

CURRICULUM VITAE

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**Elizabeth J. Muñiz, Ph.D.**

**PRIMARY RESEARCH INTERESTS**

- Workplace Diversity
- Recruitment and Selection Methods
- Career Development

**EDUCATION**

*University of Central Florida, Orlando, FL*  
Ph.D., Psychology (2007)  
Specialization: Industrial and Organizational Psychology  
M.S., Industrial Psychology (1998)  
B.A., Psychology (1994)

**PROFESSIONAL EXPERIENCES: ACADEMIC**

2008 – Current: *Assistant Professor of Management*, School Business, UNT Dallas, Dallas TX

2007 – 2008: *Adjunct Instructor*, Department of Management, UNT Denton, Denton, TX

2000 – 2004: *Adjunct Instructor*, Department of Psychology, UCF, Orlando, FL

**PROFESSIONAL EXPERIENCES: APPLIED**

2004 – 2007: *Research Associate*, PRIMO – Partnership for Research on the Influence of Multiculturalism in Organizations, UCF, Orlando FL

1996 – 2000: *Research Psychologist/Project Manager*, Naval Air Warfare Center Training Systems Division, Orlando, FL

1995: *Internship*, Wilson Learning Corporation, Orlando FL

## PUBLICATIONS

### National, Peer-Reviewed Journal Articles

- Flores, I., **Muñiz, E.J.** & Goktan, B.A. (2014). Transnational Entrepreneurs: Are they transformational leaders? *Journal of Global Business Development*, 5, 46-56.
- Flores, I., **Muñiz, E. J.** & Serviere-Muñoz, L. (2013). Entrepreneurs' resilience in violent areas: A cognitive triad approach. *Journal of International Business and Economics*, 13, 5-12.
- Muñiz, E. J.** (2010). Executive summary and critique of work-family conflict and experiences and health implications among immigrant Latinos. *The Business Journal of Hispanic Research*, 4, 84-90.
- Muñiz, E. J.** (2009). Executive summary and critique of Hispanic law students' perceptions of discrimination, justice, and career prospects. *The Business Journal of Hispanic Research*, 3, 98-103.

### Non-Refereed Articles

- Salas, E., **Muñiz, E. J.**, & Prince, C. (2002). Situation awareness in teams. In W. Karowski (Ed.), *International Encyclopedia of Ergonomics and Human Factors*. Hants, UK: Taylor & Francis, Ltd.
- Milanovich, D. M., Salas, E., Cannon-Bowers, J. A., & **Muñiz, E. J.** (2000). Understanding team derailment: A focus on deficient team skills and attitudes. In M. M. Beyerlein, D. A. Johnson, & S. T. Beyerlein (Eds.) *Advances in interdisciplinary studies of work teams* (Vol. 7, pp. 187-206). Greenwich, CT: JAI Press.
- Muñiz, E. J.** & Salas, E. (1997). Naval Air Warfare Center Training Systems Division: Science and Technology Division. *CSERIAC Gateway*, 7(4), 10-13.

### In-Preparation

- Muniz, E. J.**, Mitra, S. & Flores, I. (submitted for publication). *Predictors of Hispanics' intentions to purchase health care insurance: A conceptual framework*. Manuscript submitted to the Hispanic Journal of Behavioral Sciences.
- Flores, I. **Muniz, E. J.**, Young, M. (submitted for publication). Digital entrepreneurs' survival: Motivations to start an online business. Manuscript submitted to the Journal of Global Business Development.
- Muñiz, E. J.** & Mitra, S. (2014). *The influence cultural values in perceptions of mentoring program effectiveness*. Manuscript in preparation.
- Muñiz, E. J.** & Stone-Romero, E. F. (2014). *Cultural values as predictors of organizational attraction*. Manuscript in preparation.

## NATIONAL CONFERENCES

### Proceedings

- Flores, I., **Muniz, E. J.** & Young, M. (2015). Digital entrepreneurs' survival: Motivations to start an online business. *Proceedings of the Global Development Institute*, Las Vegas, NV.
- Muniz, E. J.** & Serviere-Muñoz, L. (2012). Creating and implementing a mentoring program for business students. *Proceedings of National Conference of the Association of Sales Management Proceedings*, Indianapolis, IN.
- Serviere-Muñoz, L., **Muñiz, E. J.** & Flores, I. (2011). Factors influencing loss attributions on entrepreneurs facing negative environments. *Proceedings of the Association for Small Business and Entrepreneurship Meeting*, Savannah, GA.
- Muñiz, E. J.** & Serviere-Muñoz, L. (2011). Measuring mentoring needs of undergraduate students: A look into a multi-dimensional concept. *Proceedings of the New Mexico University's Mentoring Institute Conference*, Albuquerque, NM.
- Serviere-Muñoz, L. & **Muñiz, E. J.** (2011). Train me to be good: The impact of neutralizations and training in deviant sales behavior. *Proceedings of the National Conference in Sales Management*, Orlando, FL.
- Muñiz, E. J.**, Stout, R. J., Bowers, C. A., & Salas, E. (1998). A methodology for measuring team situational awareness: Situational awareness linked indicators adapted to novel tasks (SALIAN). *North Atlantic Treaty Organization, Research and Technology Organization Proceedings 4: Collaborative Crew Performance in Complex Operational Systems*, Edinburg, UK, pp. 11-1 - 11-8.
- Muñiz, E. J.**, Bowers, C. A., Stout, R. J., & Salas, E. (1998). The validation of a team situational awareness measure. *Proceedings of the Symposium and Exhibition on Situational Awareness in the Tactical Air Environment*, Patuxent River, MD, pp. 62 – 68.

### Presentations

- Muniz, E. J.**, Strickland, K., Pike, G. & Brockway, M. (2015). *Turning experience into learning: Lessons learned from a business management experiential learning project*. Paper presented at the ACBSP Region 6 – Southwestern Council of Business Schools and Programs Conference, Ada, OK.
- Fermin, B. & **Muñiz, E. J.** (2015). *Corporate Majors/Community Hearts: Service Learning, Engagement and the Academic Curriculum at an HIS*. Paper presented at the 18<sup>th</sup> Annual Continuums of Service Conference, Long Beach, CA.
- Muniz, E. J.**, Hodge, R. Mitra, S. & Flores, I. (2014). Predictors of Hispanics' intentions to purchase health care insurance. Paper presented at *the Southwest Academy of Management*, Dallas, TX.
- Flores, I., **Muniz, E. J.** & Goktan, B. (2013). Exploring successful entrepreneurs in violent areas: Are they psychopaths? Paper presented at the *United States Association for Small Business and Entrepreneurs*, Fort Worth, TX.
- Flores, I., **Muniz, E. J.** & Serviere-Muñoz, L. (2013). Entrepreneurs' resilience in violent areas: A cognitive triad approach. Paper presented at the *International Academy of Business and Economics*, Orlando, FL.

- Muniz, E. J.** & Serviere-Muñoz, L. (2012). Creating and implementing a mentoring program for business students. Paper presented at the *National Conference of the Association of Sales Management*, Indianapolis, IN.
- Serviere-Muñoz, L., **Muñiz, E. J.** & Flores, I. (2011). Factors influencing loss attributions on entrepreneurs facing negative environments. Paper presented at the *Association for Small Business and Entrepreneurship Meeting*, Savannah, GA.
- Muñiz, E. J.** & Serviere-Muñoz, L. (2011). Measuring mentoring needs of undergraduate students: A look into a multi-dimensional concept. Paper presented at the *University of New Mexico Mentoring Conference*, Albuquerque, NM.
- Muñiz, E. J.** & Stone-Romero, E. F. (2011). The role of cultural values in organizational attraction. Paper presented at the *Academy of Management Annual Meeting*, San Antonio, TX.
- Serviere-Muñoz, L. & **Muñiz, E. J.** (2011). Train me to be good: The impact of neutralizations and training in deviant sales behavior. Paper presented at the *National Conference of the Association of Sales Management*, Orlando, FL.
- Hickson, K. C., Seiser, H., **Muñiz, E. J.**, Fritzsche, B. A., & Chase, K. (2004). Bias against employees with work-family conflict: Performance matters. *Poster presented at the meeting of the Southeastern Psychological Association*, Atlanta, GA.
- Sagi, C., Wooten, W., Fisher, R., Shirkey, E., & **Muñiz, E. J.** (2002). Perceptions of human resource practices and affective organizational commitment. *Poster presented at the meeting of the Society of Industrial and Organizational Psychology*, Toronto, Canada.
- Muñiz, E. J.**, Hickson, K. C., Seiser, H. L., Bowens, L. D., DeRouin, R. E., & Stone-Romero, E. F. (2002). Effective strategies for moving organizations toward diversity. *Poster presented at the meeting of the Southeastern Psychological Association*, Orlando, FL.
- Muñiz, E. J.** (2002). Meeting the needs of dual-earner families, organizations, and society. *Paper presented at the meeting of the IO/OB Graduate Students*, Tampa, FL.
- Stone-Romero, E. F., Stone, D. L., Salas, E., Hartman, M., & **Muñiz, E. J.** (2001). Perceptions of work values and work behaviors among Hispanic-Americans and Anglo-Americans. *Paper presented at the meeting of the Iberoamerican Academy of Management*, Washington, DC.
- Stone-Romero, E. F., Stone, D. L., Salas, E., Hartman, M., & **Muñiz, E. J.** (2001). Differences in the Hispanic-Americans and Anglo-Americans perceptions of inter-ethnic work group behavior. In D. Chrobot-Mason (Chair), *Leaders of Diverse Work Groups: Understanding the Challenges and Exploring Strategies for Success*. Symposium presented at the meeting of the Society for Industrial and Organizational Psychology Conference, San Diego, CA.
- Muñiz, E. J.**, Bowens, L., & Méndez, C. (2001). A career in academia in the field of industrial and organizational psychology. *Paper presented at the meeting of the IO/OB Graduate Students*, State College, PA.
- Muñiz, E. J.**, Hosoda, M., & Melón, E. (2000). A model of factors affecting the treatment of foreign accented employees in organizations. *Poster presented at the meeting of the Psychological and Organizational Perspectives on Discrimination in the Workplace: Research, Theory, and Practice*, Houston, TX.
- Stone-Romero, E. F., Stone, D. L., & **Muñiz, E. J.** (2000). The influence of stereotype threat on the test performance of Hispanic-Americans and Anglo-Americans. In E. F. Stone-Romero (Chair),

*Barriers to Diversity*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

- Hosoda, M., & **Muñiz, E. J.** (2000). Foreign accents and language. In D. L. Stone (Chair), *Extending Research on Stigmas in Organizations*. Roundtable discussion conducted at the meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Milanovich, D. M., **Muñiz, E. J.**, Salas, E., & Cannon-Bowers, J. A. (1999). Team derailment: An initial examination. *Poster presented at the meeting of the Society for Industrial and Organizational Psychology*, Atlanta, GA. **Recipient of the Robert J. Wherry Award.**
- Muñiz, E. J.**, Stout, R. J., Bowers, C. A., & Salas, E. (1998). A critical analysis of measurement methodologies for situational awareness. *Poster presented at the Symposium on Aviation Psychology*, Columbus, OH.
- Muñiz, E. J.**, Milanovich, D. M., Stout, R. J., & Salas, E. (1998). CRM training research in the Navy: Where are we now? *Poster presented at the meeting of the Human Factors and Ergonomics Society*, Chicago, IL.
- Muñiz, E. J.** (1998). Behavioral measures of team research. In C. Bowers & D. Milanovich (Chairs), *The good, bad, and ugly of conducting team performance research*. Symposium conducted at the meeting of the American Psychological Association Conference, San Francisco, CA.
- Muñiz, E. J.**, Merket, D. C., Oser, R. L., & Salas, E. (1998). A methodology for assessing team communication behaviors. *Paper presented at the meeting of the IO/OB Graduate Students*, San Diego, CA.
- Muñiz, E. J.**, Bowers, C. A., Stout, R. J., & Salas, E. (1997). A methodology for measuring team situation awareness. *Paper presented at the meeting of the IO/OB Graduate Students*, Roanoke, VA.
- Muñiz, E. J.**, Brannick, M., Stout, R. J., & Salas, E. (1997). The relationship of team processes and performance. *Paper presented at the meeting of the Southeastern Psychological Association*, Atlanta, GA.
- Muñiz, E. J.**, Stout, R. J., & Salas, E. (1996). Communication as an indicator of team situational awareness. *Paper presented at the meeting of the Southeastern Psychological Association*, Norfolk, VA.

#### INVITED PRESENTATIONS

- Muniz, E. J.** (2014). *The Danger of Knowing a Single Story*. Invited speaker for Multicultural Literature class. The Colony, TX.
- Muniz, E. J.** (2014). *A Career in Human Resource Management*. Invited speaker for Career/College Day at Naaman Forest High School, Garland, TX.
- Muniz, E. J.** (2012). *Latino Cultures: Puerto Rican experiences in the United States*. Invited speaker for Social Diversity class. UNT Dallas, Dallas, TX.
- Muniz, E. J.** (2011). *Mentoring for Urban and Professional Studies Division Students*. Speaker at the Meet and Greet Reception for Faculty Mentors and Students. UNT Dallas, Dallas, TX.
- Muniz, E. J.** & Serviere-Muñoz, L. (2011). *UNT Dallas Mentoring Program*. Vive la Mañana. Morning Television Show for Telefutera/Univision Television Station. Dallas, TX.

**Muñiz, E. J.** (2002). *The consequences of prejudice in the workplace*. Invited speaker in social psychology class. UCF Lake Mary, Sanford, FL.

**Muñiz E. J. & Bryant, D. U.** (2002). *Effects of stereotype threat on cognitive ability test performance*. Invited speakers in psychology of women class. UCF, Orlando, FL.

Stone-Romero, E. F., Stone, D. L., & **Muñiz, E. J.** (2000). *The influence of stereotype threat on the test performance of Hispanic-Americans and Anglo-Americans*. Invited speakers in psychology of testing class. UCF, Orlando, FL.

Stone-Romero, E. F., Stone, D. L., & **Muñiz, E. J.** (1999). *The influence of stereotype threat on test performance*. Invited speakers at Naval Air Warfare Center Training Systems Division, Orlando, FL.

### TEACHING

Spring 2016: Recruitment, Selection and Placement (hybrid, 3 credits, undergraduate), Human Resources Capstone (3 credits, undergraduate), Organizational Behavior (100% online, 3 credits, undergraduate), Organizational Behavior and Analysis (hybrid, 3 credits, graduate)

Fall 2015: Recruitment, Selection and Placement (hybrid, 3 credits, undergraduate); Human Resource Management (100% online, 3 credits, undergraduate); Workplace Health and Safety (hybrid, 3 credit hours, undergraduate); Organizational Behavior (100% online, 3 credits, undergraduate)

Summer 2015: Human Resource Management (100% online, 3 credits, undergraduate); Independent Studies (3 credits, undergraduate); Organizational Design and Change (100% online, 3 credits, graduate)

Spring 2015: Organizational Behavior and Analysis (100% online, 3 credits, graduate); Human Resource Management Seminar (100% online, 3 credits, graduate); Organizational Behavior (3 credits, undergraduate); Workplace Health and Safety (3 credit hours, undergraduate)

Fall 2014: Organizational Behavior and Analysis (3 credits, graduate); Organizational Design and Change (100% online, 3 credits, graduate); Recruitment, Selection and Placement (3 credits, undergraduate); Workplace Health and Safety (3 credits, undergraduate); UNT Dallas

Summer 2014: Organizational Design and Change (100% online, 3 credits, graduate), Independent Studies (3 credits, undergraduate), Internship (3 credits, undergraduate); UNT Dallas

Spring 2014: Organizational Design and Change (3 credits, graduate), Workplace Health and Safety (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate), Organizational Behavior (3 credits, undergraduate); UNT Dallas

Fall 2013: Organizational Behavior and Analysis (3 credits, graduate), Organizational Design and Change (3 credits, graduate), Recruitment, Selection and Placement (3 credits, undergraduate), Workplace, Health and Safety (3 credits, undergraduate); UNT Dallas

Summer 2013: Organizational Behavior (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate), Independent Studies (3 credits, undergraduate); UNT Dallas

Spring 2013: Organizational Behavior and Analysis (3 credits, graduate), Organizational Behavior (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate), Workplace, Health and Safety (3 credits, undergraduate); UNT Dallas

Fall 2012: Organizational Design and Change (3 credits, graduate), Recruitment, Selection and Placement (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate), Workplace, Health and Safety (3 credits, undergraduate); UNT Dallas

Summer 2012: Organizational Design and Change (3 credits, graduate), Human Resource Management (3 credits, undergraduate); UNT Dallas

Spring 2012: Organizational Behavior (3 credits, undergraduate); Human Resource Management (3 credits, undergraduate), Workplace, Health and Safety (3 credits, undergraduate), Recruitment, Selection and Placement (3 credits, undergraduate); UNT Dallas

Fall 2011: Business Policy (3 credits, undergraduate capstone), Management Concepts (3 credits, undergraduate), Workplace Health and Safety (3 credits, undergraduate), Legal Aspects of Employment Practices (3 credits, undergraduate); UNT Dallas

Summer 2011: Business Policy (3 credits, undergraduate capstone); UNT Dallas

Spring 2011: Communicating in Business (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate), Workplace, Health and Safety (3 credits, undergraduate), Recruitment, Selection and Placement (3 credits, undergraduate); UNT Dallas

Fall 2010: Organizational Behavior and Analysis (3 credits, graduate), Business Policy (3 credits, undergraduate capstone), Communicating in Business (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate); UNT Dallas

Summer 2010: Communicating in Business (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate); UNT Dallas

Spring 2010: Organizational Behavior (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate), Workplace, Health and Safety (3 credits, undergraduate), Recruitment, Selection and Placement (3 credits, undergraduate); UNT Dallas

Fall 2009: Communicating in Business (3 credits, undergraduate), Organizational Behavior (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate), Legal Aspects of Employment Practices (3 credits, undergraduate); UNT Dallas

Summer 2009: Communicating in Business (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate); UNT Dallas

Spring 2009: Organizational Behavior (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate), Workplace, Health and Safety (3 credits, undergraduate), Recruitment, Selection and Placement (3 credits, undergraduate); UNT Dallas

Fall 2008: Organizational Behavior (3 credits, undergraduate), Human Resource Management (3 credits, undergraduate), Legal Aspects of Employment Practices (3 credits, undergraduate); UNT Dallas

Summer 2008: Human Resource Management (100% online, 3 credits, undergraduate); UNT Dallas

Spring 2008: Human Resource Management (100% online, 3 credits, undergraduate); UNT Dallas

Fall 2007: Human Resource Management (100% online, 3 credits, undergraduate); UNT Dallas

2000 – 2004: Advanced Research Methods and Statistics in Psychology (4 credits, undergraduate), Research Methods in Psychology in Psychology (3 credits, undergraduate); UCF (Orlando, Florida)

## **SERVICE**

### **Service to University**

2016, Faculty Advisor, Experiential Learning Project Business Management; UNT Dallas

2015 – Present, Team Leader, Strategic Planning Team “Recruiting and Retaining Teacher-Scholars”; UNT Dallas

2015 – Present, Team Member, Strategic Planning Team “Making Our Mission Possible”; UNT Dallas

2015 – Present, Team Member, Strategic Planning Team “Active Learning”; UNT Dallas

2015 – Present, Team Member, Strategic Planning Team “Improve Student and Administrative Customer Service”; UNT Dallas

2015, Coordinator, Critical Thinking Videoconference Workshop with HR Students from University of Puerto Rico Mayaguez

2015, Faculty Advisor, Summer Internship/Experiential Learning Project Business Management; UNT Dallas

2015, Coordinator, UNT Dallas SHRM Awards Ceremony

2015, Committee Member, Core Curriculum Committee; UNT Dallas

2015, Committee Member, Faculty Search Committee, Assistant Professor of Marketing; UNT Dallas

2015, Volunteer, True Blue Student Recruitment Event; UNT Dallas

2015, Volunteer, Major Madness Event; UNT Dallas

2015, Volunteer, Student Organization Fair; UNT Dallas

2014, Committee Member, Faculty Search Committee, Assistant Professor of Marketing; UNT Dallas

2014, Coordinator, Big Ideas Big Dreams - Entrepreneurship Competition; UNT Dallas

2014, Faculty Advisor, Summer Internship/Experiential Learning Project Business Management; UNT Dallas

2014, Committee Member, Core Curriculum Committee; UNT Dallas

2014, Volunteer, True Blue Student Recruitment Event; UNT Dallas

2014, Committee Member, Faculty Search Committee, Lecturer in Counseling; UNT Dallas

2014, Committee Member, UNT Dallas Rebranding; UNT Dallas

2013, Committee Member, Workflow from Prospective Student to Registration Task Force; UNT Dallas

2013, Committee Member, Graduate Student Appeal Committee; UNT Dallas

2013 – Present, Coordinator, OB/HR BBA Accreditation Assessment; UNT Dallas

2013 - 2014, Volunteer, Career Fair; UNT Dallas

2013, Evaluator, Adjunct Faculty Classroom Evaluation Committee; UNT Dallas

2012, Program Coordinator, Assessment Committee Program Coordinator for Organizational Behavior and Human Resource Management Degree; UNT Dallas

2012, Committee Member, Assessment Committee for General Business degree; UNT Dallas

2012, Committee Member, University Core Curriculum Committee; UNT Dallas

2012 - Present, Committee Member, DFW Staffing Management Association/Dallas HR College Relations Committee; UNT Dallas

2011 – Present, Faculty Mentor/Advisor, Management and General Business; UNT Dallas

2011 – Present, Faculty Advisor, SHRM Student Chapter; UNT Dallas

2011, Coordinator, Mentoring Program; UNT Dallas

2011, Developer, Mentoring Program; UNT Dallas

2011, Author, Mentoring Program Faculty Handbook; UNT Dallas

2011, Author, Mentoring Program Student Handbook; UNT Dallas

2009, Faculty Search Committee Member, Assistant Professor of Marketing; UNT Dallas

2009, Team Leader, Jaguar Pride Bridge of Hope Scholarship Fund; UNT Dallas

2009, Committee Member, Grade Appeal Committee; UNT Dallas

2009, Committee Member, Policies and Procedures Faculty and Academic Programs Committee; UNT Dallas

2009, Committee Member, Faculty Alliance Organizational Climate Survey Committee; UNT Dallas

2008 – 2009, Committee Member, Business Degree Planning Committee; UNT Dallas

### **Service to Profession**

2015, Reviewer, Academy of Management Conference

2015, Reviewer, Southwest Academy of Management Conference

2014, Reviewer, Southwest Academy of Management

2014, Ad Hoc Reviewer, Journal of Managerial Psychology

2013, Ad Hoc Reviewer, Journal of Managerial Psychology

2013, Reviewer, Southwest Academy of Management Conference

2012, Ad Hoc Reviewer, Journal of Managerial Psychology

2011, Ad Hoc Reviewer, Cultural Diversity and Ethnic Minority Psychology

2010 – 2011, Ad Hoc Reviewer, Business Journal of Hispanic Research

2010, Ad Hoc Reviewer, Journal of Managerial Psychology

2000, Survey Administrator, Professional Practice Series of SIOP

1998, Review Panelist, Human Factors and Ergonomics Society's Training Technology Group

1994, Volunteer, Society for Industrial and Organizational Psychology (SIOP) Conference

### **Service to Community**

2016, Faculty Advisor, Junior Achievement Program

2016, Faculty Advisor, Life School Experiential Learning Project

2015, Committee Member, Life School's Teacher of the Year and Support Person of the Year Selection Committee

2015, Faculty Advisor, Life School Experiential Learning Project



2014, Volunteer, Merit Academy  
2014, Volunteer, North Texas Food Bank  
2012, Coordinator Linen Drive, North Texas Tornado Victims

#### **PROFESSIONAL MEMBERSHIPS**

Academy of Management (AOM)  
Society of Human Resource Management (SHRM)  
Dallas/Fort Worth Staffing Management Association (DFW SMA)  
Dallas HR  
North Texas Compensation Association (NTCA)

#### **HONORS**

2015, Nominated for the Minnie Stevens Piper Foundation Teaching Award  
2013, Nominated for the Minnie Stevens Piper Foundation Teaching Award  
2011, Most Influential Faculty, UNT Dallas  
2000, Honorable Mention: National Research Council Ford Foundation Pre-doctoral Fellowship  
1999, Robert J. Wherry Award SIOP Conference  
1994, American Psychological Association Minority Undergraduate Student of Excellence  
1994, PSI-CHI National Honor Society in Psychology  
1994, National Golden Key Honor Society  
1994, Phi Kappa Phi Honor Society