

CURRICULUM VITAE: October 2025

Matthew L. Cole, PhD, Dean/Associate Professor

College of Business and Information Technology

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EDUCATION

PhD, 2008, Wayne State University, Cognitive and Social Psychology across the Lifespan (CaSPaL),

Advisor: Dr. Ty Partridge.

MA, 2002, Wayne State University, Biopsychology, Minor in Pharmaceutical Sciences,

Advisor: Dr. Alice M. Young.

MS, 1999, Eastern Michigan University, Clinical Behavioral Psychology, Advisor: Dr. Marilyn K. Bonem.

BS, 1997, Eastern Michigan University, Psychology, *magna cum laude*

BM, 1985, Cleveland Institute of Music/Case Western Reserve, Trumpet Performance.

SCHOLAR PROFILES

 orcid.org/0000-0002-4444-8750



 Google Scholar

 ResearchGate

GRANTS

External Grants Awarded

1. National Science Foundation (NSF). “Research Infrastructure: MRI: Track 1 Acquisition of A Functional Near-Infrared Spectroscopy (fNIRS) System for Interdisciplinary Cognitive Neuroscience.” Corey J Bohil, Hamad Al-Azary, Franco Delogu (Co-P.I.s), Eric Martinson, **Matthew Cole**, Murat Hattat, Roya Salehzadeh (Key Personnel), 2024-2027, \$175,476.
2. National Science Foundation (NSF). “Collaborative Research: Conference: Strategically Engaging Private Institutions at Building Research Infrastructure, Networks and Knowledge (BRINK) in the Emergence of Research.” **Matthew Cole** (Co-P.I.), Jacqueline Stavros (Co-P.I.), Katherine Wrench (Co-P.I.), Sandra Justice (Co-P.I.), 2023-2025, \$99,275.00.
3. National Science Foundation (NSF). “MRI: Acquisition of Eye Tracking Equipment to Support Behavioral Research at LTU.” Franco Delogu (P.I.), **Matthew Cole** (Co-P.I.), Jonngsub Kim (Co-P.I.), Eric Myer (Co-P.I.), Dongwoo Yeom (Co-P.I.), 2019–2020, \$72,142.
4. Coleman Foundation Mini-Grant. “Entrepreneurial Education in MBA5013, Business Application of Statistical Analysis”. **Matthew Cole** (P.I.), 2015, \$3,100.
5. National Science Foundation (NSF). “Renovation of Lawrence Tech’s Next-Generation Life Science Research Facility.” Hsiao-Ping Moore (P.I.), **Matthew Cole** (Co-P.I.), Julie Zweisler-Vollick (Co-P.I.), Jeff Morrisette (Co-P.I.), Shannon Timmons (Co-P.I.), 2010–2012, \$1,361,832.
6. Economic Development Administration (EDA). “Feasibility Study for a Collaborative-Based Center for Innovation and Entrepreneurship (CCIE).” Mark Brucki (P.I.), **Matthew Cole** (Research Manager), 2009-2011, \$146,000.
7. The Skillman Foundation. “The Osborn Entrepreneur and Microenterprise Development Program.” Robert Inskeep (P.I.), **Matthew Cole** (Project Evaluator), 2008-2010, \$257,260.
8. The Southfield Community Foundation. “Building Your Own PC: A Program to Develop Parent-Child Relationships at Hope United Methodist Church” Rev. Leon Johnson (P.I.), **Matthew Cole** (Co-PI), 2008-2010, \$3,750.
9. NIH Individual Predoctoral National Research Service Award, “Investigating The Subjective Effects of Acute Opioid Dependence”, 2002.

Internal Grants Awarded

1. Lawrence Tech Faculty Seed Grant. "Creating the design for a creative placemaking installation in Detroit: SOARing to resiliency." Joongsun Kim, **Matthew Cole**, Jacqueline Stavros (P.I.s), 2015-2016, \$5,000.
2. Lawrence Tech Faculty Seed Grant. "Subjective Effects of Acute and Chronic Ethanol Dependence in Rats." **Matthew Cole** (P.I.), 2011-2012, \$3,000.
3. Lawrence Tech Faculty Seed Grant. "An fMRI Study of Self-Knowledge Structures in the Brain." **Matthew Cole** (P.I.), 2010-2011, \$3,000.
4. Veraldi Instructional Technology Resource Center (VITRC) Faculty Grant. "Developing collaboration in an e-learning course." **Matthew Cole** (P.I.), 2006, \$2,000.

ARTICLES AND BOOK CHAPTERS (PEER-REVIEWED)

1. Cole, M.L. and Stavros, J.M. (2025) 'Vulnerability as a Catalyst to Growth Mindset: Building Inclusive Learning Environments', in A. S. Kim, M. E. Gallardo and S. A. Taylor (eds.) *Cultivating Equitable and Inclusive Conversations in Higher Education*. New York, NY: Routledge, pp. 30–56.
<https://doi.org/10.4324/9781003343035-3>
2. Hassan, M.K., Karim, M.S. and Cole, M.L. (2025) Corporate culture and inventory behavior, *International Review of Economics & Finance*, 102, p. 104267.
<https://doi.org/10.1016/j.iref.2025.104267>
3. Van Zyl, L.E., Shankland, R., Klibert, J., Verger, N.B., Rothmann, S., Cho, V., Feng, K., See-To, E.W., Roll, L.C., Ghosh, A., Van Der Meij, L., Arijs, D., **Cole, M.**, Stavros, J.M., Hulshof, I., Di Biasi, Z. & De Beer, L.T. (2024). The study demands and resources scale: Psychometric properties, longitudinal invariance and criterion validity. *Frontiers in Education*, 9(1409099), 1-38.
<https://doi.org/10.3389/feduc.2024.1409099>
4. Pearlman, O., Konecny, L.T., & **Cole, M.** (2024). Information literacy skills of health professions students in assessing YouTube medical education content. *Frontiers in Education*, 9(1354827).
<https://doi.org/10.3389/feduc.2024.1354827>
5. Van Zyl, L.E., Klibert, J., Shankland, R., Stavros, J.M., **Cole, M.**, Verger, N.B., Rothmann, S., Cho, V., Feng, K., See-To, E.W., Roll, L.C., Ghosh, A., Arijs, D., & Glinska, A. (2024). The academic task performance scale: Psychometric properties, and measurement invariance across ages, genders and nations. *Frontiers in Education*, 9(1281859), 1-11. <https://doi.org/10.3389/feduc.2024.1281859>
6. Delogu, F., Nelson, M., Timmons, S. C., Weinstein, M., Bhattacharya, B., Jaussen, P., Al-Hamando, M., Al-Azary, H., Anyaiwe, O., Appleby, L., Bukaita, W., Cartwright, C., Chung, C.-J., Cleere, S., **Cole, M.**, Collins, S., Faulkner, T., Glembocki, M. M., Harris, C. C., . . . Moore, H.-P. (2023). A systemic transformation of an arts and sciences curriculum to nurture inclusive excellence of all students through course-based research experiences [Original Research]. *Frontiers in Education*, 8. <https://doi.org/10.3389/feduc.2023.1142572>
7. **Cole, M.**, Shankland, R., Nel, M., Knoop, H.H., Chen, S., and van Zyl, L.E. (2022). Editorial: Positive educational approaches to teaching effectiveness and student well-being: Contemporary approaches and guidelines. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.1015064>
8. **Cole, M. L.**, Stavros, J. M., Cox, J., & Stavros, A. (2022). Measuring Strengths, Opportunities, Aspirations, and Results: Psychometric Properties of the 12-Item SOAR Scale [Original Research]. *Frontiers in Psychology*, 13. <https://doi.org/10.3389/fpsyg.2022.854406>
9. van Zyl, L. E., Arijs, D., **Cole, M. L.**, Glińska-Newes, A., Roll, L. C., Rothmann, S., Shankland, R., Stavros, J. M., & Verger, N. B. (2021). The strengths use scale: Psychometric properties, longitudinal

- invariance and criterion validity [Original Research]. *Frontiers in Psychology*, 12.
<https://www.frontiersin.org/article/10.3389/fpsyg.2021.676153> doi.org/10.3389/fpsyg.2021.676153
10. Ng, W., Tov, W., Veenhoven, R., Rothmann, S., Chambel, M. J., Chen, S., **Cole, M. L.**, Consiglio, C., Costantini, A., Datu, J. A. D., Di Blasi, Z., Gumbau, S. L., Huber, A., Kelders, S. M., Klibert, J., Knoop, H. H., Mayer, C.-H., Nel, M., Salanova, M., Schotanus-Dijkstra, M., Shankland, R., Shimazu, A., ten Klooster, P. M., Vera, M., Zondervan-Zwijnenburg, M. A. J., & van Zyl, L. E. (2021). In memory of edward diener: Reflections on his career, contributions and the science of happiness [Opinion]. *Frontiers in Psychology*, 12. <https://www.frontiersin.org/article/10.3389/fpsyg.2021.706447> doi.org/10.3389/fpsyg.2021.706447
 11. Li, Y., Castelli, P. A., & **Cole, M.** (2021). The positive effects of task, relation and change oriented leadership behavior on employee engagement. *Journal of Organizational Psychology*, 21(6). <https://doi.org/10.33423/jop.v21i6.4835>
 12. Cox, J. D., Mitcheva, C., & **Cole, M. L.** (2021). The impact of emotional intelligence on emotional contagion: Implications for teams. *Journal of Organizational Psychology*, 21(3), 10-22. <https://doi.org/10.33423/jop.v21i3.4306>
 13. **Cole, M. L.**, & Stavros, J. M. (2019). SOAR: A framework to build positive psychological capacity in strategic thinking, planning, and leading. In L. E. Van Zyl and S. Rothmann Sr. (eds.), *Theoretical approaches to multi-cultural positive psychological interventions* (pp. 505–521). Switzerland: Springer, Cham. https://doi.org/10.1007/978-3-030-20583-6_23
 14. Munévar, G., Shaver, A., & **Cole, M.** (2018). Bipolar disorder as failure of interhemispheric inhibition. *Límite (Arica)*, 13(43), 80-88. <https://doi.org/10.4067/S0718-50652018000300080>
 15. **Cole, M. L.**, Cox, J., & Stavros, J. M. (2018). SOAR as a Mediator of the Relationship between Emotional Intelligence and Collaboration among Professionals Working in Teams: Implications for Entrepreneurial Teams. *SAGE Open*, 8(2). Retrieved from <https://doi.org/10.1177/2158244018779109>
 16. **Cole, M. L.**, Stavros, J. M., & Herath, M. (2018). Lawrence Technological University ‘Leaders in the Making’: An Effective Leader is a Learning Leader. *AI Practitioner: International Journal of Appreciative Inquiry*, 20(2), 91-98. <https://doi.org/10.12781/978-1-907549-35-9-16>
 17. **Cole, M. L.**, & Stavros, J. M. (2016). [Relationship among emotional intelligence, SOAR, and team-based collaboration: Implications for a strengths, opportunities, aspirations, and results \(SOAR\) based approach to coaching psychology](#). In L. E. van Zyl, A. Odendaal, & M. W. Stander (Eds.), *Meta-theoretical perspectives and applications for multi-cultural contexts of coaching psychology* (pp. 257-278). New York, NY: Springer International Publishing.
 18. **Cole, M. L.**, Cox, J. D., & Stavros, J. M. (2016). Building collaboration in teams through emotional intelligence: Mediation by SOAR. *Journal of Management & Organization*, 25(2), 263-283. <https://doi.org/10.1017/jmo.2016.43>
 19. Stavros, J. M., & **Cole, M. L.** (2015). Promoting the positive effects of team diversity through SOAR: An inclusive approach for strategic thinking, planning, and leading. In L. M. Roberts, L. Wooten, & M. Davidson (Eds.), *Positive organizing in a global society: Understanding and engaging differences for capacity-building and inclusion* (pp. 202-207). London, UK: Taylor and Francis. <https://doi.org/10.4324/9781315794648>
 20. Chung, C. J., Cartwright, C., & **Cole, M. L.** (2014). Assessing the impact of an autonomous robotics competition for STEM education. *Journal of STEM Education*, 15(2), 24-34.
 21. Glovis, M., **Cole, M. L.**, & Stavros, J. M. (2014). SOAR and motivation as mediators of the relationship between *Flow* and project success. *Organization Development Journal*, 32(3), 57-73.
 22. Kohnke, A., **Cole, M. L.**, & Bush, R. (2014). Incorporating UTAUT predictors for understanding home care patients' and clinicians' acceptance of healthcare telemedicine equipment. *Journal of Technology Management & Innovation*, 9(2), 29-41.

23. Munevar, G., **Cole, M. L.**, Ye, Y., Yang, J., Zheng, Y., Krishnamurthy, U., & Haccke, M. (2014). fMRI study of self vs. others' attributions of traits consistent with evolutionary understanding of the self. *Neuroscience Discovery*, 2(3), 1-7.
24. Stavros, J. M., **Cole, M. L.**, & Hitchcock, J. (August 2014). Basic and applied research on SOAR—taking SOAR beyond its original purpose of strategic thinking and planning applications. *AI Practitioner: International Journal of Appreciative Inquiry*, 16(3), 72-77. <https://doi.org/10.12781/978-1-907549-20-5-12>
25. Beal, L. B., Stavros, J. M., & **Cole, M. L.** (2013). Effect of psychological capital and resistance to change on organisational citizenship behaviour. *SA Journal of Industrial Psychology, Special edition on Positive Organisational Behaviour*, 39(2), 1-11. <https://doi.org/10.4102/sajip.v39i2.1136>
26. Gatling, A. R., Castelli, P. A., & **Cole, M. L.** (2013). Authentic leadership: The role of self-awareness in promoting coaching effectiveness. *Asia-Pacific Journal of Management Research and Innovation*, 9(4), 337-347. <https://doi.org/10.1177/2319510X14523097>
27. Stavros, J. M., & **Cole, M. L.** (2013). *SOARing towards positive transformation and change*. *The ABAC ODI Visions.Action.Outcome.*, 1(1), 10-34.
28. Plowright, P. D., & **Cole, M.** (2012). *Bringing structure to judging success in architectural design: The 'TIOSE' qualitative measure*. *Archnet-IJAR, International Journal of Architectural Research*, 6(3), 7-19.
29. Konyu-Fogel, G., & **Cole, M.** (2011). *Analyzing the effects of demographic and organizational factors on global mindset of business leaders: An empirical multi-industry study from five continents*. *The Journal of International Business Research and Practice*, 5,4-35.
30. Sprangel, J., Stavros, J., & **Cole, M.** (2011). Creating sustainable relationships using the strengths, opportunities, aspirations and results framework, trust, and environmentalism: A research-based case study. *International Journal of Training and Development: Special Issue on Organization Development*, 15(1), 39-57. <https://doi.org/10.1111/j.1468-2419.2010.00367.x>
31. Bush, R., Castelli, P., Lowry, P., & **Cole, M. L.**, (2010). *The importance of teaching presence in online and hybrid classrooms*. *Proceedings of the Academy of Educational Leadership*, 15(1), 7-13.
32. Mitchell, S., Bevans,M., Wehrle, L., **Cole, M.**, Silverman, L., Prachenko, O., Koklanaris, E., & Wallen, G.(2010). *Symptom profiles in survivors of allogeneic hematopoietic stem cell transplantation (aHSCT)*. *Annals of Behavioral Medicine*,39(Supplement 1), s201.
33. Mitchell, S. A., Hakim, F. T., Baird, K., Mooney, K. H., Rehman, N. K., Dickinson, J., Palit, P., Beck, S. L., Leidy, N. K., **Cole, M. L.**, et al. (2009). Plasma cytokine levels distinguish chronic graft versus host disease (cGVHD) symptom profile groups. *Biology of Blood and Marrow Transplantation*, 15(2, Supplement), 118-119. <https://doi.org/10.1016/j.bbmt.2008.12.365>
34. Pendleton, S. M., Stanton, B., Cottrell, L. A., Marshall, S., Pack, R., Burns, J., Gibson, C., Wu, Y., Li, X., & **Cole, M.** (2008). Teens in the twenty-first century still prefer people over machines: Importance of intervention delivery style in adolescent HIV/STD prevention. *Journal of HIV/AIDS Prevention in Children & Youth*, 8(2), 95-115. https://doi.org/10.1300/J499v08n02_06
35. Stanton, B., **Cole, M.**, Li, X., Kaljee, L., Galbraith, J., Cottrell, L., & Harris, C. (2007). *Prevention and risk reduction among adolescents: A 16 year community-research partnership*. In T. C. Rhodes (Ed.), *Focus on adolescent behavior research*. New York: Nova Publishers**Cole, M.**, Stanton, B., Devieaux, L., Harris, C., Lunn, S., Cottrell, L., Clemens, R., Li, X., Marshall, S., & Baine, R. M. (2007). Latent class analysis of risk behaviors among bahamian youth: Relationship between values prioritization and latent class. *Social Behavior and Personality*, 35, 1061-1076. <https://doi.org/10.2224/sbp.2007.35.8.1061>
36. Stanton, B., Harris, C., Cottrell, L., Li, X., Gibson, C., Guo, J., Pack, R., Galbraith, J., Pendleton, S., Wu, Y., Burns, J., **Cole, M.**, & Marshall, S. (2006). Trial of an urban adolescent sexual risk-reduction intervention for rural youth: A promising but imperfect fit. *Journal of Adolescent Health*, 38, 55.e25-55.e36. <https://doi.org/10.1016/j.jadohealth.2004.09.023>

37. Yang, H., Stanton, B., Cottrell, L., Kaljee, L., Galbraith, J., Li, X., **Cole, M.**, Harris, C., & Wu, Y. (2006). Parental awareness of adolescent risk involvement: implications of overestimates and underestimates. *Journal of Adolescent Health*, 39, 353-361. <https://doi.org/10.1016/j.jadohealth.2005.12.008>
38. Kaljee, L., Genberg, B., Riel, R., **Cole, M.**, Huu Tho, L., Thi Kim Thoa, L., Stanton, B., Li, X., & Tan Minh, T. (2005). Effectiveness of a theory-based risk-reduction HIV prevention program for rural Vietnamese adolescents. *AIDS Education and Prevention*, 17(3), 185-199. <https://doi.org/10.1521/aeap.17.4.185.66534>
39. Stanton, B., Guo, J., Cottrell, L., Galbraith, J., Li, X., Gibson, C., Pack, R., **Cole, M.**, Marshall, S., & Harris, C. (2005). The complex business of adapting effective interventions to new populations: An urban to rural transfer. *Journal of Adolescent Health*, 37(2), 163.e17-163.e26. <https://doi.org/10.1016/j.jadohealth.2004.10.005>
40. Wu, Y., Stanton, B., Li, X., Galbraith, J., & **Cole, M.** (2005). Protection motivation theory and adolescent drug trafficking: Relationship between health motivation and longitudinal risk involvement. *Journal of Pediatric Psychology*, 30, 127-137. <https://doi.org/10.1093/jpepsy/jsi001>
41. Chen, X., Li, X., Stanton, B., Fang, X., Lin, D., **Cole, M.**, Liu, H., & Yang, H. (2004). Cigarette Smoking Among Rural-to-Urban Migrants in Beijing, China. *Preventive Medicine*, 39, 666-673. <https://doi.org/10.1016/j.ypmed.2004.02.033>
42. Stanton, B., **Cole, M.**, Galbraith, J., Li, X., Pendleton, S., Cottrell, L., Marshall, S., Wu, Y., & Kaljee, L. (2004). Randomized trial of a parent intervention: Parents can make a difference in long-term adolescent risk behaviors, perceptions and knowledge. *Archives of Pediatrics and Adolescent Medicine*, 158, 947-955. <https://doi.org/10.1001/archpedi.158.10.947>
43. **Cole, M. L.**, & Bonem, M. K. (2000). [The A-B-C's of smoking cessation: Using behavioral strategies to help undergraduates stop smoking](#). *The Behavior Analyst Today*, 1(4), 89-101.

CONFERENCE PRESENTATIONS AND PROCEEDINGS (External)

1. Morano, H., & **Cole, M. L.** (2024, June). *Promoting Empathy in Engineering Undergraduates: An Assessment of the Efficacy of an Interdisciplinary Service-Learning Design Course*. Annual Conference of ASEE (American Society for Engineering Education), Portland, OR.
2. **Cole, M. L.** (2023, September). *Keeping Up with the Generations: The Role of HR in Hiring, Training, Engaging and Retaining GenZ Talent in the New Economy*. Breakout Session: Annual Conference of Detroit Society for Human Resource Management (SHRM).
3. **Cole, M. L.**, & Stavros, J.M. (2023, March). *Investigating the Relationship Between Well-Being and Academic Success*. Paper Presentation: Annual Conference of the Michigan Academy of Science, Arts & Letters.
4. Renner, A., Karatas, A., & **Cole, M. L.** (2022, July). *Innovative model for forecasting trailer usage for prefabricated exterior wall panels*. ISARC, The 39th International Symposium on Automation and Robotics in Construction, 2022.
5. **Cole, M. L.**, & Schupbach, L. (2022, March). *What do GenZ think about employee attraction, engagement, and retention?* Virtual paper session presented at the Annual Conference of the Michigan Academy of Science, Arts & Letters.
6. **Cole, M. L.**, & Bryngelson, J. (2020, September). *Keeping up with the generations: Employee engagement and retention in Gen Z workers*. Virtual paper session presented at the Annual Conference of the Michigan Academy of Science, Arts & Letters.
7. Glovis, M., **Cole, M. L.**, Stavros, J. M., & Cox, J. D. (2020, August). *Flow as a predictor of project success*. Virtual paper session in the Operations and Supply Chain Management Division at the 80th Annual Meeting of the Academy of Management.

8. Morano, H., Henson, S., & **Cole, M. L.** (2020, June). *Work in progress: A mixed-method longitudinal study to assess mindset development in an entrepreneurial engineering curriculum*. Virtual paper session in the Entrepreneurship & Engineering Innovation Division at the 2020 ASEE's Virtual Conference (American Society for Engineering Education).
9. Cox, J., **Cole, M. L.**, Mitcheva, C. (2020, February). *The impact of Emotional Intelligence on Emotional Contagion: Implications for teams*. Best paper session at the 27th Annual Conference of the ASBBS (American Society of Business and Behavioral Sciences).
10. Pavlik, S. M., **Cole, M. L.**, Stavros, J. M., & Cox, J. D. (2019, August). *The positive effect of 360-feedback and SOAR on team performance in students working in teams*. Paper session in the Organization Development and Change Division at the 79th Annual Meeting of the Academy of Management, Boston, MA.
11. Stavros, J. M., & **Cole, M. L.** (2016, August). A new wave of OD innovation? Fertile soil at the nexus of dialogic OD and positive social science. A new wave of OD innovation? Professional Development Workshop (PDW) for the Organization Development and Change division and the Practice Theme Committee presented at the Academy of Management 2016 Annual Meeting, Anaheim, CA.
12. Cox, J. & **Cole, M. L.** (2016, August). Emotional intelligence and collaboration: Implications for teams. Paper session in the Organization Development and Change division presented at the Academy of Management 2016 Annual Meeting, Anaheim, CA.
13. **Cole, M. L.**, Cox, J., & Stavros, J. M. (2015, August). *Building collaboration in virtual teams through emotional intelligence: Mediation by SOAR*. Paper session in the Organization Development and Change division to be presented at the Academy of Management 2015 Annual Meeting, Vancouver, B.C., Canada.
14. Carpenter, D. D., Sutkus, J., Finelli, C. J., Harding, T. S., Harris, R., & **Cole, M. L.** (2015, June). *Assessing the ethical development of students in an undergraduate civil engineering course using a standardized instrument*. Paper presented at the 122nd ASEE Annual Conference & Exposition, Seattle, WA.
15. Zhou, C., & **Cole, M. L.** (2014, November). *Relationship between student learning achievement and learning attitude in introductory physics*. Poster session presented at Lilly International Conference on College Teaching, 34th Annual Conference "Evidence-Based Learning and Teaching", Miami University, Oxford, OH.
16. Miklovich, P., Stavros, J.M., **Cole, M.L.**, & Lindman, G. (2014, May). *Stakeholders' perception of legitimacy on the organizational sustainability, strategy of federally qualified health centers*. Poster session presented at the 5th Annual Patient Experience Summit: Transforming Health Care through Empathy and Innovation, May 18-21, 2014, Cleveland, OH.
17. Gurjack, D. J., & **Cole, M. L.** (2013, August). *Latent class analysis of entrepreneurial reframing: Effect of latent class on innovation and success*. Paper presented at Academy of Management Annual Meeting, Orlando, FL. Academy of Management Proceedings 2013, Research Methods.
18. Munevar, G., **Cole, M.**, Ye, Y., Yang, Y., & Haccke, M. (2012, March). fMRI study of self vs. others' attributions of traits consistent with evolutionary understanding of the self. Poster presented at Cognitive Neuroscience Society. Chicago, Illinois.
19. Yono, C. J., Peltier, B. M., & **Cole, M. L.**, (2012, March). Generalization of acute ethanol withdrawal ("hangover") to the stimulus effects of pentylentetrazole in a discriminated taste aversion procedure. Poster presented at Behavior Analysis Association of Michigan. Ypsilanti, Michigan.
20. Mitchell, S.A. , Bevens, M., Wehrlen, M., **Cole, M.**, Silverman, L., Prachenko, O., Koklanaris, E., Prince, P., Cook, L., Shelburne, N., Krumlauf, M., Blacklock-Shuver, C., Stewart, D., Fowler, D., Barrett, A. J., & Wallen, G. (2010, April). Symptom Profiles in Survivors of Allogeneic Hematopoietic Stem Cell Transplantation (aHSCT). Paper presented at the 31st Annual Meeting & Scientific Sessions of the Society of Behavioral Medicine. Seattle, Washington.

21. Bush, R., Castelli, P., Lowry, P., & **Cole, M. L.**, (2008, May). Improving teaching presence in a virtual classroom. Paper presented at Hawaii International Conference on Business. Honolulu, Hawaii.
22. **Cole, M.**, Stanton, B., Galbraith, J., Li, X., Pendleton, S., Cottrel, L., Marshall, S., Summers, Y., Kaljee, L., & Feigelman, S. (2005, April). Positive relationship among adolescents between self-efficacy, sexual negotiation skills and protective sexual behaviors. Poster presented at Society for Research in Child Development, Atlanta, Georgia.
23. **Cole, M.**, Stanton, B., Galbraith, J., Li, X., Pendleton, S., Cottrel, L., Marshall, S., Wu, Y., & Kaljee, L. (2004, April). Intervention trial finds parents affect long-term youth risk behaviors, perceptions, and knowledge. Poster presented at Promoting the Well-Being of Children and Youth in Urban America, Detroit, Michigan.
24. **Cole, M. L.**, & Young, A. M. (2002, June). Conditional control of lithium chloride-induced taste aversion by naltrexone in rats treated with acute doses of morphine. Poster presented at College on Problems of Drug Dependence, Quebec City, Canada.
25. **Cole, M. L.**, & Young, A. M. (2001, May). Discriminative stimulus effects of acute morphine dependence in a discriminated taste aversion assay: Preliminary results. Poster presented at Society for Neuroscience Michigan Chapter, East Lansing, Michigan.
26. **Cole, M. L.**, & Bonem, M. K. (1999, May). Smoking cessation through functional analysis. Symposium paper presented at Association for Behavior Analysis, Chicago, Illinois.
27. **Cole, M. L.**, & Bonem, M. K. (1999, May). Self-reporting functional relations between substance use and environmental events. Paper presented at Association for Behavior Analysis, Chicago, Illinois.

CONFERENCE PRESENTATIONS AND PROCEEDINGS (Internal)

1. Abdul, A., & **Cole, M.** (2024, April). *Visual analytics of Placer.ai data using PowerBI*. Poster session presented at Lawrence Tech Research Day 2024, Southfield, MI.
2. **Cole, M.**, Castelli, P.A., Li, Y., & Yadav, R. K. (2023, April). *Leadership Lessons From the Covid-19 Pandemic*. Poster session presented at Lawrence Tech Research Day 2023, Southfield, MI.
3. **Cole, M.**, Stavros, J., & Yadav, R.K. (2023, April). *Investigating the Relationship Between Well-Being and Academic Success at LTU*. Poster session presented at Lawrence Tech Research Day 2023, Southfield, MI.
4. Azzi, J., Faulkner, A., Hudson, D., Faulkner T., & **Cole, M.** (2022, April). *Survey of 2nd & 3rd Semester Students "Sense of Belonging" at a PWI/STEM University*. Poster session presented at Lawrence Tech Research Day 2022, Southfield, MI.
5. **Cole, M.**, Castelli, P., & Li, Y. (2021, April). *Increasing Retention in the Hospitality Industry*. Paper session presented at Lawrence Tech Research Day 2021, Southfield, MI.
6. Atkinson, C., **Cole, M.**, Raghavan, S., & Cox, J. (2019, April). *A multiple-case study design to explore how user innovation, artificial intelligence, user co-creation, and technology development influence the new product ecosystem*. Paper session presented at Lawrence Tech Research Day 2019, Southfield, MI.
7. **Cole, M.**, Stavros, J. M., & Herath, M. (2018, April). *Lawrence Technological University "Leaders in the Making": An Effective Leader is a Learning Leader*. Poster session presented at Lawrence Tech Research Day 2018, Southfield, MI.
8. Bell-Huff, C., Morano, H., & **Cole, M.** (2018, April). *Longitudinal assessment of mindset development in an entrepreneurial engineering curriculum sequence*. Paper session presented at Lawrence Tech Research Day 2018, Southfield, MI.
9. **Cole, M.**, Stavros, J. M., & Zerilli, M. (2017, April). *The SOAR Profile (TSP 2.0): A rapid assessment tool to help individuals and teams build strategic capacity*. Poster session presented at Lawrence Tech Research Day 2017, Southfield, MI.

10. **Cole, M.**, Singh, M., Workings, M., Roth, T., & Gundala, (2017, April). *The effect of game start times on MLB players*. Poster session presented at Lawrence Tech Research Day 2017, Southfield, MI.
11. Kuehn, L., Stavros, J. M., **Cole, M. L.**, & Bush, R. (2017, April). *An Exploration of the Strategic Decision Making Process and the Influence of Appreciative Inquiry and SOAR on a Senior Leader's Use of Analytics*. Poster session presented at Lawrence Tech Research Day 2017, Southfield, MI.
12. Kahn, A., **Cole, M. L.**, & Stavros, J. M. (2016, April). *Appreciative inquiry: An operating system for SOAR*. Poster session presented at Lawrence Tech Research Day 2016, Southfield, MI.
13. **Cole, M. L.**, Adenrele, A., Mirshab, B., & Taj, S. (2015, April). *AACSB accreditation standard two: Focus on measuring quality and impact of intellectual contributions*. Paper session presented at Lawrence Tech Research Day 2015, Southfield, MI.
14. Adenrele, A., **Cole, M. L.**, Mirshab, B., & Taj, S. (2015, April). *College of Management's path to AACSB accreditation: Focus on standard two—intellectual contributions, impact, and alignment with mission*. Poster session presented at Lawrence Tech Research Day 2015, Southfield, MI.
15. Zhou, C., & **Cole, M. L.** (2015, April). *Relationship between student learning achievement and learning attitude in introductory physics*. Poster session presented at Lawrence Tech Research Day 2015, Southfield, MI.
16. Cox, J., **Cole, M. L.**, & Stavros, J. M. (2014, April). *Mediation analysis of emotional intelligence, SOAR, and collaboration*. Paper session presented at Lawrence Tech Research Day 2014, Southfield, MI.
17. **Cole, M. L.**, & Stavros, J. M. (2014, April). *Psychometric properties of the SOAR Profile*. Paper session presented at Lawrence Tech Research Day 2014, Southfield, MI.
18. Kohnke, A., **Cole, M. L.**, & Bush, R. (2014, April). *Incorporating UTAUT predictors for understanding home care patients' and clinician's acceptance of healthcare telemedicine equipment*. Paper session presented at Lawrence Tech Research Day 2014, Southfield, MI.
19. Harris, R., **Cole, M. L.**, & Stavros, J. M. (2014, April). *Ready for change? A literature review on assessing organizational readiness for change*. Poster session presented at Lawrence Tech Research Day 2014, Southfield, MI.
20. **Cole, M. L.**, & Stavros, J. M. (2013, March). *Creation of the SOAR Profile: An innovative tool to evaluate strategic thinking capacity*. Poster session presented at Lawrence Tech Research Day 2013, Southfield, MI.
21. **Cole, M. L.** (2008, September). *Using Blackboard in an Online Course: Examples from an Introductory Psychology Course*. Breakout session paper presented at The Educational Technology Organization of Michigan 2008 Fall Conference. Southfield, Michigan.
22. Bush, R., Castelli, P., Lowry, P., & **Cole, M. L.**, (2008, April). *Improving teaching presence in a virtual classroom*. SoTAL Educational Research, Poster Session Sponsored by the Center for Teaching and Learning, Lawrence Tech, Southfield, Michigan.

INVITED PRESENTATIONS

1. Stavros, J. M., & **Cole, M. L.** (2024, April). *Inspire action: Mentoring and strategic leadership—Leveraging cross-institutional collaborations*. National Council of University Research Administrators (NCURA), 52nd NCURA Region IV Spring Meeting, Ann Arbor, MI.
2. Stavros, J. M., & **Cole, M. L.** (2014, April). *SOARing to excellence: Thinking, planning, and leading from a strengths-based perspective. Workshop facilitator*. Department of Organizational Leadership at Oakland University and Metropolitan Detroit Bureau of School Studies, Auburn Hills, MI.
3. Stavros, J. M., & **Cole, M. L.** (2014, April). *SOAR: How leaders can create a strengths-based strategy. Invited presentation*. National Multiple Sclerosis Society – Michigan Chapter, Leadership Development Program, Southfield, MI.

4. Stavros, J. M., & **Cole, M. L.** (2013, November). *SOARing to positive transformation and change. Workshop facilitator.* Assumption University of Thailand, Graduate School of Business (ABAC-GSB) – Organization Development Summit 2013, Bangkok, Thailand.
5. Stavros, J. M., & **Cole, M. L.** (2013, June). *SOAR: How leaders can create a strengths-based strategy. Invited presentation.* National Multiple Sclerosis Society – Michigan Chapter, Leadership Development Program, Southfield, MI.
6. Stavros, J. M., & **Cole, M. L.** (2013, June). *How to start and build a business.* Invited presentation and panel discussion. LTU Entrepreneurial Collaboratory with City of Southfield, Southfield Chamber of Commerce, and Technology Highway Firm, Southfield, MI.
7. **Cole, M. L.** (2013, February). *Learn all about the impact of accreditation on scholarship.* Learn All About it Luncheon, Research Support Services Committee, Lawrence Tech, Southfield, MI.
8. **Cole, M. L.** (2012, November). *Learn all about In4Grants collaborative proposal development tool.* Learn All About it Luncheon, Research Support Services Committee, Lawrence Tech, Southfield, MI.
9. **Cole, M. L.** (2012, March). *Learn all about the Lawrence Tech faculty research seed grant program.* Learn All About it Luncheon, Research Support Services Committee, Lawrence Tech, Southfield, MI.
10. **Cole, M. L.** (2011, March). *Lawrence Tech's Institutional Review Board (IRB).* Learn All About it Luncheon, Research Support Services Committee, Lawrence Tech, Southfield, MI.
11. **Cole, M. L.** (2008, January). *Everything you need to conduct research with human participants.* Learn All About it Luncheon, Research Support Services Committee, Lawrence Tech, Southfield, MI.
12. **Cole, M. L.** (2007-2010, August). *Active listening.* New Faculty Orientation, Lawrence Tech, Southfield, MI.
13. **Cole, M. L.** (2010, July). *The informed consent process.* ZIMU International Graduate Students Learn-All-About-It Luncheon, Lawrence Tech, Southfield, MI.
14. **Cole, M. L.** (2008, October). *Effective communication for conflict resolution.* New Department Heads Training Workshop, Lawrence Tech, Southfield, MI.
15. **Cole, M. L.** (2007, September). *Developmental trajectory of personal values, integrity, and professional ethics.* Assessment Day Presentation to Faculty, Lawrence Tech, Southfield, MI.
16. **Cole, M. L.** (2006, October). *Psychological disorders in children with ADHD and autism.* Invited paper presented at 8th Annual Health FOCUS Conference, Health for Our Children in Urban Settings, Children's Hospital of Michigan, Detroit, MI.
17. **Cole, M. L.** (2005, November). *The analysis of behavioral data across time using latent growth models.* College of Arts & Sciences Research Seminar Series, Lawrence Tech, Southfield, MI.

DOCTOR OF BUSINESS ADMINISTRATION (DBA) DISSERTATION CHAIR

1. Tate, M. (Defended, Spring 2021). *An investigation of the impact of global reporting initiative 413 compliance on company performance.*
2. Shenaq, R. (Defended, Spring 2021). *The effects of emotional intelligence on employee engagement.*
3. Ripper, M. (Defended, Spring 2021). *Exploration of psychological resilience in LGBTQ employees.*
4. Sofia, J. (Defended, Spring 2020). *An evaluation of the relationship between leader emotional intelligence and team collaboration: The mediating role of leadership.*
5. Atkinson, C. (Defended, Spring 2019). *How do user innovation, user co-creation, and technology development impact the new product ecosystem: A mixed methods multiple-case study.*
6. Pavlik, S. (Defended, Spring 2019). *The effect of SOAR and 360-degree feedback on team performance in University students working in teams.*
7. LeRoy, L. (Defended, Fall 2017). *A multiple-case study exploration of how the leadership style and integrity of senior leaders impact the ethical behavior of subordinate investment advisers.*

8. Storey, G. (Defended, Spring 2017). *An empirical analysis of bring-your-own-device (BYOD) policy adoption in organizations.*
9. Schnellbacher, E. J. (Defended, Spring 2017). *New product development: The role of best practices and SOAR in predicting new product success.*
10. Lange, T. (Defended, Spring 2016). *The role of relationship marketing and SOAR in University recruiting and retention.*
11. Cox, J. (Defended, May 2014). *An evaluation of the relationship among emotional intelligence, SOAR, and collaboration: Implications for teams.*

DOCTOR OF BUSINESS ADMINISTRATION (DBA) DISSERTATION COMMITTEE MEMBER

1. Stone, E. (2020). *A multiple-case study design to explore the relationship between mentoring and advancement in women leaders.* Chair: J. Stavros.
2. Thibideau, M. (2019). *The impacts of customer power on preferred customer status: Winning supplier resources in the North American automotive parts industry.* Chair: T. Marx.
3. Ayoub Ghanem, K. (2018). *A quantitative investigation of the relationship among accountability, moral competence, and ethical leadership in senior and middle managers.* Chair: P. Castelli.
4. Harris, M. (2018). *A qualitative study of socially-motivated small businesses in urban areas.* Chair: R. Bush.
5. AL-Jabari, B. (2017). *Investigation of the effects of employee engagement and affective commitment on retention.* Chair: J. Stavros
6. Alawdah, A. (2017). *An exploratory study of smart city initiatives: Theory, practice, and linkage to sustainability.* Chair: A. McCord.
7. Kuehn, L. (2016). *Appreciative analytics: An exploration of appreciative inquiry's potential to increase the influence of analytics on strategic decision making.* Chair: J. Stavros.
8. Alsaad, A. (2016). *Investigating the effects of employee engagement on employee career commitment in the manufacturing industry.* Chair: T. Marx.
9. DeVries, V. (2016). *A mixed methods study on the relationship among strategic human resource practices, SOAR, and affective commitment in the federal workplace.* Chair: J. Stavros.
10. Dishman, L. (2016). *An investigation of five year of HCAHPS data: Finding the associations among patient experience, revenue cycle management, and financial performance of U.S. hospitals.* Chair: J. Stavros.
11. Li, Y. (2016). *The impact of leadership behavior on employee engagement.* Chair: P. Castelli.
12. Hitchcock, J. (2014). *An exploration of organizational collective motivation and the influence of the SOAR framework to build organizational collective motivation.* Chair: J. Stavros.
13. Miklovich, P. (2014). *Stakeholders' perception of legitimacy and the impact on the organizational sustainability strategy of federally qualified health centers.* Chair: J Stavros.
14. Funyak, J. (2013). *An exploratory case study: The identification and perception of customer value and sustainable value by an automotive supplier.* Chair: V. Hoffner.
15. Schwartz, M. (2013). *An investigation to determine motivation strategies that leaders employ to increase effort in followers in a performance situation.* Chair: P. Castelli.
16. Evans, E. (2013). *The effects of an organization's leadership and culture on tacit knowledge utilization.* Chair: P. Castelli.
17. Gurjack, D. (2012). *Identifying the use of reframing in an entrepreneurial context.* Chair: R. Inskip.
18. Hymel, J. (2012). *An investigation of consumer sentiments regarding luxury counterfeit apparel and personal electronics goods.* Chair: N. Shuayto.
19. Rahman, W. A. A. (2012). *A study to determine the impact of empathy on leadership effectiveness in business leaders located in the United States and Malaysia.* Chair: P. Castelli.

20. Grant, E. (2012). *A case study of evaluation of two corporate employee participation wellness programs: The Cessna comprehensive wellness program compared to the Kautex non-comprehensive wellness program*. Chair: N. Shuayto.
21. Matthes, H. (2012). *Antecedents of global mindset: A comparison between German and U.S. leaders*. Chair: T. Marx.
22. Glovis, M. (2012). *A quantitative study in the expression of flow: Intrinsic motivation in developing individual and group transcendence within the delivery of complex system integration projects*. Chair: J. Stavros.
23. Gatling, A. (2011). *An investigation of business coaches: Perceptions regarding the presence of authentic leadership and its impact on coaching performance*. Chair: P. Castelli.
24. Beal, L. (2011). *A case study of the U.S. Army human resource command in Army business transformation: Measuring psychological capital, resistance to change, and organizational citizenship behavior to understand the role of positive behaviors in the context of organizational change*. Chair: J. Stavros.
25. James, D. (2011). *The influence of the Government, consumers, and automotive aftermarket manufacturers on sustainability*. Chair: J. Stavros.
26. Bennett, M. (2010). *Perceptions of instructor charisma: An analysis of charismatic leadership attributes in adult learners engaged in classroom instruction*. Chair: P. Castelli.
27. Johnston, M. (2010). *Catholic identity inheritance and sustainment: Implications for Catholic healthcare institutions*. Chair: J. Stavros.
28. Konyu-Fogel, G. (2010). *Global mindset and leadership characteristics: An empirical study of leadership behavior in a sample of business leaders*. Chair: T. Marx.
29. Iskandarini, M. (2009). *An investigation of the moderating effects of entrepreneurial orientation on the relationship between cross-border M&A's and post-acquisition performance*. Chair: P. Castelli.
30. Sprangel, J. (2009). *A study of the direct and mediational effects of the SOAR framework, trust, and environmental management systems on chemical management services supplier performance at HAAS TCM group*. Chair: J. Stavros.

DOCTORAL DISSERTATION COMMITTEE MEMBER

1. Renner, A. (2022). *Novel methodologies for productivity, supply chain and sustainability in industrialized construction*. Doctor of Philosophy in Civil Engineering, Lawrence Technological University. Chair: A. Karatas.
2. Clay, Jr., L. (2021). *Integrative ecosystem management: Designing cities and co-creating the flourishing ecosystem*. Doctor of Philosophy, Weatherhead School of Management, Designing Sustainable Systems, Case Western Reserve University. Chair: C. Laszlo.

STUDENT RESEARCH PROJECTS

1. 2024, Abdul, A., *Visual analytics of Placer.ai data using PowerBI*. Graduate research assistant project.
2. 2023, Yadav, R.K. *Leadership Lessons From the Covid-19 Pandemic*. Graduate research assistant project.
3. 2023, Yadav, R.K. *Investigating the Relationship Between Well-Being and Academic Success at LTU*. Graduate research assistant project.
4. 2022, Schupbach, L., *What do GenZ Think about Employee Attraction, Engagement, and Retention?* Undergraduate student research project.
5. 2020, Bryngelson, J. *Keeping up with the Generations: Employee Engagement and Retention in GenZ Workers*. Undergraduate student research project.

6. 2018, Herath, M. *Leaders in the Making*. Graduate research assistant project.
7. 2017, Zerilli, M. *The SOAR Profile*. Graduate research assistant project.
8. 2012, Irvan, D., *Secondary Analysis of Patient Survey Data for Diplomat Specialty Pharmacy*. Undergraduate student research project.
9. 2012, Poppe, A., *Electrodermal Activity, Heart Rate, and Hemispheric Electroencephalography as Biomarkers of 3-D Immersive Video*. Undergraduate student research project.
10. 2011, Dilts, K., *Perception of Satisfaction with Dining Services Among the Lawrence Tech Community*. Quest undergraduate student research project.
11. 2011, Yono, C., *Discriminated Taste Aversion of Acute Ethanol Dependence*. Quest undergraduate student research project.

Grants Submitted (Not Awarded)

1. National Science Foundation (NSF 17-514, EEC EngEd-Engineering Education). Research Initiation: Assessment and Development of Professional Skepticism for Biomedical Engineers. Michael Lacina (PI), Matthew Cole (Co-PI), 2020, \$147,421.
2. American Center for Mobility (ACM). "Workforce Development Study: Mobility Industry Skills Survey." Selin Arslan (P.I.), Matthew Cole (Co-P.I.) Franco Delogu (Co-P.I.), Elin Jensen (Co-P.I.), Jacqueline Stavros (Co-P.I.), 2019, \$69,000.
3. Moudgil, V., Cole, M. L., Stavros, J.M., & Brucki, M. (2013, Spring). SOARing from pediatric obesity to a healthy community. [White paper as phase one of a grant proposal with Lawrence Tech, City of Southfield, Southfield Public Schools, and St. John Providence as shareholders.]
4. National Oceanic and Atmospheric Administration (NOAA), Department of Commerce. "Improving Citizen Involvement in Climate Literacy and Education (ICICLE)." Julie Zweisler-Vollick (P.I.), Matthew Cole (Co-P.I., Project Evaluator), 2013, \$600,000.
5. National Science Foundation (NSF 11-525, ITEST). "I'M A STAR, Innovative Math and Science Learning Through Autonomous Robotics." C. J. Chung (P.I.), Matthew Cole (Internal Evaluator), 2011, \$1,350,000.
6. National Institutes of Health (NIH). "An fMRI Study of Executive Functions in Seizure Patients." Matthew Cole (P.I.), 2009, \$477,000.
7. National Institutes of Health (NIH). "The Neural Correlates of Consciousness." Gonzalo Munevar (P.I.), Matthew Cole (CoP.I.), 2009, \$775,000.
8. National Science Foundation (NSF). "From LEGO to Nano: "Top-Down" Approach for Undergraduate Nanotechnology Education." Dean Aslam, Lixin Dong (Co-P.I.), Matthew Cole (External Evaluator), 2009, \$1,500,000.
9. The Edward Lifesciences Fund. "Development and Evaluation of a Computer Game for the Prevention of Childhood Obesity and Cardiovascular Disease." Matthew Cole (P.I.), 2008, \$55,000.
10. National Science Foundation (NSF). "Design Course in Nano-Technology Using Robotic Probes and Van de Graaff Generators." Dean Aslam (P.I.), Matthew Cole (External Evaluator), 2008, \$1,500,000.
11. National Institute on Drug Abuse (NIDA). "A Neuroimaging Investigation of Gamblers Playing a Video Betting Paradigm." Kathy Tiell (P.I.), Matthew Cole (Co-P.I.), 2007, \$150,000.
12. National Institute on Drug Abuse (NIDA). "A fMRI Study of Executive Functions in Seizure Patients and Pathological Gamblers." Matthew Cole (P.I.), 2007, \$150,000.
13. National Institutes of Health (NIH). "Development and Validation of a Computer Game to Assess Pediatric Energy Balance." Kathy Tiell (P.I.), Matthew Cole (Co-P.I.), 2007, \$546,282.
14. Robert Wood Johnson Foundation. "Relationship between Perceptions of Objective Attributes of the Environment and Physical Activity." Joon Kim (P.I.), Matthew Cole (Co-P.I.), 2007, \$150,000.

REVIEWER/EDITORIAL WORK

Editorial Board Member

Frontiers in Psychology, Associate Editor for Positive Psychology (21 editorial contributions), 2021-Current.
SA Journal of Industrial Psychology, 2015-2021.
Journal of Sexually Transmitted Diseases, 2012-2015.

Reviewer

International Journal of Applied Positive Psychology, 2024, Kay Brauer, Editor-in-Chief
SA Journal of Industrial Psychology, 2014-2021, Llewellyn van Zyl, Associate Editor.
Journal of Supportive Care in Cancer, 2009-2015, Fred Ashbury, Editor.
Journal of Leadership Studies, 2013, M. Ludorf, Senior Editor.
Journal of STEM Education, 2012-2018, P.K. Raju, Editor.
European Journal of Oncology Nursing, 2010-2015, Alexander Molassiotis, Editor.
Health Psychology, 2004, Seth Kalichman, Editor.

INSTITUTIONAL SERVICE

2018-Current, University Assessment Committee, *Chair*.
2012-Current, Office of Career Services, *Statistical Analyst*.
2012-Current, College of Business and IT Faculty Development Committee, *Member*.
2011-Current, Research Support Services Committee, *Co-Chair*.
2009-Current, Institutional Review Board, *Chair*.
2016-2020, College of Business and IT Assessment Committee, *Chair*.
2016-2018, University Assessment Committee, *Member*.
2015-2018, University Curriculum and Standards Committee, *Member*.
2013-2015, Persistence and Completion Committee, *Data Analysis Team*.
2012-2015, College of Business and IT Assessment Committee, *Member*.
2009-2013, Assessment Committee, *Statistical Analyst*.
2010-2013, Masterclass, Architecture and Design Graduate Course, *Research Coordinator*.
2007-2009, Reinventing Teaching and Learning through Technology Committee, *Member*.
2007-2008, College of Arts and Sciences Enrollment Marketing Committee, *Member*.
2007-2008, Tablet PC Committee, *Member*.
2007-2008, Character Education Assessment Committee, *Member*.
2006-2008, Contract and Grants Taskforce Committee, *Member*.

COMMUNITY SERVICE

2009-2018, Canton Sex Education Advisory Committee, *Co-Chair*.
2010-2015, Robofest World Competition, Emcee, *Chief Judge*.
2008-2010, Step Parenting Program, Hope United Methodist Church in Southfield, *Co-Facilitator*.
2008-2009, Groves High School, Southfield High School, Speakers Bureau on Psychology.

PROFESSIONAL AFFILIATIONS

2017-Current, Society of Human Resource Management
2012-Current, Academy of Management, Research Methods Division, Human Resource Management Division
2012-Current, Michigan Academy of Science Arts & Letters
2012-2013, Cognitive Neuroscience Society

PROFESSIONAL ACTIVITIES

Lawrence Technological University – Southfield, Michigan

Dean and Professor, College of Business and Information Technology, 2025-

Interim Dean, College of Business and Information Technology, 2023-2024

Provide visionary leadership and strategic direction for the College, overseeing AACSB accreditation, strategic planning, academic program quality, faculty development, and student success initiatives. Fulfill responsibilities of an Associate Dean and Program Chair, including managing curriculum development, program accreditation processes, and faculty recruitment. Coordinate and lead administrative functions, including budget management and academic planning. Represent the College in university-wide committees and external engagements, fostering partnerships with industry leaders and other educational institutions to enhance the College's profile and opportunities for students, and stewardship of philanthropy.

Associate Professor, College of Business and Information Technology, 2016-2024

Maintain an active research agenda focused on human resource management, AI (appreciative inquiry), SOAR (strengths, opportunities, aspirations, results), organization development and change, positive psychology, data analytics, entrepreneurship, and engineering education. Teach traditional, online and hybrid undergraduate and graduate courses in business statistics, entrepreneurship, human resource management, organization development and change, principles of management, and research design. Mentor DBA doctoral students; Service to the College and the University, including faculty development and assurance of learning.

Assistant Professor, College of Business and Information Technology, 2012-2015

Transition research agenda and teaching focus to business-focused areas (see above); Mentor DBA doctoral students; Service to the College and the University, including faculty development and assurance of learning.

Assistant Professor and Psychology Program Director, College of Arts & Sciences, 2009-2011

Psychology Program Director: Recruit and advise students, schedule courses, create new courses, hire adjunct faculty, present faculty training workshops and seminars, assess and evaluate the psychology program, write interdisciplinary public and private grants. Taught traditional, online and hybrid undergraduate psychology lecture and laboratory courses in Animal Behavior, Behavioral Neuroscience, Biostatistics, Cognitive Psychology, Developmental Psychology, Drugs and Behavior, History and Systems of Psychology, Introductory Psychology, Research Methods for the Behavioral Sciences, and Sensation and Perception. Conduct research and supervise student researchers on fMRI study of self-knowledge in adults, assessment of attitudes and perceptions of entrepreneurship in employees and displaced workers, and discriminated taste aversion of acute ethanol dependence in rats.

Senior Lecturer, College of Arts & Sciences, 2006-2008

Full time senior lecturer faculty position in the Department of Humanities, Social Sciences and Communication, teaching traditional, online and hybrid undergraduate psychology lecture and laboratory courses; member Institutional Review Board.

Adjunct Faculty, College of Arts & Sciences, 2003-2005

Part time adjunct faculty position in the Department of Humanities, Social Sciences and Communication, teaching traditional, undergraduate psychology lecture and laboratory courses.

Wayne State University – Detroit, Michigan

Graduate Research Assistant, 2003-2005

Pediatric prevention research for the School of Medicine Department of Pediatrics. Area of research: HIV/AIDS and substance abuse prevention in American, Bahamian, and Vietnamese adolescents.

Adjunct Faculty, Winter/Spring/Summer 2002-2003

Taught Brain & Behavior, Introductory Psychology, and Learning & Memory lecture.

Graduate Teaching Assistant, 2001-2002

Taught undergraduate Learning & Memory laboratory for the Department of Psychology.

Graduate Research Assistant, 1999-2001

Non-human behavioral pharmacology research under a NIDA training grant for the Department of Psychology. Area of research: The subjective effects of acute opioid dependence in rodents.

Juvenile Assessment Center – Detroit, Michigan

Freelance Psychometrician, 2003

Psychological evaluation of adjudicated youth.

Ann Arbor Rehabilitation Centers, Inc. – Ann Arbor, Michigan

Behavioral Therapist, 1998-1999

Neuropsychological evaluation and group/individual counseling of adolescents and adults diagnosed with traumatic brain injury, affective disorders, and chemical dependency.

Brighton Hospital – Brighton, Michigan

Chemical Dependency Technician, 1997-1998

Intake assessment, group therapy, group didactic sessions, and nurse support of adults and older adults diagnosed with chemical dependency.

ENTREPRENEURIAL ACTIVITIES

Soundtrack City – New York, NY

President and Co-Founder, 1987-1994

Video and audio production company in New York City that employed 3 full-time staff. Clients included Sony Records, Atlantic Records, Island Records, and NARM (National Association of Recording Merchandisers).

Blue Devil Statistics LLC – Southfield, MI

President, 2015-Current

Consulting company conducting quantitative and qualitative statistical analysis, survey design, and survey administration. Clients include National Science Foundation and Lawrence Technological University.

Pronews LLC – Canton, MI

President, 2011-Current

OD consulting company specializing in strategy and teamwork using SOAR. Recent clients include Genesee Intermediate School District, Flint, MI; Oakland University, College of Education; Covenant Community Care, Detroit, MI; 3-D, Etc., Pontiac, MI; National Institutes of Health, Outcome Research Branch; Economic Development Administration.

HONORS AND AWARDS

2015, Mary E. and Richard E. Marburger Fund for Excellence in Achievement Awards, “LTU Faculty of the Year”.

2011, Dean's Award for Academic Excellence, LTU College of Arts & Sciences.

2008, Graduate Council Best Dissertation Award “Social Sciences” 2006-2008, Wayne State University.

2008, Dean's Award for Teaching Excellence, LTU College of Arts & Sciences.

2005, Heberlien Award for Teaching Excellence, Wayne State University, Department of Psychology.

2003, Graduate Research Assistantship, Wayne State University.

2002, NIH Individual Predoctoral National Research Service Award.

2001, Graduate Teaching Assistantship, Wayne State University.

1999, NIDA Predoctoral Research Training Grant, Wayne State University.

1999, Graduate Dean's Award for Research Excellence, Eastern Michigan University, Ypsilanti, MI.
1999, ABA Student Committee Paper Contest Winner, Association for Behavior Analysis, Kalamazoo, MI.
1999, Graduate Student Poster "First Place Award," Michigan Psychological Association, Farmington Hills, MI.
1998, Graduate Fellowship, Eastern Michigan University, Ypsilanti, MI.
1997, Barton Scholarship for Academic Excellence, Eastern Michigan University, Ypsilanti, MI.

TEACHING AT LAWRENCE TECHNOLOGICAL UNIVERSITY

College of Business and Information Technology

Undergraduate

HRM 3023 Human Resource Management (traditional, online)
HRM 4023 Organization Development and Macro Change Theory (traditional)
MGT 2203 Principles of Management (traditional, online)

Graduate

MBA 5013 Business Application of Statistical Analysis (traditional, online)
MBA 6013 Human Resource Management (hybrid, online)
MBA 6103 Statistics for Data Analytics and Visualization (traditional, online)
MBA 7033 Organization Development and Change (traditional)
MGT 6143 Entrepreneurship and New Venture Management (traditional)
RES 7033 Research Design—Quantitative Methods (hybrid)
RES 7043 Advanced Topics in Research Methods (hybrid)

College of Arts & Sciences

Undergraduate

MCS4993 Topics in Math: Biostatistics (traditional, hybrid)
PSY1001 World of the Mind (traditional)
PSY1213 Introductory Psychology (online)
PSY3113 Research Methods for the Behavioral Sciences (traditional, online)
PSY3213 Cognitive Psychology (traditional)
PSY3313 Industrial Psychology (online)
PSY3413 Sensation and Perception (traditional)
PSY3613 Developmental Psychology (traditional)
PSY4213 Behavioral Neuroscience (traditional)
PSY4313 Drugs and Behavior (traditional, online)
PSY4413 History and Systems of Psychology (traditional)
PSY4513 Animal Behavior (traditional, online)