

# Preston V. L. Lindsay, Ph.D.

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<https://gsapp.rutgers.edu/faculty-staff/faculty-staff-directory?page=6>

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

*Based in the Greater New York Metro Area*

## *Curriculum Vitae*

### EDUCATION

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#### **The Chicago School. Chicago, IL**

Doctor of Philosophy (Ph.D.), *Business Psychology with emphasis in Industrial Organizational Psychology*

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

#### **Catholic University of America. Washington, D.C.**

Master of Science (M.S.), *Management & Organizational Development*

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

#### **Catholic University of America. Washington, D.C.**

Bachelor of Arts (B.A.), *Sociology*

- Concentration: *Advanced Social Science w/ Emphasis in Organizational Behavior*

#### **Drexel University. Philadelphia, P.A.**

Bachelor of Science (B.S.), *Psychology*

- Transferred

### CERTIFICATIONS

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#### **Organization Development Network**

Global Organization Development (OD) Competency Framework Certification (Global ODCF)

- ODCF provides a set of standards for the OD profession by clarifying expectations for impactful results.

#### **Harvard Business School**

Graduate Certificate Applied Economics for Business Managers

- Application of fundamental economic principles to real-world business challenges.

### UNIVERSITY APPOINTMENTS

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#### **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 advanced organization development science and practice.
- Supervise graduate students in their dissertation research and provide guidance on application of advanced qualitative and quantitative research methods.
- Support the selection of prospective doctoral students into the program.
- 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**

06/2024- 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 Mount Saint Vincent, Seton College**

08/2024- Present

Department of Psychology

*Clinical Assistant Professor of Psychology*

- Engaged undergraduate students through interactive lectures, case studies, and gamification activities to facilitate deeper understanding and application of foundational psychological concepts.
- Provides academic advising to students, guiding them in their academic career.
- Using Canvas learning management system to facilitate learning and accessibility of course content.
- Mentoring students on matters beyond the classroom.
- Supports the selection of new faculty at the college by supporting the design of the selection process and conducting extensive interviews, teaching demonstration observations, and debriefs leading to the selection of faculty.
- Appointed and serves as Chair of the University's Diversity Equity Inclusion and Belonging Committee

**University of Pennsylvania, College of Liberal and Professional Studies**

08/2024- Present

Organizational Dynamics Master Program

*Lecturer*

- Designed and teaching the inaugural applied systems theory and analysis course for the Masters of Science, Organizational Dynamics program.
- Developed and implemented innovative teaching strategies to engage students and foster critical thinking and practical application of course concepts through gamification.
- Mentoring graduate students and provided academic advising, supporting their personal and professional development.

**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 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.

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**INSTRUCTIONAL DESIGN AND TEACHING EXPERIENCE – Syllabi available upon request**

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1. *Graduate Course*
  - Applied Systems Theory and Analysis
  - Organizational Diagnosis and Cultural Dynamics
  - Psychology of Group Behavior
  - Psychology of Work and Careers
  - Applied Multivariate Analysis
  - Designing Anti-Opressive Organizations
  - Science and Practice of Training and Development
  - Adult Learning Theory
  - Advanced Qualitative Research Methods for Organizational Psychologists
  - Advanced Quantitative Research Methods for Organizational Psychologists
  - Psychometrics for Organizational Psychologists
  - Strategic Human Resources
  - Analytical Thinking I & II
  - Organizational Change and Strategic Planning
  - Management and Leadership
  - Organizational Neuroscience
  - Organizational Trauma Seminar
  - Dissertation Supervision
2. *Undergraduate Courses*
  - Introduction to Psychology
  - Organizational Psychology
  - Social Psychology

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**PROFESSIONAL POSITIONS**

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**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**

*Executive Director of New York City Community School Initiatives*

**New York, N.Y.**

*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**

*Senior Director of Strategic Partnerships and Development*

**New York, N.Y.**

*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.**

*Executive Director*

**Washington, D.C.**

*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.**

*Executive Director*

**Chevy Chase, M.D.**

*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 Stabilization**

**Philadelphia, P.A.**

*Applied Behavioral Analysis (ABA) Direct Support Associate*

07/2009- 03/2011

- Provided direct education 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.**

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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
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- 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



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| 17. <i>Sojourner House, Providence, R.I.</i>  | 2021-2022 |
| a. Organizational Assessment  |           |
| b. Change Management & System Optimization  |           |
| 18. <i>Community Care Alliance (CCA), Providence, R.I.</i>                            | 2022-2023 |
| a. Organizational Assessment  |           |
| 19. <i>Rhode Island Consortium of Care, Providence, R.I.</i>                          | 2022-2023 |
| a. Organizational Assessment  |           |
| 20. <i>Community Care Alliance (CCA), Providence, R.I.</i>                            | 2022-2023 |
| a. Organizational Assessment  |           |
| 21. <i>United States Department of State + Tatitlek Corporation, Washington, D.C.</i> | 2023-2024 |
| a. Organizational Assessment  |           |
| b. Change Management & System Optimization  |           |
| c. Conflict De-escalation Intervention  |           |

#### PEER REVIEWED PUBLICATIONS

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1. **Lindsay, P. V. L.,** (2025). Organizational Trauma Prevalence Study: Empirical Analysis of Incidence, Patterns, and Impact (ODR). – *In Progress*
2. **Lindsay, P.** (in press). Psychology of organization change and change management. In *The Palgrave Encyclopedia of Leadership and Organizational Change*. Palgrave Macmillan. Anticipated publication: May 2025.
3. **Lindsay, P. V. L.,** (2025). Toward a Theory of Organizational Systemic Dysregulation, Organizational Development Review (ODR). – *In Progress*
4. **Lindsay, P. V. L.,** (2025). Multicultural Organizational Development: The Road to Becoming More Anti-Racist Organizational Development Review (ODR). – *In Progress*
5. **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).
6. **Lindsay, P. V. L.,** (2020). 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).
7. **Lindsay, P. V. L.,** (2020). Organizational Trauma: Leading Organizations Through Change. Organizational Development Review (ODR).
8. 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.
9. 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

## LECTURES, WORKSHOPS, AND SYMPOSIA

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1. **Lindsay, P. V. L.** (2025) *Transforming Organizational Trauma into Pathways for Equity and Justice*. Accepted by Division 14 - Society for Industrial and Organizational Psychology, American Psychological Association 2025 Conference.
2. **Lindsay, P. V. L.** (2025) *Applied Behavioral Science for Systemic. Change* Accepted by International Society of Organizational Development and Change 2025 Conference
3. **Lindsay, P. V. L.** (2024). *Mapping organizational systems: Identifying key inputs, processes, and outputs* [Lecture notes]. Syllabus available upon request.
4. **Lindsay, P. V. L.** (2024). *Exploring open and closed systems: Theoretical foundations and applications* [Lecture notes]. Syllabus available upon request.
5. **Lindsay, P. V. L.** (2024). *Feedback loops and system dynamics: Tools for organizational analysis* [Lecture notes]. Syllabus available upon request.
6. **Lindsay, P. V. L.** (2024). *Diagnosing organizational health: Frameworks and models* [Lecture notes]. Rutgers University Graduate School of Applied and Professional Psychology. Syllabus available upon request.
7. **Lindsay, P. V. L.** (2024). *The role of culture in organizational effectiveness: Dynamics and challenges* [Lecture notes]. Rutgers University Graduate School of Applied and Professional Psychology. Syllabus available upon request.
8. **Lindsay, P. V. L.** (2024). *Cultural audits: Strategies for assessing organizational alignment* [Lecture notes]. Rutgers University Graduate School of Applied and Professional Psychology. Syllabus available upon request.
9. **Lindsay, P. L.** (2024) “Leveraging Theory and Application of Multiteam Systems for Organizational Change during Times of Uncertainty” Rutgers University, New Brunswick, Graduate School of Professional Studies
10. **Lindsay, P. V. L.** (2023). *Group dynamics: Theories, processes, and real-world implications* [Lecture notes]. Rutgers University Graduate School of Applied and Professional Psychology. Syllabus available upon request.
11. **Lindsay, P. V. L.** (2023). *Conflict resolution in groups: Navigating power, roles, and norms* [Lecture notes]. Rutgers University Graduate School of Applied and Professional Psychology. Syllabus available upon request.
12. **Lindsay, P. V. L.** (2023). *Social loafing, conformity, and collective efficacy: Psychological drivers of team success* [Lecture notes]. Rutgers University Graduate School of Applied and Professional Psychology. Syllabus available upon request.
13. **Lindsay, P. V. L.** (2023) “The Psychology of Social Diversity, Group Formation and Development” Rutgers University, New Brunswick, Graduate School of Professional Studies

14. **Lindsay, P. V. L.** (2023) “Facilitating Group Emergent States and Group Dynamics” Rutgers University, New Brunswick, Graduate School of Professional Studies
15. **Lindsay, P. V. L.** (2023) “Assessing Group Dynamics for Group Processes and Task Analyses Rutgers University, New Brunswick, Graduate School of Professional Studies
16. **Lindsay, P. V. L.** (2023) “Application of Systems Theory in Practice: Systems Analysis Techniques,” Rutgers University, New Brunswick, Graduate School of Professional Studies
17. **Lindsay, P. V. L.** (2023) “Integration with Organizational Strategy” Rutgers University, New Brunswick, Graduate School of Professional Studies
18. **Lindsay, P. V. L.** (2023) “Organizational Dynamics Through a Systems Lens” Rutgers University, New Brunswick, Graduate School of Professional Studies
19. **Lindsay, P.V.L.** (2022). *Intersectionality in the workplace: Identifying and addressing systemic inequities* [Lecture notes]. Saint Peter's University. Syllabus available upon request.
20. **Lindsay, P.V.L.** (2022). *Developing inclusive policies: Anti-oppressive practices for leadership* [Lecture notes]. Saint Peter's University. Syllabus available upon request.
21. **Lindsay, P.V.L.** (2022). *Measuring equity and justice in organizational systems* [Lecture notes]. Saint Peter's University. Syllabus available upon request.
22. **Lindsay, P.V.L.** (2022). *Factor analysis and structural equation modeling in organizational research* [Lecture notes]. University of Maryland, Baltimore County. Syllabus available upon request.
23. **Lindsay, P. V. L.** (2022) Cooper, C, Modeste, R, Brawley. “Transdisciplinary Organization Development Praxis for Anti-Oppressive Organizational Change” International Organization Development Association World Summit
24. **Lindsay, P. V. L.** Dela Pona, C. Gomez-Ornelas, S. (2022) “The Industrial Organizational Psychology Echo Chamber” The Society of Industrial Organizational Psychology (SIOP) Conference (2022)
25. **Lindsay, P. V. L.** (2020) “Organizational Trauma: A Phenomenological Study of the Worker’s Consciousness and Cognitive Experience” The Chicago School of Professional Psychology, Department of Business Psychology
26. **Lindsay, P. V. L.** (2020) “Anti-Racist Organizational Development and Change” The Chicago School of Professional Psychology, Department of Business Psychology
27. **Lindsay, P. V. L.** (2020) “Reflexive Antiracist Training and Development for Diversity and Inclusion Practitioners” University of Maryland, College Park
28. **Lindsay, P. V. L.** (2020) “Organizational Behavior Theory and Practice: Organizational Culture and Dynamics” Saint Peters University
29. **Lindsay, P. V. L.** 2020) “Strategy Formulation for Organizational Change” New York University, Robert Wagner School of Public Service
30. **Lindsay, P. V. L.** (2019) “Effective Organizational Change Management Strategies” New York University, Robert Wagner School of Public Service
31. **Lindsay, P. V. L.** (2019) “Rewards, Performance Management, and Motivation in the Workplace” New York University, Robert Wagner School of Public Service

32. **Lindsay, P. V. L.** (2019) “Workforce Resistance to Planned Change” New York University, Robert Wagner School of Public Service
33. **Lindsay, P.V.L.** (2019). *MANOVA and discriminant analysis: Advanced techniques for complex data* [Lecture notes]. Suffolk University. Syllabus available upon request.
34. **Lindsay, P.V.L.** (2019). *Factor analysis and structural equation modeling in organizational research* [Lecture notes]. Suffolk University. Syllabus available upon request.
35. **Lindsay, P. V. L.** (2018) “Corporate Competitiveness: Human Capital Management & Strategy” Columbia University and US-China Exchange Council
36. **Lindsay, P. V. L.** (2018) “Managing Human Behavior in Organizations” Columbia University, College of Professional Studies
37. **Lindsay, P. V. L.** 2016) “Nonprofit Leadership: Can Effective Leadership Ensure Organizational Sustainability?” The Catholic University, Busch School of Business and Metropolitan School of Professional Studies
38. **Lindsay, P. V. L.** (2015) “Engaging Organizational Diagnosis for Planned Change” The Catholic University, Busch School of Business and Metropolitan School of Professional Studies
39. **Lindsay, P. V. L.** (2015) “Leading Organizational Change: Organizational Diagnosis for Planned Change” The Catholic University, Busch School of Business and Metropolitan School of Professional Studies

#### **DISSERTATION AND MASTERS THESIS/CAPSTONE ADVISING**

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1. Haywood, Daton (2026) – **In Progress.** Exploring the Lived Experiences of Black Leaders Navigating Organizational Trauma, A Doctoral Dissertation, Rutgers University Graduate School of Applied and Professional Psychology. **Under the direction of Preston Lindsay, Ph.D.**
2. Qalbani, Sara (2026) – **In Progress.** The Impact of the U.S. Political Climate on Employee Performance & Motivation, A Doctoral Dissertation, Rutgers University Graduate School of Applied and Professional Psychology. **Under the direction of Preston Lindsay, Ph.D.**
3. Kahn, Alex (2026) – **In Progress.** Evidence for the Recalibration of Acceptable Mean Differences on Cognitive Assessment Between Ethnic Groups, A Doctoral Dissertation, Rutgers University Graduate School of Applied and Professional Psychology. **Under the direction of Preston Lindsay, Ph.D.**
4. 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.**
5. Brawley, Ujjayini (2020). *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 Park, College of Behavioral and Social Sciences. **Under the direction of Preston Lindsay, Ph.D.**
6. Rogers, Tyra (2020). *The Psychology Behind Organizational Diagnosis: Optimizing Systems for Success A Qualitative Research Study*, Masters Capstone/Thesis, University of Maryland, College Park, College of Behavioral and Social Sciences. **Under the direction of Preston Lindsay, Ph.D.**

## AWARDS AND HONORS

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1. Rutgers University, New Brunswick **2025 Excellence in Online Teaching Award**
2. The Catholic University of America, **2012 Dr. Vincent A. Sheehy Scholar**
3. Black Enterprise **2018 BE Modern Man**
4. The Chicago School of Professional Psychology, **2016 President's Scholarship**

## INVITED PRESENTATIONS

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1. **Lindsay, P. V. L.** (2025) *Applied Behavioral Science for Systemic Change* Accepted by International Society of Organizational Development and Change 2025 Conference
2. **Lindsay, P.L.** Applying the Multicultural Organization Development Framework for Diagnosing and Design Intervention, Solihten Institute (2023)
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.** (2019) *Managing Human Behavior: Avoiding Marginalization of Employees*, US/China Exchange Council

## PROFESSIONAL SOCIETIES AND AFFILIATIONS

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

## MAJOR COMMITTEE ASSIGNMENTS

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1. *Diversity, Equity and Inclusion Belonging Committee*, University of Mount Saint Vincent 2025-2027
  - a. Chairperson, Executive Board
2. *Board of Trustees Executive Committee*, Organization Development Network 2020-2023
  - a. Vice Chair Executive Committee
3. *Equity and Inclusion Committee*, Organization Development Network 2020-2023

- a. Chair Equity & Inclusion Action Committee
4. *Professional Development*, Organization Development Network 2020-2023
  - a. Member, Global Competency Framework Faculty

## AUXILLARY SKILLS

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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

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### **Dave Jamieson, Ph.D.**

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