

Preston V. L. Lindsay, Ph.D.

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Rutgers University, New Brunswick - Graduate School of Applied and Professional Psychology (GSAPP)

Curriculum Vitae

EDUCATION

The Chicago School of Professional Psychology. Washington, D.C.

Doctor of Philosophy, *Business Psychology with emphasis in Industrial Organizational Psychology*

- Dissertation: “*Organizational Trauma: A Phenomenological Study of the Worker’s Consciousness and Cognitive Experience*”
 - Advisor: Ann Romosz, Ph.D.

Catholic University of America. Washington, D.C.

Master of Science, *Management & Organizational Development*

- Thesis: “*Can Transformational Leadership Ensure the Sustainability of Nonprofits in Time of Uncertainty*”
 - Advisor: Kimo Kippen, Ph.D.

Catholic University of America. Washington, D.C.

Bachelor of Arts, *Sociology*

- Concentration: *Organizational Behavior*

Drexel University. Philadelphia, P.A.

Bachelor of Science, *Psychology*

UNIVERSITY APPOINTMENTS

Rutgers University, Graduate School of Applied and Professional Psychology

08/2022- Present

Department of Applied Psychology

Assistant Professor of Professional Practice

- Design and deliver dynamic lectures and seminars on organizational psychology topics, including systems theory, organizational diagnosis, and psychology of work and careers.
- Supervise graduate students in their dissertation research and provide guidance on application of advanced qualitative and quantitative research methods.
- Chair of the doctoral organizational psychology curriculum committee. Facilitate collaboration among faculty members on curriculum development and program enhancement initiatives.

Rutgers University, Graduate School of Applied and Professional Psychology

01/2024- Present

Department of Applied Psychology

Director, Organizational Trauma Intervention Studies Lab

- Lead the Organizational Trauma Lab, conducting cutting-edge research on the impact of organizational trauma on worker consciousness and cognitive experience.
- Mentor and oversee research projects conducted by graduate students, providing guidance on study design, data collection, and analysis.
- Publish findings in peer-reviewed journals and present research at conferences to contribute to the advancement of knowledge in the field of organizational psychology.

University of Maryland Baltimore County, College of Arts and Sciences

05/2019-08/2022

Department of Psychology

Adjunct Assistant Professor of Psychology

- Developed and taught graduate courses in IO psychology, focusing on topics such as group behavior, organizational change, and strategic planning.
- Engaged students through interactive lectures, case studies, and experiential learning activities to facilitate deeper understanding and application of course concepts.
- Provided mentorship and academic advising to students, guiding them in their academic and career pursuits.

Saint Peter's University, Frank J. Guarini School of Business

03/2019-08/2022

Department of Management

Associate Professor of Business

- Designed and taught courses for the Masters of Business Administration (MBA) program focusing on topics such as organizational behavior, management, and leadership.
- Developed and implemented innovative teaching strategies to engage students and foster critical thinking and practical application of course concepts.
- Mentored students and provided academic advising, supporting their personal and professional development.

Saint Peter's University, College of Arts and Sciences

03/2019-08/2022

Department of Psychology

Assistant Clinical Professor of Psychology

- Designed and taught courses in industrial organizational (IO) psychology masters program, focusing on topics such as organizational behavior, management, and leadership.
- Developed and implemented innovative teaching strategies to engage students and foster critical thinking and practical application of course concepts.
- Mentored students and provided academic advising, supporting their personal and professional development.

George Mason University, College of Arts and Sciences

05/2020-08/2020

Department of Psychology

Adjunct Assistant Professor of Psychology

- Designed and instructed graduate course in industrial organizational (IO) psychology, covering topics including performance, leadership, and organizational change.
- Engaged students through interactive lectures, discussions, and hands-on activities to enhance their understanding and application of psychological principles.
- Provided feedback and guidance to students on assignments, projects, and research endeavors.

University of Maryland, College Park, College of Behavioral and Social Sciences

01/2020-05/2020

Department of Psychology

Adjunct Assistant Professor of Psychology

- Taught graduate courses in organizational psychology, focusing on areas training and development.
- Developed and delivered course materials, including lectures, assignments, and assessments, to promote student learning and critical thinking skills.
- Facilitated classroom discussions and activities to encourage student participation and engagement.

Suffolk University, Sawyer Business School

11/2018-11/2019

Department of Management

Adjunct Associate Professor

- Designed and taught undergraduate and graduate courses in management, leadership, and organizational behavior.
- Incorporated real-world examples and case studies into course curriculum to illustrate theoretical concepts and promote practical application.

- Mentored and advised students on academic and professional development, providing guidance on career paths and opportunities.

New York University, Robert F. Wagner School of Public Service

06/2018-5/2019

Department of Public Service

Adjunct Assistant Professor of Public Service and Management

- Instructed graduate courses in public service and management, focusing on topics such as organizational behavior, strategic planning, and leadership.
- Facilitated discussions and activities to encourage critical thinking and application of course concepts to real-world challenges in public service organizations.
- Provided mentorship and support to students, guiding them in their academic and professional endeavors

Catholic University of America, Busch School of Business and Economics

08/2017-2/2018

Adjunct Professor

- Designed graduate courses in organizational change, with a focus on management, organizational behavior, and leadership.
- Developed course syllabi, assignments, and assessments to meet learning objectives and engage students in active learning.
- Provided academic advising and support to students, assisting them in achieving their educational and career goals.

Columbia University in New York City, School of Professional Studies

08/2017-5/2018

Adjunct Faculty

- Co-taught courses in organizational psychology and human behavior in the workplace, covering topics such as organizational change, leadership, and diversity.
- Designed and delivered course content using innovative instructional methods to enhance student learning and engagement.

INSTRUCTIONAL DESIGN AND TEACHING EXPERIENCE – Syllabi available upon request

1. *Graduate Course*
 - Systems Theory and Analysis
 - Organizational Diagnosis and Cultural Dynamics
 - Psychology of Group Behavior
 - Psychology of Work and Careers
 - Applied Multivariate Statistics
 - Designing Anti-Oppressive Organizations
 - Training and Development
 - Advanced Qualitative Research Methods for Organizational Psychologists
 - Advanced Quantitative Research Methods for Organizational Psychologists
 - Psychometrics for Organizational Psychologists
 - Human Resource
 - Organizational Change and Strategic Planning
 - Management and Leadership
 - Dissertation Supervision

PROFESSIONAL POSITIONS

The Lindsay Group, An Organization Development Consulting Firm

Washington, D.C.

Founder & Chief Executive Officer

06/2014-Present

- Established and led a successful consulting firm specializing in organization development, offering services such as organizational assessments, strategic planning, equity and inclusion interventions, and change management.
- Cultivated relationships with clients across diverse industries, including nonprofits, healthcare, education, and government agencies, to understand their unique needs and deliver tailored solutions.
- Built and managed a team of consultants, providing leadership, mentorship, and professional development opportunities to foster a culture of excellence and innovation.
- Lead the development and implementation of comprehensive organizational strategies to achieve short and long-term goals, including revenue growth, market expansion, and operational efficiency.
- Drive cross-functional collaboration to align strategic initiatives with organizational priorities, ensuring seamless execution across departments.
- Conduct market research, trend analysis, and competitive intelligence to identify opportunities for business development and differentiation in the marketplace.

Integrated Diversity

Washington, D.C.

Principal Consultant, Organizational Psychology

06/2020-12/2023

- Conducted diversity, equity, and inclusion (DEI) assessments to identify strengths, challenges, and opportunities for improvement within organizations.
- Developed and implemented customized diversity, equity, inclusion (DEI) strategies and action plans tailored to the unique needs of each client.
- Provided training and workshops on topics such as unconscious bias, cultural competency, and inclusive leadership.
- Advised on the development and implementation of DEI policies, programs, and initiatives.
- Facilitated dialogue and collaboration among stakeholders to foster a culture of inclusion and belonging.

Freedom of Unity

Washington, D.C.

Chief Advancement & Strategy Officer

04/2018-06/2021

- Led fundraising efforts, including grant writing, donor cultivation, and special events, to secure financial resources for programs and initiatives.
- Led fundraising efforts, including grant writing, donor cultivation, and special events, resulting in the successful procurement of \$1.2 million for community institutional advancement and programming initiatives.
- Spearheaded the development of a new strategic plan that increased annual revenue by 20% and expanded market reach by 30% within two years.
- Secured \$500,000.00 in funding through strategic partnerships and grant acquisitions, enabling the launch of innovative international programs and initiatives.
- Oversee the design and execution of fundraising campaigns, cultivating relationships with key stakeholders, donors, and partners to secure funding and support for strategic initiatives.
- Develop and maintain strategic partnerships with external organizations, government agencies, and industry leaders to enhance the organization's reputation and influence.
- Monitor and evaluate key performance indicators (KPIs) to assess the effectiveness of strategic initiatives, making data-driven decisions to optimize outcomes and resource allocation.
- Provide guidance and mentorship to the CEO, fostering a culture of innovation, accountability, and continuous improvement.
- Collaborate with executive leadership to communicate progress, challenges, and opportunities related to strategic initiatives, ensuring alignment with the overall mission and vision of the organization.

Positive Psychology Coaching and Diversity Institute

Washington, D.C.

Chief Strategy Officer

01/2018-08/2020

- Developed and implemented strategic initiatives to enhance organizational effectiveness and drive sustainable growth via business development activities.
- Led efforts to integrate positive psychology principles and diversity, equity, and inclusion (DEI) practices into organizational culture and practices.
- Collaborated with internal team to design and deliver coaching programs and workshops focused on personal and professional development

Lift Up The Vulnerable

New York, N.Y.

Chief Strategy & Advancement Officer

01/2018-01/2020

- Provided strategic leadership and direction to advance the mission and vision of the organization, which focuses on empowering vulnerable communities.
- Led fundraising and development efforts, cultivating relationships with donors, foundations, and corporate partners to secure financial support for programs and initiatives.
- Oversaw marketing and communication strategies to raise awareness and engage stakeholders in the organization's work.
- Streamlined internal processes and workflows, reducing operational costs by 15% while improving productivity and efficiency.
- Established a robust performance measurement framework, resulting in a 25% improvement in the organization's ability to track and report on key metrics.

The Urban Assembly

New York, N.Y.

Executive Director of New York City Community School Initiatives

08/2017-05/2018

- Cultivated and managed strategic partnerships with corporate, nonprofit, and government entities to support the mission and institutional advancement goals.
- Led fundraising efforts, including grant writing, donor cultivation, and special events, to secure financial resources for programs and initiatives.
- Led fundraising efforts, including grant writing, donor cultivation, and special events, resulting in the successful procurement of \$3.7 million for community institutional advancement and programming initiatives.
- Developed and implemented strategies to increase visibility and support for The Urban Assembly's work through marketing, communications, and public relations efforts.
- Represent the organization at external events, conferences, and meetings, serving as a spokesperson and advocate for the organization's mission and values.

The Urban Assembly

New York, N.Y.

Senior Director of Strategic Partnerships and Development

08/2017-05/2018

- Provided strategic leadership and oversight for initiatives aimed at improving academic outcomes and community engagement in New York City public schools.
- Developed and implemented programs to support student success, family involvement, and community partnerships.
- Collaborated with school leaders, teachers, and community stakeholders to identify needs and implement effective interventions for institutional advancement.
- Develop and execute comprehensive strategic partnership strategies to drive revenue growth, expand market reach, and enhance brand visibility.
- Identify and cultivate relationships with key stakeholders, including corporate partners, foundations, government agencies, and non-profit organizations, to support organizational objectives and initiatives.
- Collaborate with cross-functional teams to assess partnership opportunities, negotiate terms and agreements, and ensure alignment with organizational priorities and goals.
- Lead the design and implementation of fundraising campaigns and initiatives, leveraging diverse fundraising channels and tactics to maximize donor engagement and contributions.
- Manage a portfolio of major donors and prospects, cultivating meaningful relationships through personalized stewardship and cultivation strategies.

- Provide guidance and support to team members, fostering a culture of collaboration, innovation, and accountability.
- Monitor and evaluate the performance of strategic partnerships and fundraising efforts, analyzing key metrics and outcomes to inform future strategies and initiatives.

New Community D.C.

Washington, D.C.

Executive Director

09/2015- 08/2017

- Provided leadership and direction for a nonprofit organization dedicated to community development and social services in Washington, D.C.
- Oversaw all aspects of organizational management, including program development, financial management, and staff supervision.
- Collaborated with community partners, government agencies, and funders to address community needs and leverage resources for maximum impact.
- Established partnerships with leading corporations and foundations, resulting in increased brand visibility and support for key programs and initiatives.

The Norwood Park inc.

Chevy Chase, M.D.

Executive Director

07/2012- 06/2016

- Directed operations and programming for a community and education-based organization serving residents of Norwood Park in Washington, D.C.
- Developed and implemented initiatives to promote community engagement, economic development, and quality of life improvements.
- Managed staff, volunteers, and resources to ensure effective delivery of education based services and programs to the community.

Volunteers of America Chesapeake, Intellectual & Development Disabilities Services

Washington, D.C.

Senior Program Director & Program Coordinator

7/2011- 03/2014

- Managed day-to-day operations of programs serving individuals with intellectual and developmental disabilities, ensuring quality service delivery and compliance with regulatory standards.
- Supervised staff and provided leadership, training, and support to ensure the highest level of care and support for program participants.
- Developed and implemented person-centered plans and behavior support strategies to promote independence and community integration.

Volunteers of America Delaware Valley, Neurobehavioral and Specialized Services

Philadelphia, P.A.

Senior Program Coordinator

07/2011- 03/2012

- Coordinated residential and day programs for individuals with neurological and developmental disabilities, focusing on behavior management and skill development.
- Conducted assessments and developed individualized service plans to meet the unique needs of program participants.
- Provided direct support and crisis intervention as needed, collaborating with interdisciplinary teams and external stakeholders to ensure continuity of care.

Bancroft, Lindens Neurobehavioral

Philadelphia, P.A.

Applied Behavioral Analysis (ABA) Direct Support Associate

07/2009- 03/2011

- Provided direct care and behavior support services to individuals with autism spectrum disorder and other developmental disabilities.
- Implemented behavior intervention plans based on the principles of applied behavior analysis (ABA) to address challenging behaviors and promote skill acquisition.
- Documented client progress and communicated with team members to ensure consistency and effectiveness of interventions.

PROFESSIONAL CONSULTING PROJECTS | THE LINDSAY GROUP CO.

1. ***Catholic Archdiocese of Washington, Washington, D.C.*** 2015-2016
 - a. Organizational Assessment
 - b. Strategic Planning Facilitation
2. ***Quest Movement, Philadelphia, P.A.*** 2015-2017
 - a. Organizational Assessment
 - b. Change Management & System Optimization
 - c. Board Development Retreat Facilitation
3. ***National Conservatory of Arts, Washington, D.C.*** 2016-2017
 - a. Strategic Planning Facilitation
 - b. Leadership Development Coaching
 - c. Change Management & System Optimization
4. ***HOPE SF, San Francisco, C.A.*** 2017-2018
 - a. Program Evaluation
 - b. Change Management & System Optimization
5. ***San Francisco Foundation, San Francisco, C.A.*** 2017-2018
 - a. Program Evaluation
 - b. Change Management & System Optimization
6. ***Vantage Leadership, Chicago, I.L.*** 2019-2019
 - a. Policy Evaluation/Bias Assessment
 - b. Anti-Oppressive Learning and Development Facilitation
7. ***City of New York, Mayor's Office of (M/WBE), New York, N.Y.*** 2020-2021
 - a. Disparity Study
 - b. Equity Audit
 - c. Anti-Oppressive Learning and Development Facilitation
8. ***Cara Chicago, Chicago, I.L.*** 2021-2022
 - a. Equity Audit
 - b. Facilitated Anti-Oppressive Learning and Development Intervention
 - c. Change Management & System Optimization
9. ***Folsom Street, San Francisco, C.A.*** 2020-2022
 - a. Organizational Assessment
 - b. Equity Audit
 - c. Program Evaluation
 - d. Review and Revision of By
 - e. Strategic Planning Facilitation
10. ***Hannibal Foundation, New Orleans, L.A.*** 2020-2021
 - a. Strategic Planning Facilitation
 - b. Dialogic Facilitation
11. ***Tacoma Housing Authority, Tacoma, W.A.*** 2021-2022
 - a. Organizational Assessment
 - b. Equity Audit
 - c. Strategic Planning Facilitation
 - d. Change Management & System Optimization

- e. Dialogic Facilitation
 - f. Executive Coaching
 - g. Board Development Retreat Facilitation
12. **Rhode Island Consortium of Care, Providence, R.I.** 2021-2022
- a. Organizational Assessment
 - b. Change Management & System Optimization
 - c. Dialogic Facilitation
13. **Rhode Island Coalition to End Homelessness (RICEH), Providence, R.I.** 2021-2022
- a. Organizational Assessment
 - b. Change Management & System Optimization
 - c. Conflict De-escalation Intervention
 - d. Dialogic Facilitation
14. **House of Hope (HOH), Providence, R.I.** 2022-2022
- a. Organizational Assessment
 - b. Change Management & System *Optimization*
15. **Foster Forward, Providence, R.I.** 2021-2022
- a. Organizational Assessment
 - b. Change Management & System Optimization
16. **Folsom Street, San Francisco, C.A.** 2022-2022
- a. *Board Development Retreat Facilitation*
17. **Sojourner House, Providence, R.I.** 2021-2022
- a. Organizational Assessment
 - b. Change Management & System Optimization
18. **Community Care Alliance (CCA), Providence, R.I.** 2022-2022
- a. Organizational Assessment
19. **Rhode Island Consortium of Care, Providence, R.I.** 2022-2022
- a. Organizational Assessment
20. **Community Care Alliance (CCA), Providence, R.I.** 2022-2022
- a. Organizational Assessment

PEER REVIEWED PUBLICATIONS

1. **Lindsay, P. V. L.,** (2024). Theory of Organizational Systemic Dysregulation, Organizational Development Review (ODR). – ***In Progress***
2. **Lindsay, P. V. L.,** (2024). Multicultural Organizational Development: The Road to Becoming More Anti-Racist Organizational Development Review (ODR). – ***In Progress***
3. **Lindsay, P. V. L.,** (2023). Unmasking the Invisible Chains: Exploring the Interplay of Organizational Trauma and Systemic Oppression for Sustainable Transformation, Organizational Development Review (ODR).
4. **Lindsay, P. V. L.,** (2022). Organizational Trauma: A Phenomenological Study of the Impact of Organizational Trauma on Worker Consciousness and Cognitive Experience. The Chicago School of Professional Psychology (TCS Education System & Proquest).

5. **Lindsay, P. V. L.**, (2020). Organizational Trauma: Leading Organizations Through Change. *Organizational Development Review (ODR)*.
6. Burrell, D. N., **Lindsay, P. V. L.**, (2020). A Real-World Exploration of Green Human Resources and Sustainability Education in Hyper-Connected and Technology-Driven Organizations *Journal of Smart Education and Urban Society (IJSEUS)*, 39-56.
7. Burrell, D. N., Bhargava, N., Duncan, T., **Lindsay, P. V. L.**, Cole, C. M., & Sangle, P. (2019). Exploring the Complex Nature of Ethical Cultures in Health Care Organizations. *International Journal of Applied Research on Public Health Management (IJARPHM)*, 4(2), 29-46

DISSERTATION AND MASTERS THESIS ADVISING

2. Ben-Hananiah, Adam (2024). *New-Generational Leadership Changes in Family-Owned Businesses: Enhancing Organizational Resilience and Preventing Organizational Trauma*, A Doctoral Dissertation, Rutgers University Graduate School of Applied and Professional Psychology. **Under the direction of Preston Lindsay, Ph.D.**
3. Brawley, Ujjayini (2019). *COVID-19 and The unintended impact of continuous virtual learning on the MPSIO graduate student experience: A Qualitative Research Study*, Masters Capstone/Thesis, University of Maryland College of Behavioral and Social Sciences. **Under the direction of Preston Lindsay, Ph.D.**

LECTURES, WORKSHOPS, AND SYMPOSIA

1. **Lindsay, P. L.** “Leveraging Theory and Application of Multiteam Systems for Organizational Change during Times of Uncertainty” Rutgers University, New Brunswick, Graduate School of Professional Studies (2023)
2. **Lindsay, P. L.** “The Psychology of Social Diversity, Group Formation and Development” Rutgers University, New Brunswick, Graduate School of Professional Studies (2023)
3. **Lindsay, P. L.** “Facilitating Group Emergent States and Group Dynamics” Rutgers University, New Brunswick, Graduate School of Professional Studies (2023)
4. **Lindsay, P. L.** “Assessing Group Dynamics for Group Processes and Task Analyses Rutgers University, New Brunswick, Graduate School of Professional Studies (2023)
5. **Lindsay, P. L.** “Application of Systems Theory in Practice: Systems Analysis Techniques,” Rutgers University, New Brunswick, Graduate School of Professional Studies (2023)
6. **Lindsay, P. L.** “Integration with Organizational Strategy” Rutgers University, New Brunswick, Graduate School of Professional Studies (2023)
7. **Lindsay, P. L.** “Organizational Dynamics Through a Systems Lens” Rutgers University, New Brunswick, Graduate School of Professional Studies (2023)
8. **Lindsay, P. L.** “Psychological Perspectives on Change” Rutgers University, New Brunswick, Graduate School of Professional Studies (2022)

9. **Lindsay, P. L.** “Aligning Organizational Change with Strategy” Rutgers University, New Brunswick, Graduate School of Professional Studies (2022)
10. **Lindsay, P. L.** “Implementing and Managing Change” Rutgers University, New Brunswick, Graduate School of Professional Studies (2022)
11. **Lindsay, P. L.** “Cultural Competence in Organizational Change and Emerging Trends in Organizational Change” Rutgers University, New Brunswick, Graduate School of Professional Studies
12. **Lindsay, P. L.,** Cooper, C, Modeste, R, Brawley. “Transdisciplinary Organization Development Praxis for Anti-Oppressive Organizational Change” International Organization Development Association World Summit (2022)
13. **Lindsay, P.L.,** Dela Pona, C. Gomez-Ornelas, S. “The Industrial Organizational Psychology Echo Chamber” The Society of Industrial Organizational Psychology (SIOP) Conference (2022)
14. **Lindsay, P. L.** “Organizational Trauma: A Phenomenological Study of the Worker’s Consciousness and Cognitive Experience” The Chicago School of Professional Psychology, Department of Business Psychology (2020)
15. **Lindsay, P. L.** “Anti-Racist Organizational Development and Change” The Chicago School of Professional Psychology, Department of Business Psychology (2020)
16. **Lindsay, P. L.** “Reflexive Antiracist Training and Development for Diversity and Inclusion Practitioners” University of Maryland, College Park (2020)
17. **Lindsay, P. L.** “Organizational Behavior Theory and Practice: Organizational Culture and Dynamics” Saint Peters University (2020)
18. **Lindsay, P. L.** “Strategy Formulation for Organizational Change” New York University, Robert Wagner School of Public Service (2019)
19. **Lindsay, P. L.** “Effective Organizational Change Management Strategies” New York University, Robert Wagner School of Public Service (2019)
20. **Lindsay, P. L.** “Rewards, Performance Management, and Motivation in the Workplace” New York University, Robert Wagner School of Public Service (2019)
21. **Lindsay, P. L.** “Workforce Resistance to Planned Change” New York University, Robert Wagner School of Public Service (2019)
22. **Lindsay, P. L.** “Corporate Competitiveness: Human Capital Management & Strategy” Columbia University and US-China Exchange Council (2018)
23. **Lindsay, P. L.** “Managing Human Behavior in Organizations” Columbia University, College of Professional Studies (2018)
24. **Lindsay, P. L.** “Nonprofit Leadership: Can Effective Leadership Ensure Organizational Sustainability?” The Catholic University, Busch School of Business and Metropolitan School of Professional Studies (2016)
25. **Lindsay, P. L.** “Organizational Diagnosis and Planned Change” The Catholic University, Busch School of Business and Metropolitan School of Professional Studies (2015)
26. **Lindsay, P. L.** “Leading Organizational Change: Organizational Diagnosis for Planned Change” The Catholic University, Busch School of Business and Metropolitan School of Professional Studies (2015)

INVITED PRESENTATIONS

1. **Lindsay, P. L** (2018) Managing Human Behavior: Avoiding Marginalization of Black Employees, Columbia University, School of Professional Studies
2. **Lindsay, P. L** (2019) Managing Human Behavior: Avoiding Marginalization of Black Employees, US/China Exchange Council
3. **Lindsay, P. L** (2021) Transforming Systems: Organizational Diagnosis and Designing Equity-Driven Interventions for Change, Sartorius Stadeem, U.S. Division
4. **Lindsay, P. L** and Gilpin-Jackson, Y., (2021) The Conceptualizing and Application of the Multicultural Organization Development Approach, Organization Development Network (ODN) Diversity Learning Circles Initiative
5. **Lindsay, P.L.** Applying the Multicultural Organization Development Framework for Diagnosing and Design Intervention, Solihten Institute (2023)

PROFESSIONAL SOCIETIES AND AFFILIATIONS

1. *Past Vice Chair*, Organization Development Network (2020-2023)
2. *Member*, Organization Development Network (2020-2023)
3. *Reviewer*, Organization Development Review (2019-Present)
4. *Guest Editor*, Special Edition on Organizational Trauma – Organization Development Review (2022-2023)
5. *Associate*, Society for Industrial and Organizational Psychology (SIOP)
6. *Member*, American Psychological Association
7. *Member*, Center for Nonprofit Advancement (CNA)
8. *Lifetime Member*, Psi Chi Honor Society of Psychology
9. *Member*, Academy of Management
10. *Member*, NTL
11. *Member*, Society for Neuroscience
12. *Editor*, Organization Development Review

MAJOR COMMITTEE ASSIGNMENTS

1. *Vice Chair*, Organization Development Network 2020-2023
 - a. Vice Chair Executive Committee
2. *Member*, Organization Development Network 2020-2023
 - a. Chair Diversity & Inclusion Action Committee
3. *Member*, Organization Development Network 2020-2023
 - a. Member, Professional Development Committee

AUXILLARY SKILLS

1. Advanced Proficient in statistical analysis and software (R and SPSS);
2. Advanced Proficient in qualitative analysis and coding software (Descript and Nvivo);
3. Fluent American Sign Language

REFERENCES

Colin Cooper, Ph.D.

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Department of Psychology
University of Maryland
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(240) 858-4305 cell

Latise Hairston, Ph.D.

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Nikki Harley, MSOD

Senior Learning and Development Specialist
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Naomi Olson, Ph.D.

International DEI Research Analyst
Aperian Global
(720) 582-4184 direct