P.T.J., Dear parasites. (In the psychologists' tree of life). *The Psychologist (special feature on psychologists working with non-human species)*, 31, 42 – 44.
- 2017 Hekman, D., **Johnson, S. K.**, Foo, M. D., & *Yang, W. An examination of whether and how diversity-valuing behavior results in worse performance ratings for minority and female leaders than white and male leaders. *Academy of Management Journal*, 60, 771-797.
- 2017 **Johnson, S. K.**, Putter, S., Reichard, R. J., Hoffmeister, K., Cigularov, K. P., Gibbons, A. M., Chen, P., & Rosecrance, J. C. (2017). Mastery Goal Orientation and Performance Affect the Development of Leader Efficacy During Leader Development. *Journal of Leadership & Organizational Studies*.
- 2017 Reichard, R. J., Walker, D. O., Putter, S. E., Middleton, E., & **Johnson, S. K.** Believing Is Becoming: The Role of Leader Developmental Efficacy in Leader Self-Development. *Journal of Leadership & Organizational Studies*, 24, 137-156.
- 2017 Sacavém, A., Martinez, L. F., Vieira da Cunha, J., Abreu A. M. & **Johnson, S. K.** Charismatic leadership: A study on delivery styles, mood and performance. *Journal of Leadership Studies*, 11, 21-38.
- 2016 Murphy, S. E., & **Johnson, S. K.** Leadership and leader developmental self-efficacy: Their role in enhancing leader development efforts. *New Directions for Student Leadership*, 149, 73 – 84.
- 2014 *Hoffmeister, K., Gibbons, A. M., **Johnson, S. K.**, Cigularov, K. P., Chen, P. Y., & Rosecrance, J. C. The differential effects of transformational leadership facets on employee safety. *Safety Science*, 62, 68 – 78.
- 2014 **Johnson, S. K.**, Sitzmann, T., & *Nguyen, A. T. Don't hate me because I'm beautiful: Acknowledging appearance mitigates the “beauty is beastly” effect. *Organizational Behavior and Human Decision Processes*, 125, 184 – 192.
- 2014 *Kaufman, B. R., Cigularov, K. P., Chen, P., *Hoffmeister, K., Gibbons, A., & **Johnson, S. K.** Interactive Effects of leader justice and support for safety on safety performance. *Journal of Organizational Effectiveness: People and Performance*, 1, 296 – 315.
- 2014 Sitzmann, T., & **Johnson, S. K.** The paradox of seduction by irrelevant details: How irrelevant information helps and hinders self-regulated learning. *Learning and Individual Differences*, 34, 1 – 11.

- 2014 *Webb Day, J., Baron, L., Holladay, C. L., & **Johnson, S. K.** Organizational Rewards: Considering Employee Need in Allocation. *Personnel Review*, 43, 74 – 95.
- 2013 Holladay, C. L., *David, E., & **Johnson, S. K.** Retesting personality in employee selection: Implications of the context, sample and setting. *Psychological Reports*, 112, 486 – 501.
- 2013 Sy, T., Choi, J. N., & **Johnson, S. K.** Reciprocal interactions between leader charisma and group mood. *The Leadership Quarterly*, 24, 463 – 476.
- 2012 **Johnson, S. K.**, *Duarte, L. L., Hernez-Broome, G., Fleenor, J. W., & Steed, J. Go for the goal(S): relationship between goal setting and transfer of training following leadership development. *Academy of Management Learning & Education*, 11(4), 555 – 569.
- 2012 Sitzmann, T. & **Johnson, S. K.** The best laid plans: Evaluating the conditions under which a planning intervention improves learning and reduces attrition. *Journal of Applied Psychology*, 97, 967 – 981.
- 2012 Sitzmann, T. & **Johnson, S. K.** When is ignorance bliss? The effects of inaccurate self-assessments of knowledge on learning and attrition. *Organizational Behavior and Human Decision Processes*, 117, 192 – 207.
- 2012 *Whitely, P., Sy, T., & **Johnson, S. K.** Positive perceptions of followers as an ingredient for the naturally occurring Pygmalion Effect in managerial settings. *The Leadership Quarterly*, 23, 822 – 834.
- 2011 Murphy, S. E., & **Johnson, S. K.** The benefits of a long-lens approach to leader development: Understanding the seeds of leadership. *The Leadership Quarterly*, 22, 459 – 470.
- 2011 Reichard, R. J., & **Johnson, S. K.** Leader self-development as organizational strategy. *The Leadership Quarterly*, 22, 33 – 42.
- 2010 Hoyt, C. L., **Johnson, S. K.**, Murphy, S. E., & Skinnell, K. H. Effects of subtle and blatant stereotype-threat on female leaders' self-efficacy and performance. *The Leadership Quarterly*, 21, 716 – 732.
- 2010 **Johnson, S. K.**, Podratz, K. E., Dipboye, R. L., & *Gibbons, E. Physical attractiveness biases in ratings of employment suitability: Tracking down the “Beauty is Beastly” effect. *The Journal of Social Psychology*, 150, 310 – 318.
- 2009 **Johnson, S. K.** Do you feel what I feel? Mood contagion and leadership outcomes. *The Leadership Quarterly*, 20, 814 – 827.
- 2009 **Johnson, S. K.**, Bettenhausen, K., & *Gibbons, E. Realities of working in

virtual teams: Affective and attitudinal outcomes. *Small Group Research*, 40, 623-649.

- 2009 **Johnson, S. K.**, Holladay, C. H., & Quiñones, M. A. Organizational citizenship behavior in performance evaluations: Distributive justice or injustice? *Journal of Business and Psychology*, 24, 409 – 418.
- 2008 **Johnson, S. K.** I second that emotion: Effects of emotional contagion and affect at work on leader and follower outcomes. *The Leadership Quarterly*, 19, 1 – 19.
- 2008 **Johnson, S. K.**, & Dipboye, R. L. Effects of task charisma conduciveness on the effectiveness of charismatic leadership. *Group & Organization Management*, 33, 77 – 106.
- 2008 **Johnson, S. K.**, Murphy, S. E., *Zewdie, S, & Reichard, R. J. The strong, sensitive type: Evidence for gender-specific leadership prototypes. *Organizational Behavior and Human Decision Processes*, 106, 39 – 60.
- 2004 **Halverson[#], S. K.**, Holladay, C. L., Kazama, S. K., & Quiñones, M. A. Self-sacrificial behavior in crisis situations: The competing roles of behavioral and situational factors. *The Leadership Quarterly*, 15, 263 – 275.
- 2004 **Halverson[#], S. K.**, Murphy, S. E., & Riggio, R. E. Charismatic leadership in crisis situations: A laboratory investigation of stress and crisis. *Small Group Research*, 35, 495 – 514.
- 2003 Hoyt, C. L., Murphy, S. E., **Halverson[#], S. K.**, & Watson, C.B. Group leadership: Efficacy and effectiveness. *Group Dynamics: Theory, Research, & Practice*, 7, 259 – 274.

[#]Maiden name; *Student researcher

Popular Press Articles

Johnson, S. K. & Kirk, J. F. Research: To Reduce Gender Bias, Anonymize Job Applications. *Harvard Business Review*. <https://hbr.org/2020/03/research-to-reduce-gender-bias-anonymize-job-applications>

Wieckowski, A. G., Sheppard, L. & **Johnson, S. K.** For Women in Business, Beauty Is a Liability. *Harvard Business Review*, 97, 34-35. <https://hbr.org/2019/11/for-women-in-business-beauty-is-a-liability>

Johnson, S. K., Keplinger, K., Kirk, J. R., Barnes, L. (2019). Has sexual harassment at work decreased since #MeToo? *Harvard Business Review*. <https://hbr.org/2019/07/has-sexual-harassment-at-work-decreased-since-metoo>

Johnson, S. K. (2018) What Amazon's board is getting wrong about diversity and hiring. *Harvard Business Review*. <https://hbr.org/2018/05/what-amazons-board-is->

[getting-wrong-about-diversity-and-hiring](#)

Roy, K., Kimmel, M., & **Johnson, S. K.** (2018). The importance of male voices in the gender equity narrative. *Forbes*. <https://www.forbes.com/sites/ellevate/2018/05/09/the-importance-of-male-voices-in-the-gender-equity-narrative/#24f9d06229c1>

Johnson, S. K., & Davis, K. (2017). CEOs explain how they gender balanced their boards. *Harvard Business Review*. <https://hbr.org/2017/10/ceos-explain-how-they-gender-balanced-their-boards>

Johnson, S. K. (2017). What 11 CEOs have learned about championing diversity. *Harvard Business Review*. <https://hbr.org/2017/08/what-11-ceos-have-learned-about-championing-diversity>

Johnson, S. K. (2017). What the science actually says about gender gaps in the workplace. *Harvard Business Review*. <https://hbr.org/2017/08/what-the-science-actually-says-about-gender-gaps-in-the-workplace>

Johnson, S. K., & Sy, T. (2016). Why aren't there more Asian Americans in leadership positions? *Harvard Business Review*. <https://hbr.org/2016/12/why-arent-there-more-asian-americans-in-leadership-positions>

Johnson, S. K., Kirk, J., & Keplinger, K. (2016). Why we fail to report sexual harassment. *Harvard Business Review*. <https://hbr.org/2016/10/why-we-fail-to-report-sexual-harassment>

Johnson, S. K. & Hekman, D. R. (2016). Women and minorities are penalized for promoting diversity according to new research. *Harvard Business Review*. <https://hbr.org/2016/03/women-and-minorities-are-penalized-for-promoting-diversity>

Johnson, S. K., Hekman, D. R., & *Chan, E. T. (2016). If there's only one woman in your candidate pool, there's statistically no chance she'll be hired. *Harvard Business Review*. <https://hbr.org/2016/04/if-theres-only-one-woman-in-your-candidate-pool-theres-statistically-no-chance-shell-be-hired>

Book Chapters

2018 Lacerenza, C. N., & Johnson, S. K. Leadership Is Male-centric: Gender Issues in the Study of Leadership. In *What's Wrong With Leadership? Improving Leadership Research and Practice*. Routledge.

2017 Thornton, G. C., **Johnson, S. K.**, & Church, A. H. Selecting leaders: Executives and high-potentials. In *Handbook of Employee Selection* (pp. 833-852).

Routledge.

- 2016 **Johnson, S. K.**, *Kirk, J., & *Chan, E. The perils of pretty: Effects of personal appearance across the career. *Impact of Diversity on Career Development*, accepted.
- 2014 Murphy, S. E., *Putter, S., & **Johnson, S. K.** Soft skills training: Best practices in industry and higher education. Chapter 11. In R.E. Riggio & S. Tan (Eds.), *Understanding and assessing soft leader skills*. New York: Routledge/Taylor and Francis.
- 2013 Dipboye, R. L., & **Johnson, S. K.** Understanding and improving employee selection interviews. In K. F. Geisinger (Ed.), *APA Handbook of Testing and Assessment in Psychology, Vol. 1. Test Theory and Testing and Assessment in Industrial and Organizational Psychology*, Ch. 27.
- 2011 Hoyt, C. L., & **Johnson, S. K.** Gender and leadership development: A case of female leaders. In S. E. Murphy & R. Reichard (Eds.), *Early development and leadership: Building the next generation of leaders*. New York: Psychology Press/Routledge.
- 2011 Murphy, S. E., & **Johnson, S. K.** Leadership research and education: how business schools approach the concept of leadership. In M. Harvey, & R. E. Riggio (Eds.), *Leadership Studies: The Dialogue of Disciplines*, Ch.11, pp. 129–148. Northampton, MA: Edward Elgar Publishers.
- 2010 Thornton, G. C., Hollenbeck, G., & **Johnson, S. K.** Selecting leaders: High potentials and executives. In N. Tippins and J. Farr (Eds.), *Handbook of Employee Selection*, Ch.38, pp. 823 – 835. Erlbom.
- 2009 **Johnson, S. K.**, & Johnson, C. S. The secret life of mood: Causes and consequences of unconscious affect at work. C. E. J. Härtel, N. M. Ashkanasy, and W. J. Zerbe (Eds.) *Research on Emotions in Organizations, Vol. 5*.
- 2008 Murphy, S. E., Reichard, R. J., & **Johnson, S. K.** Self regulation and leadership: Implications for leader performance and leader development. In D. Forsyth, A. Goethals, & C. Hoyt (Eds.), *Social Psychology and Leadership*.
- 2008 Dipboye, R. L., & **Johnson, S. K.** A cross-cultural perspective on employee selection. In D. Stone, E. F., Stone-Romero, & E. Salas (Eds.), *The influence of cultural diversity on human resources practices*. Lawrence Erlbaum Publishers: Mahaw, NJ.
- 2005 **Halverson[#], S. K.**, Tonidandel, S., Barlow, C., & Dipboye, R. L. Self-other agreement on a 360-degree leadership evaluation. In S. Reddy (Ed.) *Perspectives on multirater performance assessment (Ch. 8, pp. 125*

– 144). ICFAI Books: Nagarjuna Hills, Hyderabad.

- 2004 Dipboye, R. L., & **Halverson[#], S. K.** Subtle (and not so subtle) discrimination in organizations. In R. Griffith & A. O'Leary-Kelly (Eds). *The dark side of organizational behavior* (pp. 131 – 158). San Francisco: Jossey-Bass.
- 2003 Dipboye, R. L., Wooten, K. C., & **Halverson[#], S. K.** Behavioral and situational interviews. In J. C. Thomas (Ed). *Comprehensive handbook of psychological assessment*, Vol. 4 (pp. 297 – 316). New York: John Wiley.

#Maiden name; *Student researcher

Presentations at Universities

Johnson, S. K. (2019, April). Breaking Bias. Benedictine University. Chicago.

Johnson, S. K. (2018, October). Gender bias. Purdue. Lafayette Indiana.

Johnson, S. K. (2018, May). Looking forward, looking back at leader identity. Durham, UK.

Johnson, S. K. (2017, March). Diversify: Reducing biases that affect women and non-white leaders. University of CO Denver. Denver, CO.

Johnson, S. K. (2018, April). The perils of pretty. University of Memphis, Memphis TN.

Johnson, S. K. (2017, December). Diversify: Reducing biases that affect women and non-white leaders. University of California, Santa Barbara.

Johnson, S. K. (2017, October). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation for Leeds Business Insights. Denver, CO.

Johnson, S. K. (2017, September). Creating Inclusion. Claremont McKenna College. Claremont, CA.

Johnson, S. K. (2017, February). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Yale: New Haven, CT.

Johnson, S. K. (2017, February). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to Boulder Faculty Assembly, CU Boulder. Boulder, CO.

Johnson, S. K. (2016, December). Diversify: Overcoming unconscious biases that affect the evaluation of women in science. *Women in Science Symposium*. University of Copenhagen, Denmark.

Johnson, S. K. (2016, October). Diversify: Overcoming unconscious biases that affect the evaluation of women in science. *Women in Technology: Recognizing Leaders, Inspiring the Next Generation*. University of California, Berkeley.

Johnson, S. K. and Hekman, D. R. (2016, September). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to Chancellor's Executive Committee, CU Boulder. Boulder, CO.

Johnson, S. K. (2016, July). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation at Erasmus University, Rotterdam, Netherlands.

Johnson, S. K. (2016, June). Diversify: Unconscious biases affect the evaluation of women and nonwhite leaders Invited presentation and Leeds Summer Brown Bag, Boulder CO.

Johnson, S. K. (2016, April). Negotiating Diversity: Unconscious Biases Affect the Evaluation of Women and Nonwhite Leaders. Invited presentation at the Harvard Negotiations and Leadership Conference. Boston, MA.

Johnson, S. K. (2016, June). Using goal setting and feedback to maximize leader effectiveness. Invited presentation and CU Grow, Boulder CO.

Johnson, S. K. & *Kirk, J. (2015, June). Social role theory and double standards of competence: The self versus other. International network of implicit leadership theory (ILT) scholars meeting. University of Edinburgh Business School. Edinburgh, UK.

Johnson, S. K. (2015, May). Hooked on a Feeling? Understanding the Role of Emotions at Work. Presented at the Chancellor's Spring Seminar. Boulder CO.

Johnson, S. K. (2015, June). Hooked on a Feeling? Understanding the Role of Emotions at Work. Presented at Leeds Power Breakfast. Boulder CO.

Johnson, S. K. (2013, September). Advanced research methods for studying leadership. University of Durham Business School. Durham, UK.

Johnson, S. K. (2009, February). Organizational influences and outcomes of work-family balance. Presented at management seminar. University of Colorado, Denver. Denver, CO.

Invited Seminars/Workshops Presented

Johnson, S. K. (2020, March). Inclusify. LEAD Boulder high school student session. Boulder.

Johnson, S. K. (2020, March). Inclusify. WomXn's leadership symposium. Boulder.

Johnson, S. K. (2020, March). Inclusify. Leeds Business Insights. San Francisco.

Johnson, S. K. (2020, March). Inclusify. National Undergraduate Career Services Forum keynote. Boulder.

Johnson, S. K. (2020, February). Women on Boards 2020. ACC/Stinson. Denver

Johnson, S. K. (2020, March). Breaking Bias. TD Ameritrade Global Conference. Orlando.

Johnson, S. K. (2019, December). Breaking Bias. Guggenheim Partners. New York.

Johnson, S. K. (2019, December). Inclusify. Leeds Business Insights. New York.

Johnson, S. K. (2019, December). MD Anderson panel on diversity and inclusion. Houston.

Gebrekidan, D., Lundquist, J. R., & **Johnson, S. K.** (2019, October). Generation Z. Crowe executive team. Denver, CO.

Johnson, S. K. (2019, October). Inclusify. Medtronic and Elevate Network. Boulder, CO.

Johnson, S. K. (2019, October). From Day One Diversity and Inclusion Panel. Denver, CO.

Johnson, S. K. (2019, September). Blinding at Hubble. Johns Hopkins, Baltimore, MD.

Johnson, S. K. (2019, July). Diversity and Inclusion at MD Anderson. Houston, TX.

Johnson, S. K. (2019, June). The ABCs of Breaking Bias. Nudgestock. London, U.K.

Johnson, S. K. (2018, November). Women on Boards. Board Bound Event.

Johnson, S. K. (2018, October). What can women do to fight unconscious bias? C200 women's event.

Johnson, S. K. (2018, October). What can HR do about sexual harassment? Paycom's HR breakroom Podcast.

Johnson, S. K. (2018, November). Diversify: Reducing biases that affect women and non-white leaders. Sendgrid.

Johnson, S. K. (2018, June). Diversify: Reducing biases that affect women and non-white leaders. NASP, Houston, TX.

Johnson, S. K. (2017, December). Diversify: Reducing biases that affect women and non-white leaders. Crowe Horwath. Nashville, TN.

Johnson, S. K. (2018, July). Diversify: Reducing biases that affect women and non-white leaders. Cardinal Health, Columbus Ohio.

Johnson, S. K. (2018, May). Diversify: Reducing biases that affect women and non-white leaders. Women's Foundation of Colorado, Denver, CO.

Johnson, S. K. (2017, May). Breaking Bias. CU Next. Los Angeles, CA.

Johnson, S. K. (2017, April). Breaking Bias. Leeds Business Insights. Los Angeles, CA.

Johnson, S. K. (2018, March). The AAAAs of Breaking Bias. Wild Summit. Westminster, CO.

Johnson, S. K. (2017, December). Diversify: Reducing biases that affect women and non-white leaders. Spitfire. Washington DC.

Johnson, S. K. (2017, April). Diversify: Reducing biases that affect women and non-white leaders. Athena Collective. Birmingham, AL.

Johnson, S. K. (2017, December). Diversify: Reducing biases that affect women and non-white leaders. Crowe Horwath. Denver, CO.

Johnson, S. K. (2017, October). Foundations of safety leadership. NIOSH, CDC annual meeting. Cincinnati, Ohio.

Johnson, S. K. (2017, June). Identity. HERS Leadership Training Institute for Women in Higher Ed, Leadership Conference. Denver, CO.

Johnson, S. K. (2017, June). Getting to 2XC: Mitigating bias and maximizing organizational success. Presentation to the Hubble Space Telescope Time Allocation Committee. Baltimore, MD.

Johnson, S. K. (2017, March). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. EY Board Meeting. New York.

Johnson, S. K. (2017, March). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. FINRA summit. New York.

Johnson, S. K. (2017, February). Living it: Creating change while being true to yourself. Wild Summit, Westminster, CO.

Johnson, S. K. & Hekman, D. R. (2017, January). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation at Medtronic, Gun Barrel, CO.

Johnson, S. K. (2016, November). Diversify: Leading the way to gender equality. Presentation at The Billie Jean King Leadership Initiative Symposium and Gala. New York, NY.

Johnson, S. K. & Hekman, D. R. (2016, October). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation at Cooley Law Offices. Broomfield, CO.

Johnson, S. K. (2016, September). Diversify: Using courage to advance women and minorities. Presentation at the Opus 11 Race and Ethnicity in Law Conference. Washington DC.

Johnson, S. K. (2016, September). What HR needs to know about D&I. Reimagine HR Conference. Miami, FL.

Johnson, S. K. (2016, August). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to Brown-Forman. Louisville, KY.

Johnson, S. K. and Hekman, D. R. (2016, July). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to Phillips 66 HR Leadership Team and Presentation to Phillips 66 Recruiter Forum. Houston, TX.

Johnson, S. K. and Hekman, D. R. (2016, July). Diversify: Overcoming unconscious biases that affect the evaluation of women and nonwhite leaders. Presentation to CitiGroup Diversity and HR Teams, New York, NY.

Goldenhar, L., **Johnson, S. K.**, *Schwatka, N. V. (2016, June). Training to improve safety and jobsite safety climate. Invited presentation at CPWR's r2p in construction conference on increasing the use of evidence-based interventions through social marketing, networking, and other strategies. Cincinnati, OH.

Johnson, S. K. and Hekman, D. R. (2016, May). Diversify: Unconscious biases affect the evaluation of women and nonwhite leaders Invited presentation and Ariel Investments, Chicago, IL.

Johnson, S. K. and Hekman, D. R. (2016, May). The importance of diversity and inclusion in the entrepreneurship ecosystem. Invited presentation and Boulder Think Tank, Boulder, CO.

Johnson, S. K. (2016, April). Framing the business case through research. Panelist at The White House Briefing on Diversity in the Corporate Sector, Washington D.C.

Goldenhar, L., **Johnson, S. K.**, *Schwatka, N.V. (2016, March). A preview of a new, interactive training module for enhancing jobsite safety leadership. Presentation at the Construction Safety Conference, Oakbrook Terrace, IL.

Johnson, S. K. (2015, June). The Perils of Pretty. Invited presentation to the women's group, *The Coolest Women We Know*. Boulder, CO.

Johnson, S. K. (2011, April). Women in IO Psychology: Issues in Leadership. Talk for THEO program. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

*Putter, S. & **Johnson, S. K.** (2010, September). 51 ways to motivate your volunteers. Educational session at the annual Colorado Conference on Volunteerism. Denver, CO.

Johnson, S. K. (2010, September). Leadership development and self-awareness. Educational session for the Colorado Nonprofit Association. Denver, CO.

Johnson, S. K. (2008, April). Innovations in I/O teaching/curricula. Invited presentation. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Johnson, S. K. (2008, October). Leading in the nonprofit and communication industry. Invited educational session at annual conference of the Association of Public Safety Communications Officials (APCO). Denver, CO.

Refereed Presentations at Meetings

Johnson, S. K. (October, 2019). Plenary on diversity and inclusion. Annual Meeting of the Association for Consumer Research. Atlanta, GA.

Van Wagoner, P., Embry, E., Barnes, L. Y., Rivin, J. M., Reed, R., Hekman, D. R., Volpone, S. D., **Johnson, S. K.** (August, 2019). Leveraging diversity to enhance inclusion efforts for team performance and outcomes. Paper presented at the Annual Meeting of the Academy of Management. Boston, MA.

Johnson, S. K., & Keplinger, K. (August, 2019). Why CEOs take action on diversity and how they do it. Paper presented at the Annual Meeting of the Academy of Management. Boston, MA.

Johnson, S. K., Fitzg, M. A., Lerner, D. A., Calhoun, D. M., Chan, E. T. & P. T. J. Johnson. (March, 2018) Risky business: linking parasite infection and entrepreneurial behavior. Meeting of the David and Lucile Packard Foundation Research Fellows, San Diego, California.

Johnson, S. K., Calhoun, D., Beldon, M., Lappin, M., VandeWoude, S, Hill, D., & Johnson. (April, 2016). How infection affects behavior: the link between *Toxoplasma gondii* infection and human behavioral outcomes. Ecology and Evolution of Infectious Diseases (EEID) Annual Meeting, Cornell University, Ithaca, New York

Johnson, S. K. (August, 2018). #MeToo@AOM. Caucus participant. Annual Meeting of the Academy of Management. Chicago.

Johnson, S.K. (August, 2018). Advancing leader and follower identity research: Dynamic views and perspectives. Caucus participant. Annual Meeting of the Academy of Management. Chicago.

Johnson, S. K. & Keplinger, K. (August, 2018). Proof or pedigree: Prestige of men's PhD program (but not women's) predicts top placements. Annual Meeting of the Academy of Management. Chicago.

Kirk, J. & **Johnson, S.K.** (August, 2018). Gender and Entrepreneurship: Exploring Gender Bias in a Tech Accelerator. Annual Meeting of the Academy of Management. Chicago.

Lambert, B., Van Wagoner, P., **Johnson, S.K.**, Lacerenza, C.N., & Hekman, D.R. (August, 2018). How female leadership inspires advancement, breaks barriers, and destroys biases. Annual Meeting of the Academy of Management. Chicago.

Schwatka, NV, Goldenhar, L, **Johnson, S. K.**, Beldon, M., Rosecrance, J., Tessler, J., Dennerlein, J., Fullen, M., Weinstein, D., Treau, H. (October, 2018). Foundations for Safety Leadership (FSL): Evaluation of a safety leadership program to enhance jobsite safety climate in the construction industry. Oral presentation as part of a special session titled "Connecting Safety Culture to Safety and Health Management on Construction Jobsites", NIOSH National Occupational Injury Research Symposium (NOIRS), Morgantown, WV.

Cigularov, K. P., Kaufman, B. R., Bjornberg, N., **Johnson, S. K.**, Hoffmeister, K., & Chen, P. Y. (2017, April). Challenges in administering and evaluating a construction safety leadership training. Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Kirk, J. & **Johnson, S.K.** To Conform or Deny: Countercommunal Identity Reinforces the Glass Ceiling. (2017, April). Presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Keplinger, K., Kirk, J., & **Johnson, S. K.** (2017, August). The ugly side of being pretty for women: Sexual scrutiny and doubts of competence. Paper presented at the annual meeting of the Academy of Management, Atlanta.

Kirk, J., Keplinger, K., & **Johnson, S. K.** (2017, August). Attractive identity and professional identity conflict for women in masculine jobs. Paper presented at the annual meeting of the Academy of Management, Atlanta.

Lambert, B., Van Wagoner, P., **Johnson, S. K.**, & Hekman, D. R. (2017, August). Proof versus potential: Why women are not making it to the top. Paper presented at the annual meeting of the Academy of Management, Atlanta.

Smith, A. N., & **Johnson, S. K.** (2017, August). Old meets new: A conversation between traditional & modern perspectives on social sexual behavior.

Schwatka, N.V., Goldenhar, L., **Johnson, S.K.**, Dennerlein, J., Beldon, M., Tessler, J. (2017, June). Effectiveness of training program to enhance construction foreman safety leadership skills. Oral presentation at the American Psychological Association's Work, Stress & Health Conference in Minneapolis, MN.

Schwatka, N.V.; Goldenhar, L., **Johnson, S.K.**, (2016, October). A preview of a new, interactive training module for enhancing jobsite safety leadership. Oral presentation at the 144th American Public Health Association Annual Meeting in Denver, CO.

*Chan, E., **Johnson, S. K.**, & Foo, M. D. (2016, August). Learning goal orientation in leader development: Social comparison pressure. Annual meeting of the Academy of Management, Anaheim, CA.

Johnson, S. K., & *Chan, E. (2016, August). Can looks deceive you? Decoys explain when women's attractiveness is abased or admired in employee selection. Annual meeting of the Academy of Management, Anaheim, CA.

*Kirk, J. F. & **Johnson, S. K.** (2016, August), Symposium: The Good, The Bad, and The Pretty: When and Why Attractiveness Helps and Hurts Women. Annual meeting of the Academy of Management, Anaheim, CA.

Johnson, S. K., *Chan, E., Lord, R., & Riggio, R. E. (2016, April). Embodied cognitions shape power and rapport in leader-follower dynamics. Annual meeting of the Society of Industrial Organizational Psychology, Anaheim, CA.

*Kirk, J. & **Johnson, S. K.** (2015). *Social role theory and double standards of competence: The self vs other*. Paper presented at the annual meeting of the Academy of Management, Vancouver.

Johnson, S. K., *Veestraeten, M., Leroy, H., & Sy, T. (2015). *Theory Y²: Follower schema determine the effects of leader high expectations on follower outcomes*. Paper presented at the annual meeting of the Academy of Management, Vancouver.

*Schwatka, N.V., Goldenhar, L., **Johnson, S. K.** (March, 2014). Enhancing safety culture through leadership. Oral presentation at the Construction Safety Conference, Oakbrook Terrace, IL.

*Walker, D. O. & **Johnson, S. K.** (2014, October). Convergent and discriminant validity of a leader developmental efficacy measure. In S. E. Murphy (Chair), *Leader developmental efficacy: Definition, measurement, and utility*. Symposium conducted at the meeting of the International Leadership Association, San Diego, CA.

*Kaufman, B. R., Cigularov, K. P., Chen, P. Y., *Hoffmeister, K., Gibbons, A. M., & **Johnson, S. K.** (2013, May). *Leader justice and safety performance: Moderating effect of leader support for safety*. Paper presented at the 10th International Conference on Occupational Stress & Health, Los Angeles, CA.

Johnson, S. K., & *Nguyen, A. T. (2013, August). Don't hate me because I'm beautiful: Acknowledging appearance mitigates the "beauty is beastly" effect. Paper presented at the Academy of Management conference, Orlando, FL.

Johnson, S. K., Walczak, S., & Sy, T. (2013, April). A connectionist model of the effects of stress on implicit leadership theories. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.

Johnson, S. K., *Hoffmeister, K., Gibbons, A. M., Cigularov, K. P., Chen, P. Y., & Rosecrance, J. (2013, April). Transformational leadership impacts safety outcomes through safety self-efficacy and motivation. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Houston, TX.

Cigularov, K. P., *Hoffmeister, K., Chen, P. Y., Gibbons, A., **Johnson, S. K.**, Rosecrance, J. (2012, April). Leadership effects on work-family conflict moderated by perceived job stress. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.

Johnson, S. K., & *Putter, S. (2012, April). Interactive effects of mastery orientation and leader efficacy on leader development. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.

*Kendharnath, U., **Johnson, S. K.**, & Sy, T. (2012, April). Leaders' affect and cognition on charismatic leadership and follower outcomes. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, San Diego, CA.

Reichard, R. J. & **Johnson, S. K.** (2011, November). Undergraduate leadership education: Program development and evaluation. Paper presented at the annual meeting of the International Leadership Association, London.

Johnson, S. K. (2011, August). Ready or not: Effects of developmental readiness on leader development. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

Johnson, S. K. (2011, August). Effects of leader developmental readiness on leader self-development outcomes. Session chair for symposium presented at the annual meeting of the Academy of Management, San Antonio, TX.

Johnson, S. K. & Hyde, J. S. (2011, August). When job dissatisfaction explains family-related turnover: Job-to-job versus job-to-home turnover. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.

Sitzmann, T., & **Johnson, S. K.** (2011, April). Examining when a planning intervention improves learning and reduces attrition. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.

*Day, J., Holladay, C. L., **Johnson, S. K.**, *Barron, L. G. (2011, April). New considerations in reward allocation: Employee need in Western organizations. Paper presented at the annual meeting of the Society of Industrial Organizational Psychology, Chicago, IL.

*Gelinas, L. A., Cigularov, K. P., *Hoffmeister, K., Chen, P. Y., Gibbons, A. M., **Johnson, S. K.**, & Rosecrance, J. (2011, May). *The relationship between work-family conflict and safety in construction*. Paper presented at the 23rd Annual Convention of the Association for Psychological Science, Washington, DC.

*Hoffmeister, K., Cigularov, K. P., **Johnson, S. K.**, *Menger, L.; Rosecrance, J. C. & *Schwatka, N. V. Chen, P. Y. (2011, May). *Leadership Behaviors Critical to Improving Safety in Construction: A Qualitative Study*. Paper presented at the annual conference of Work, Stress, and Health, Orlando, FL.

Murphy, S.E., Marin-Stein, A., **Johnson, S. K.**, & Cahir, D. (2010, October). Authentic leadership: Identifying authentic and inauthentic communication styles in annual reports. Presented at the International Leadership Association Meeting, Boston, MA.

Johnson, S. K. & *Kendaharnath, U. (August, 2010). Effects of leader schema and affect on attributions of charismatic leadership and performance. Paper presented at the annual meeting of the Academy of Management, Montreal.

*Duarte, L., **Johnson, S. K.**, Hernez-Broome, G., & Steed, J. (August, 2009). Evaluation of a leadership development program using a goal-attainment approach. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Johnson, S. K., & Johnson, C. S. (August, 2009). Knowing how you feel about catching your boss's feelings: Separating conscious and unconscious outcomes of emotional contagion. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

Johnson, S. K. (March, 2009). Work-life balance: Choices and approaches in managing smart. Paper presented at the annual conference for the Western Academy of Management (WAM), Midway, CO.

*Putter, S., & **Johnson, S. K.** (March, 2009). Affective antecedents and outcomes of work family balance from a multi-dimensional perspective. Presented at the annual conference for the Society for Industrial/Organizational Psychology (SIOP), New Orleans, LA.

Bettenhausen, K., *Gibbons, E., & **Johnson, S. K.** (2008, March). Realities of working in virtual teams: Issues and Ideas. Invited presentation at the annual IO/OB conference, Denver, CO.

Johnson, S. K., & Johnson, C. S. (2008, July). The secret life of mood: Causes and consequences of unconscious affect at work. EMONET conference. Insead, Fountainebleau, France

Johnson, S. K., Bettenhausen, K., & *Gibbons, E. (2008, April). Realities of working in virtual teams: Affective and attitudinal outcomes. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Johnson, S. K., & Hyde, J. S. (2008, April). Affectivity, work-family balance, and job related outcomes over time. Presented at the annual conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Johnson, S. K., *Arboleda, M. B., Riggio, R. E., Mayes, T., & Dipboye, R. L. (2007, April). Social skills and interview performance: The mediating role of nonverbal behavior. Presented at the annual conference of the Society for Industrial and Organizational Psychology, New York, NY.

Halverson, S. K., & Murphy, S. E. (2006, May). Chair, Symposium: To conform or deny: Effects of gender stereotypes and female leaders' behavior. Presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Halverson, S. K., Holladay, C. H., & Quiñones, M. A. (2006, May). Influence of trainer affect and emotional contagion on training outcomes. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Holladay, C. L., **Halverson, S. K.,** Donnelly, T. M., & Murray, S. (2006, May). On-Boarding Employees: A Model Examining Manager Behavior, Socialization, and Commitment. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Hoyt, C. L., & **Halverson, S. K.** (2006, May). Stereotype threat and stereotype reactance: Effects of subtle and blatant stereotype-threat on female leaders' self-efficacy and performance. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Dipboye, R. L., Podratz, K. E., & **Halverson, S. K.** (2004, April) "The role of physical attractiveness as a moderator of employment discrimination. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Halverson, S. K. (2004, August). "Emotional contagion in leader – follower interactions." Paper presented at the annual conference of The Academy of Management, New Orleans, LA.

Halverson, S. K., Dipboye, R. L., & *Arboleda, M. B. (2004, April). "What can we predict from the hiring interview?" Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Halverson, S. K., Dipboye, R. L., *Kennedy, P., & *Gallagher, M. (2004, April). "Development and validation of a team orientation biographical inventory." Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Halverson, S. K., & Holladay, C. L. (2004, August). "Mood at work, transformational leadership, and organizational citizenship behavior: Testing an integrative model. Paper presented at the annual conference of the Academy of Management, New Orleans, LA.

Holladay, C. H., **Halverson, S. K.,** & Quiñones, M. A. (2004, April). "OCB and salary: Moderating effects of race, gender, and level." Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Holladay, C. H., **Halverson, S. K.,** & Quiñones, M. A. (2004, April). "Considering OCB in performance evaluations: Who thinks it's fair?" Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Halverson, S. K., & Dipboye, R. L. (2003, April). "Content and delivery in charismatic leadership: Effects on follower satisfaction, performance, and attributions of charisma." Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Smith, D. B., **Halverson, S. K.,** & Holladay, C. (2003, April) "An examination of moderators of the effectiveness of leaders influence strategies." Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Halverson, S. K., Holladay, C. L., Kazama, S. M., & Quiñones, M. A. (2002, June). "The effect of type of sacrifice on perceptions of self-sacrificial leadership." Poster presented at the annual meeting of the American Psychological Society, New Orleans, LA.

Halverson, S. K., Murphy, S. E., & Riggio, R. E. (2002, June). "Charismatic leadership in crisis situations: The role of social intelligence." Paper presented at the annual meeting of the American Psychological Society, New Orleans, LA.

Halverson, S. K., Tonidandel, S., Barlow, C., & Dipboye, R. L. (2002, April). "Self-other agreement on a 360-degree leadership evaluation." Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.

Holladay, C. L., Kazama, S. M., **Halverson, S. K.,** Quiñones, M. A. (2002, June). "The role of follower gender on perceptions of leadership." Poster presented at the annual meeting of the American Psychological Society, New Orleans, LA.

Murphy, S. E., Ensari, N., & **Halverson, S. K.** (2002, July). "Effects of positive and negative feedback on charismatic leader behavior in the U.S. and Turkey." Paper presented at the Meeting of the International Western Academy of Management, Lima, Peru.

Murphy, S. E., & **Halverson, S. K.** (2000, June). "The importance of leader emotional intelligence for leader self-regulation and group self-efficacy." Paper presented at the annual meeting of the American Psychological Society, Miami, FL.

Murphy, S. E., & **Halverson, S. K.** (1999, April) "Effects of leader self-regulation on group performance under stress." Paper presented at the annual meeting of the Western Psychological Association, Irvine, CA.

Research Support

Network of Leadership Scholars. ARI Cooperative Agreement. W911NF-18-2-0049. \$1,700,000. 2018-2023.

Looking forward, or looking back: Accelerating leader identity development. \$83,344. January 15, 2018 to January 15, 2020.

Implicit Measures of Implicit Leadership Theories (ILTs), \$88,574. January 15, 2019 to January 15, 2021.

HST Mission Office. A blinding intervention to reduce bias at Hubble. STScI-50697 \$74,994. 2018-2019.

Deming Center FDA Grant (in association with Elsa Chan's Hart Fellowship). \$1500. 2015 to study Toxoplasma and Entrepreneurship.

NIOSH National Center for Construction Safety and Health Grant (\$991,202 to CU Boulder) 2014 – 2019. Title: Enhancing safety climate through leadership.

The Leverhulme Trust £99,833. 2014 – 2017. International network of implicit leadership theory (ILT) scholars. OIN-363.

Soaring with Eagles Foundation: Longitudinal Research Grant \$92,000. 2010 – 2012.

University of Colorado Denver Faculty Development Grant \$2,000. 2010 – 2011. Effects of charismatic leadership training on nonprofit leader outcomes.

Soaring with Eagles Foundation: Curriculum Development Grant \$50,000. 2010

Undergraduate Research Opportunity Program (UROP) grant for undergraduate research (faculty advisor to Courtney Jones). \$1200. 2010 – 2011. The impact of social dominance orientation on implicit leadership theory.

NIOSH National Center for Construction Safety and Health \$750,000 2009 – 2014. 1U60OH009762-01/20701 Title: ORGANIZATION OF WORK. This proposal integrates leadership, development assessment centers, and safety with the goal of changing safety culture in the construction industry.

National Academies of Sciences Ford Dissertation Fellowship 2003 – 2004.

Courses Taught

Leadership (undergraduate, Masters/MBA)
Leader Development (Masters/MBA)
Organizational Behavior (undergraduate, Masters/MBA)
Human Resource Management (undergraduate, Masters/MBA)
Negotiations (undergraduate)
Staffing (undergraduate)
Research Methods (Phd)

Professional Organizations

Academy of Management
Society for Industrial and Organizational Psychology
Society for Human Resource Management (SHRM)

University Service

Graduate School Dean Hiring Committee. 2019.
Executive committee, Organizational leadership and information analytics, 2018-present.
Third semester BCOR committee
PURC committee, Lauren Ramsay 2015
PURC committee, Owen Borum 2014
Committee to form a new master's in management degree 2014

Professional Service

Lead: SIOP task force on diversity and inclusion.
Representative to SHRM College/University Advisory Panel
Reviewer: *Organizational Behavior and Human Decision Processes, Journal of Business and Psychology, Sex Roles, Small Group Research, International Journal of Management Review, Applied Psychology: An International Review, International Journal of Organizational Analysis, The Leadership Quarterly, Human Resource Management Review* Editorial Board Member).
Conference reviewer for Academy of Management Conference, Society for Industrial Organizational Psychology Conference.

Community Service

Having a community service component in my courses has allowed me to indirectly serve many local nonprofit organizations such as Habitat for Humanity, Red Cross, Susan G. Komen, and Coats for Colorado, among others
Co-Program Director: Step Up to Leadership High School Conference 1999– 2012,
Facilitator: APCO (a not-for-profit educational institution for the public safety communications industry) conference leadership workshop 2008
Volunteer: Interfaith Coalition for Worker Justice 2005 – 2006

Amazing undergraduate students: **Diverse Scholars Research Program:** Andrew Allen, Andrew Gomez, Alexandria Espinoza-Garcia, Delina Gebrekidan, Adrian Parker, Alysse Kimura, Zhao Chen, Tessa Ortiz, and Meredith Maney. **Diverse Scholars Mentees:** Preetha Singh and Jonathan Flores. **Other undergrad researchers:** Anna Albers, Allison Barrera, Caitlin Caselli, Zoe Golden, Haley Harder, Stephanie Kennedy, Julie Lundquist, Kelley Mcinerney, Meg O'Connell, Catherine Smith, Michelle Tran, Mitchell Veremeychik, Ryan Wehner.