

LAURA BRYAN

(formerly Laura Koppes)

859.940.6153 (mobile); LKBryan87@gmail.com

ACADEMIC EXPERIENCE

University of Kentucky (2019-present)

Dean (Interim), Lewis Honors College, 2020-2022

T.G. Lewis Endowed Faculty Scholar in Organizational Behavior, 2019-present

Director of Honors Leadership Initiatives, present

Singletary Scholar Advisor, present

Transylvania University (2015-2019)

Vice President for Academic Affairs and Dean of the University

University of Baltimore (2012-2015)

Dean, Yale Gordon College of Arts and Sciences and Tenured Professor

University of West Florida (2007-2012)

Director, School of Psychological and Behavioral Sciences

Chair, Department of Psychology

Special Assistant to Provost-Strategic Planning and Resource Allocation

Co-Director, Center for Applied Psychology (CAP)

Tenured Professor of Industrial-Organizational (I-O) Psychology

University of Kentucky (2006-2007)

Director, Work-Life, Human Resources

Eastern Kentucky University (1999-2005)

Associate Vice President, Academic Affairs, 2003-2005

Founding Coordinator of Graduate Program, I-O Psychology, 1999-2005

Tenured Associate Professor of I-O Psychology, 1999-2005

Kentucky Governor's Scholars Program (2001, Summer)

Director of Eastern Kentucky University Campus

Tri-State University (now Trine University) (1995-1999)

Chair [Dean-level], Ketner School of Business, 1996-1999

Associate Professor of Management, 1995-1999

Marycrest University (1994-1995)

Assistant Professor of Psychology

University of Wisconsin-Oshkosh (1989-1994)

Director, Graduate Program, I-O Psychology, 1990-1994

Assistant Professor of I-O Psychology, 1989-1994

BUSINESS EXPERIENCE

University of Kentucky Gatton College of Business and Economics

Don & Cathy Jacobs Executive Education Center

Consultant, present

LLBryan Consulting

CEO and Founder, present

LK Associates

President and Independent Consultant, 1989-2007

Bank One

Senior Trainer, 1987-1989

HONORS AND RECOGNITION

- Elected, American Psychological Association Board of Educational Affairs as representative of Division 14: Society for Industrial-Organizational Psychology
- U.S. Fulbright Scholar, Czech Republic
- Fellow, Society for Industrial and Organizational Psychology (SIOP)
- Fellow, Association for Psychological Science (APA)
- Fellow, American Psychological Association (APS)
- Named one of most influential authors in I-O psychology (Aguinis et al, 2017)
- Elected Education and Training Officer, SIOP Executive Board
- Editor, *The Industrial-Organizational Psychologist*, SIOP
- Elected President, College & University Work/Family Association
- Vice-Chair, KY American Council of Education Women's Network
- SIOP Distinguished Service Contributions Award
- President's Award for Leadership in Diversity, University of West Florida (UWF)
- Distinguished Faculty Scholarly and Creative Activity Award, UWF
- Outstanding Faculty Award for Teaching, Tri-State University
- Graduate of Leadership Kentucky Program (selective)
- Graduate of Greater Baltimore Committee Leadership Program (selective)
- Champion of Psychology, APS (selective)
- Sigma Xi, International Honor Society of Science and Engineering
- Phi Kappa Phi member (top 5% of class)
- Psi Chi, National Honor Society for Psychology

EDUCATION

The Ohio State University, Columbus, OH

Ph.D., I-O Psychology with a minor in Quantitative Psychology

M.A., I-O Psychology

B.S., Psychology with a Business concentration

PROFESSIONAL EXPERIENCE

UNIVERSITY OF KENTUCKY (UK), Lexington, KY (2019-present)

LEWIS HONORS COLLEGE

Nationally recognized honors college with a student-centric focus and a college student enrollment of 2,300.

Dean (Interim) (2020-2022)

T.G. Lewis Faculty Scholar in Organizational Behavior (2019-present)

Director of Honors Leadership Initiatives

Singletary Scholar Advisor

Responsibilities: As Dean, led the full-time Honors faculty and staff to fulfill the vision and mission of the college, in alignment with the University's strategic plan and gift agreement. Administrative responsibility for undergraduate Honors education, budgeting, fund-raising, enrollment management, student success, and personnel actions of faculty and staff (hiring, retention, performance evaluations). Reported to the Provost. As Scholar and Director, teach Honors courses on topics of positive organizational behavior and psychology; provide oversight of leadership development initiatives.

SELECTED HIGHLIGHTS

- Supervised 9 direct reports on leadership team; in collaboration, developed leadership priorities for each academic year:
 - Associate Dean for Academic Affairs
 - Assistant Dean of Diversity, Equity and Inclusion
 - Chief of Staff
 - Director of Center for Personal Development
 - Director of College Life
 - Director of Communications
 - Director of Admissions and Recruitment
 - Business Officer
 - Senior Philanthropy Officer
- Led Honors college community during COVID-19 pandemic; implemented actions for health and safety while fostering faculty, staff, student engagement.
- Managed college's budget. Developed a 7-year budget projection to develop strategies for sustainable financial resources; received additional \$250K recurring funding.
- Initiated numerous activities to enhance community belonging and individual well-being (e.g., college well-being advisory committee; pop-up cafe; college speaker series; Honors colloquium; crisis response team; flexible work day options; UK@Work survey results analysis; peer mentor program expansion; college newsletter; college-wide meetings; Honors all access virtual conversations with leadership; unplugged with the dean; deep space salon; annual environmental sustainability program and activities).

UNIVERSITY OF KENTUCKY continued

- Served as college SACS-COC representative to University committee.
- Led collaborative strategic planning process by leading the College Visioning and Strategic Planning Advisory Committee. Developed college strategic plan.
- Engaged in advancement and philanthropy efforts. Fostered communication and on-going relations with donors and college benefactor. Raised \$2.5 million in 2021-22. Launched Family Advisory Council and Alumni Mentoring program.
- Served as chair of the faculty, the Honors College Council, and the External Advisory Board.
- Conducted a faculty salary study to identify and correct salary inequities and compression; received approval from Provost office to make adjustments.
- Enhanced admissions policies and procedures by leading the admissions committee to refine the reviewer rubric and criteria for decision-making.
- Design and deliver Honors psychology courses on topics of happiness and well-being and positive psychology in the workplace.
- Provide leadership mentoring and coaching. Launched the Rising Leaders leadership development program for Honors students.
- Represent the college for both internal and external community engagement. Enhanced community understanding of diversity, equity, and inclusion (DEI) by developing and implementing annual DEI college plans.

TRANSYLVANIA UNIVERSITY (TU), Lexington, KY (2015-2019)

Nationally ranked private undergraduate university with a student enrollment of 1,000 and 90 full-time and part-time faculty.

Vice President for Academic Affairs and Dean of the University

Responsibilities: As chief academic officer, led the faculty and community in concert with the University's strategic plan, and provided vision and direction for enhancing student success, academic programs, and curricular innovation. Reported to the President and served on President's Executive Cabinet.

SELECTED HIGHLIGHTS

Strategic Leadership

- Guided and participated in the university strategic planning process and served on the President's strategic action plan work group.
- Provided strategic and visionary direction by establishing, implementing, and assessing goals for the division of academic affairs.
- Allocated resources in alignment with priorities, such as faculty and staff salary adjustments, professional development, technology upgrades, facility renovations.
- Established the Center for Academic and Professional Enrichment by integrating academic support offices to better serve students.
- Expanded the Academic Center for Excellence by enhancing resources for the learning skills program, the writing center, and academic disabilities services.

TRANSYLVANIA UNIVERSITY continued

- Increased and improved global and intercultural engagement programs for students. Developed a University study abroad program in Ireland.
- Launched initiatives, such as a campus-wide digital liberal arts program and a Peace Corp preparation program in partnership with the U.S. Peace Corp.
- Encouraged and supported faculty to develop innovative curriculum and programs, including pre-health, digital media and arts, and health sciences.
- Conducted a faculty salary study to develop a strategy and process for a competitive faculty salary structure. Implemented short-term strategies and developed a long-term plan to adjust salaries comparable to the external market.
- Established digital content and technology unit and specialist position for instruction; developed a proposal with Library for maker spaces.
- Expanded the Center for Liberal Education and supported the nationally known annual Transylvania Seminar on Liberal Arts.
- Enhanced commencement by strengthening the program, including alumni, engaging faculty, and improving the pageantry.
- Revitalized academic convocation to be the signature opening event each year.
- Improved the academic Creative Intelligence speaker series by integrating multiple endowed lecturers and providing resources with a common theme.
- Provided oversight of main classroom building renovation.
- Developed, implemented a facility plan to integrate services for student success.
- Proposed and launched a platform for an online course catalog.
- Engaged in sustainability initiatives such as leading a faculty focus group on the feasibility of an environmental sustainability academic program and coursework, funding a faculty-led community garden, approving environmentally friendly chemical hygiene safety practices, implementing sustainable facility improvements, and supporting a faculty-led bicycle program with the community.

Enrollment Management

- Served on the President's strategic enrollment team and retention core team.
- Used analytics to target areas of program growth in partnership with Admissions.
- Improved retention and graduation by analyzing relevant data about student trends and behaviors as well as overseeing student success academic initiatives (e.g., early alert system, writing center, master student tutorial, tutoring center).
- Articulated pathways by facilitating partnerships with the University of Kentucky, including a 3+4 pre-pharmacy/pharmD program with the College of Pharmacy, a 4+1 MBA program with the Gatton College of Business and Economics, and priority review of Transylvania students who apply to the Colleges of Dentistry, Medical Sciences, Medicine, Nursing, Pharmacy, and Public Health.
- Developed a pathway for pre-med students by establishing an early assurance program with the University of Kentucky College of Medicine.
- Initiated a plan for a 3+3 pathway with University of Kentucky College of Law.
- Established a pathway with Marshall University MBA's program.
- Strengthened the pre-health professional program by funding a pre-health coordinator position and enhancing resources.

TRANSYLVANIA UNIVERSITY continued

- Developed and implemented a summer academic program for recruiting high school students and retaining current students.
- Provided oversight of retention activities for first generation students.
- Partnered with Athletic department on academic issues of student-athletes; oversight of return to learn policy; guest coach for women's basketball team.

Organization Management

- Served on the executive cabinet, risk management advisory committee, campus emergency response team, and other committees as appointed by President.
- Managed largest budget of the University, \$13.5 million. Participated in University budget, capital funding, and policy making decisions.
- Met biweekly with Vice President of Finance and Business to decide policy, budget and finances including restricted funds, and other administrative matters.
- Established transparency of budget and financial resources management by creating a faculty finance/budget work group to advise budget planning.
- Implemented academic policies and established and/or improved policies and processes (e.g. parental leave, adjunct hiring, faculty and staff searches).
- Served as SACSCOC accreditation liaison and leader of the SACSCOC 5th Year Report Leadership Team. Successfully submitted SACSCOC Fifth Year Report in September 2017, resulting in no follow up reports or recommendations. Established team and process for reaffirmation of accreditation in 2020.
- Ensured campus safety and University compliance by supervising Title IX Coordinator and University Compliance Officer, and Chemical Hygiene Officer.
- Provided oversight of capital planning for eight academic facilities including Morlan Art Gallery, Lucille Little Theater, natural and social science labs.
- Supported professional accreditation of the Teacher Education program.

Internal/External Community Engagement

- Partnered with the University Board of Trustees by guiding the Academic Affairs Subcommittee, attending the Finance Subcommittee meetings, and participating in full board meetings and events.
- Facilitated the development of strategies to enhance communication and relations with faculty and Board of Trustees.
- In partnership with Committee on Trustees, developed board self-evaluation rating form and process.
- Mentored faculty on best practices for shared governance.
- Established dean's newsletter for faculty and staff to enhance communication.
- Enhanced orientation and mentoring program of tenure-track faculty. Provided oversight for developing and implementing mentoring of mid-career faculty.
- Designed and facilitated professional development workshops for staff.
- Advocated and communicated on behalf of the University in various forms including presentations at the local, regional, national levels and via social media.

TRANSYLVANIA UNIVERSITY continued

- Developed partnerships with local, regional, and national entities, such as the University of Kentucky, University of Kentucky HealthCare, Leadership Kentucky, United Way of the Bluegrass, Alltech Corporation, Council of Independent Colleges, ACE, SACS-COC Accreditation Commission.
- Served on the Dean’s Council for the Association of the Independent Kentucky Colleges and Universities.
- Hired, motivated, and empowered academic leadership team to achieve the vision, mission, and priorities of the institution. Supervised 16 direct reports:
 - Academic Chair, Division of Fine Arts
 - Academic Chair, Division of Humanities
 - Academic Chair, Division of Natural Sciences and Mathematics
 - Academic Chair, Division of Social Sciences
 - Executive Assistant to the VP; Special Assistant to Dean
 - Associate Dean of Faculty Affairs
 - Assistant Dean of Academic Affairs, Center for Academic and Professional Enrichment
 - Director of Creative Intelligence Lectures
 - Director of Academic Disability Services
 - Director of Library
 - Director of Morlan Art Gallery
 - Director of Study Abroad
 - Chemical Hygiene Officer/Coordinator of Chemistry Labs
 - Coordinator of Title IX Program, Policy, and Services, and University Compliance Officer
 - Registrar
 - Student Media Advisor

Equity, Diversity and Inclusion

- Enhanced community understanding of diversity, inclusion, and equity by initiating a diversity plan, training search committees, and supporting efforts of faculty diversity committee.
- Allocated funding specifically for initiatives that enhanced appreciation of diversity, inclusion, and equity. Annually funded summer faculty workshop on infusing diversity in the classroom.
- With faculty, formed a campus annual theme of “Unlearn Fear and Hate” that guided convocation, speaker invitations, lectures, and other campus activities.
- Established Dean’s Advisory Group for Prevention of Personal-based Violence and University Coalition for Preventing and Responding to Sexual Violence.
- Supervised academic disability services; improved policies and processes. Established return to learn policy for temporary disabilities, such as concussions.
- Co-led the National Annual Conference of the College and University Work-Life-Family Association with the University of Kentucky.

TRANSYLVANIA UNIVERSITY continued

Fundraising Efforts

- Met regularly with Vice President of Advancement to identify academic priorities and assist with prospecting.
- Participated in raising funds for renovations of academic facilities.
- Secured funding from the Andrew W. Mellon Foundation for curriculum revitalization and teaching excellence center proposal (\$100,000).
- In collaboration with President, prepared proposal and received funding from the Bingham Trust for Teaching Excellence to launch a digital liberal arts initiative (\$850,000).
- Prepared proposal and received funding from the Bingham Trust for Teaching Excellence to provide grants for faculty development in pedagogy (\$25,000).
- Prepared proposal and received funding from the Bingham Trust for Teaching Excellence to offer the nationally known Transylvania Center for Liberal Education Seminar on Liberal Arts in 2016, 2017, and 2018 (\$40,000/year).
- Obtained funds from the Jesse Ball duPont Foundation to develop retention strategies for first generation students.
- Received funding from the Council of Independent Colleges for professional development of faculty and staff with regard to vocation exploration (NetVUE).
- Prepared proposal and received funding for technology upgrades in classrooms; developed and implemented a mini-grant technology program for faculty to purchase technology enhancements.

UNIVERSITY OF BALTIMORE (UB), Baltimore, MD (2012-2015)

A comprehensive student-centered university with a University student enrollment of 7,500 and 65 full-time and 150 part-time college faculty.

Dean, Yale Gordon College of Arts and Sciences Tenured Professor of Psychology

Responsibilities: Administrative responsibility for undergraduate education and graduate degree programs, strategic planning, budgeting, enrollment management, student success, and personnel actions involving faculty and academic support professionals. Reported to Provost and served on President's Executive Committee.

SELECTED HIGHLIGHTS

Strategic Leadership

- Shaped the university's daily operations and strategic future by serving on the President's Executive Committee and the Dean's Council.
- Guided and participated in the University strategic planning process.
- Facilitated launch of President's University-wide initiative on student success.

UNIVERSITY OF BALTIMORE continued

- Developed a shared college vision and strategic directions by holding college planning retreats and scanning the environment resulting in a 3-year strategic plan with priorities, goals, key performance indicators. Annually assessed progress.
- Provided direction for the college's academic programs by leading a 6-month university-wide symposium on *Visioning for Excellence: The Future of Liberal Arts and Sciences at the University of Baltimore*.
- Supported division chairs and faculty to develop innovative curriculum and programs, including in areas of digital design, online courses, and pre-law.
- Established Office of Academic Foundations and Transitions for first and second year students.
- Established the Writing Studio and Mathematics Learning Center for retention.
- Established and funded Dean's Distinguished Speaker Series.
- Supported and approved expansion of the environmental sustainability degree program; funded faculty research activities of the Chesapeake Bay and its watershed and other projects to contribute to a healthier urban environment.

Enrollment Management

- Increased enrollment over two years by providing oversight for a college enrollment plan, and program recruitment and retention plans.
- Enhanced student retention by centralizing academic student success activities in the dean's office, which required reorganization and additional responsibilities.
- Strengthened retention by improving quality of foundational studies; redesigned University Writing Program and Mathematics Programs.
- Established Assistant Dean of Student Success position to guide recruitment and retention plans and activities for the college.
- Formed partnerships with community colleges to articulate degree pathways.

Organization Management

- Communicated frequently with system staff about various initiatives; interviewed Chancellor Kirwan who wrote the foreword for my text on work-life cultures in higher education. Served on Chancellor appointed presidential search committee.
- Managed and provided oversight of financial budgets, including state funds, research seed accounts, auxiliary accounts, foundation and grant accounts.
- Established a transparent budget planning process for division chairs; facilitated discussions with faculty when adjusting budget per state requirements.
- Conducted extensive financial and budget analyses to examine expenditures and allocate resources strategically when state budget cuts were imposed.
- Strengthened data collection, tracking of faculty workload with system staff.
- Revised and streamlined faculty annual evaluation process in alignment with system policies; converted from paper to digital format. Launched digital measures for tracking faculty activities.
- Increased faculty tenure-track lines by 25%; staff lines by 22%.
- Improved adjunct instructor hiring and evaluation process.
- Reorganized and centralized academic student success activities.

UNIVERSITY OF BALTIMORE continued

- Supported the professional accreditation of the psychology master's program.
- Served on the executive crisis team during riots occurring five blocks from campus and participated in daily planning for managing the institution

Internal/External Community Engagement

- Hired, motivated, and empowered leadership team to achieve the vision, mission, and priorities of the college and institution. Supervised 13 direct reports:
 - Academic Chair, Division of Applied Behavioral Sciences
 - Academic Chair, Division of Legal, Ethical & Historical Studies
 - Academic Chair, Division of Science, Information Arts and Technologies
 - Academic Chair, Klein Family School of Communications Design
 - Executive Assistant to Dean
 - Associate Dean of Faculty Affairs
 - Assistant Dean for YGCAS Advising, Enrollment and Student Success
 - Assistant Dean for Undergraduate Studies (1st and 2nd year experiences)
 - Director, Finance and Administration
 - Director, University Writing Program and Writing Studio
 - Director, Mathematics Learning Center
 - Director, Global Field Studies Program
 - Manager, Arts and Theatre, Spotlight UB
- Fostered communication with Foundation Board by participating in meetings and meeting regularly with board chair about student success initiatives.
- Rebuilt alumni relations by restoring the college's alumni advisory council and participating in alumni activities.
- Strengthened faculty, staff, student recognition by establishing and funding distinguished faculty, adjunct instructors, staff awards, and student merit awards.
- Initiated faculty development programs, including orientation for new faculty, mentoring guidelines for tenure-track and associate professors.
- Promoted shared governance by partnering with faculty senate on initiatives.
- Established faculty professional development committee to lead activities.
- Funded faculty summer grants for scholarly and creative activities.
- Established and funded annual faculty scholarship celebration day.
- Engaged in community activities such as board member of a non-profit organization and participant of the Greater Baltimore Leadership program.
- Established relations with other universities, community colleges, and local organizations. Designed joint degree programs.

Equity, Diversity and Inclusion

- Met regularly with students who had been underserved their entire lives and struggled to make meaning of what was happening in the city around them.

UNIVERSITY OF BALTIMORE continued

- Implemented diversity and inclusion strategies such as establishing guidelines for search committees and forming the college work-life committee.
- Implemented college work-life initiatives, such as modified duties guidelines.
- Guided the development of a University work-life initiative and website.
- Launched the donor-supported Parsons Veterans Psychology Clinic to serve student veterans; integrated with the psychology counseling master's program.
- Facilitated an aging collaborative with Maryland Department of Aging, partnering faculty from psychology, public affairs (health administration), law.
- Co-hosted the National Annual Conference of the College and University Work-Life-Family Association with Johns Hopkins University.

Fundraising Efforts

- Met regularly with Vice President of Advancement to identify priorities for potential donors.
- Engaged with donors to name the Klein Family School of Communications Design (\$1 million gift).
- Met with donors to repurpose restricted funds and gather additional funds for scholarships, speaker events, and assistantships.
- Organized and led the fundraiser CAS Has Talent!; raised funds for textbooks.
- Participated in proposal development and implementation to establish the donor-supported Parsons Veterans Psychology Clinic.
- Secured funding from University of Baltimore Foundation for college initiatives.

UNIVERSITY OF WEST FLORIDA (UWF), Pensacola, FL (2007-2012)

A comprehensive student-centered university with a University student enrollment of 12,000 and a department enrollment of 850 students.

Director, School of Psychological and Behavioral Sciences
Chair, Department of Psychology and Tenured Professor of Psychology
Special Assistant to Provost-Strategic Planning and Resource Allocation
Co-Director, Center for Applied Psychology (CAP)

Responsibilities: Overall administrative responsibility for undergraduate and graduate degree programs, strategic planning, budgeting, enrollment, student success, and personnel actions involving faculty and academic support professionals. Oversight for fundraising, grant/contract production, Center for Applied Psychology (CAP), Center on Aging (COA), Women's and Gender Studies Program, Interdisciplinary Studies in Humanities, and Diversity Studies in Social Sciences. Reported to the Dean of the College of Arts and Sciences.

UNIVERSITY OF WEST FLORIDA continued

SELECTED HIGHLIGHTS

Strategic Leadership

- Facilitated strategic and budget planning by serving on President's strategic planning and resource allocation work group to develop campus-wide integrated strategic planning and resource allocation infrastructure and process.
- Guided academic visioning by consulting the Provost's academic visioning committee and process per the request of the Provost and President.
- Served on the college's leadership council; provided input for college-wide policies, allocation of personnel resources, budget plans.
- Provided oversight for strategic planning with faculty and staff to create strategic goals and action plans.
- Revitalized the Center for Applied Psychology and the Center on Aging to enhance community outreach efforts.
- Prepared application and received approval as an American Psychological Association continuing education provider.
- Initiated discussions with Florida State University College of Medicine to generate joint programs.
- Facilitated organizational change workshop for the State of Florida Board of Governors Institute of Academic Leadership, and the UWF Staff Senate Strategic Planning Retreat.

Enrollment Management

- Increased FTE student enrollment by 25% over a 5-year period through a strategic enrollment management plan; one of top producers for entire University.
- Created and implemented a recruitment and retention plan to enhance diversity.
- Participated regularly in University recruitment activities.

Internal/External Community Engagement

- Communicated frequently with system staff about leadership workshops and grant funding.
- Promoted shared governance and insured compliance with collective bargaining agreement.
- Established faculty and staff enhancement committee to develop and implement strategies for faculty and staff success, to recognize accomplishments, to improve communication, and to enhance culture and climate. Organized activities to strengthen interactions.
- Developed partnerships on the local, regional and national levels, such as CAMPP, Andrews Institute, Naval Hospital of Pensacola and other businesses.
- Served on board of directors of three non-profit organizations and frequently gave presentations to community groups.

UNIVERSITY OF WEST FLORIDA continued

Organization Management

- Managed and provided oversight of financial budgets, including state funds, research seed accounts, auxiliary accounts, foundation and grant accounts, and budgets for CAP, COA, and Women's and Gender Studies Program.
- Recruited, hired, and retained tenure-earning and visiting lines during challenging budgetary conditions.
- Guided self-study for program review and accreditation of graduate programs.
- Provided oversight of continuous improvement and assessment efforts to enhance quality of programs and services.
- Hired, motivated, and evaluated five professional staff.

Equity, Diversity and Inclusion

- Implemented a diversity recruitment plan for faculty and staff hiring.
- Launched initiatives for the recruitment and retention of underrepresented women faculty in STEM fields by securing a grant from the National Science Foundation.
- Restored the Women's and Gender Studies Program while serving as the program's interim director.
- Provided oversight of Interdisciplinary Studies in Humanities and Diversity Studies in Social Sciences; appointed program directors and academic advisors.
- With colleagues, established Center on Aging to serve older adults of surrounding communities.
- Organized and led a deployment mental health symposium for professional care providers of veterans for three years.
- Co-authored text on equal opportunity legislation and case law.
- Volunteered with community groups supporting underrepresented individuals.

Fundraising Efforts

- Secured over \$1 million of external funding for community outreach, research, and training activities from the National Science Foundation, Sloan Foundation, State of Florida Board of Governors, and private organizations.
- Supported generation of over \$1 million by faculty members to enhance student learning, faculty development, and community outreach.

UNIVERSITY OF KENTUCKY, Lexington, KY (2006-2007)

A public land-grant research-intensive university.

Director, Work-Life

Responsibilities: Overall administrative responsibility and leadership of university-wide work-life initiatives, including implementation of innovative policies, strategies, and solutions to foster a culture for effective management of work, family, personal concerns. Reported to Associate Vice President of Human Resources and Director of Operations. This was a .75 position as a result of a consulting partnership.

UNIVERSITY OF KENTUCKY continued

SELECTED HIGHLIGHTS

- Expanded the UK Work-Life office to enhance services and support to faculty and staff; built web site; supervised and supported elder care program staff.
- Led the Work-Life Culture Staff Survey and Faculty Survey project: analyzed and interpreted data; identified recommendations and developed a university-wide data-driven work-life strategy; prepared and distributed unit analyses.
- Developed UK Work-life shared vision and strategy to align with University's Top 20 Business Plan and Strategic Plan. Received University Board of Trustees approval of \$11 million budget to fund work-life initiatives.
- Served on University President's Commission for Women.
- Partnered with the Dean of the College of Medicine on child care committee to develop plans for additional child care support and services.

LK ASSOCIATES, Lexington, KY (1989-2007)

President/Independent Consultant

Responsibilities: Consulted organizations in areas of visioning and strategic planning, organizational change and development, human resources, leadership development and coaching, survey research, training, positive work-life-family integration, and positive organizational psychology. Consulted on a part-time basis from 1989-2005, became full time from 2005 until 2006 then joined the University of Kentucky on a part-time basis before I chose to return to higher education administration.

EASTERN KENTUCKY UNIVERSITY (EKU), Richmond, KY (1999-2005)

A regional comprehensive student-centered university with a University enrollment of 12,000 students.

Associate Vice President, Academic Affairs (2003-2005)

Responsibilities: Overall administrative responsibility for institutional effectiveness and institutional research operations and policies: strategic planning, academic program review and evaluation, assessment and accreditation. Reported to the Provost and Vice President of Academic Affairs (VPAA) and University President.

EASTERN KENTUCKY UNIVERSITY continued

SELECTED HIGHLIGHTS

- Established Office of Institutional Effectiveness; expanded Office of Institutional Research; supervised, evaluated seven professional staff, including Institutional Research Director; managed three financial budgets.
- Served as member of President's cabinet; facilitated cabinet meetings. Served on Provost Council.
- Developed, implemented, and evaluated University strategic plan in collaboration with University strategic planning committee.
- Established university-wide system for planning, budgeting, and assessment.
- As co-chair of President's Budget Council, provided leadership in revision of university budget when state budget reductions were imposed.
- Assisted Provost & VPAA in the formulation of the Academic Affairs strategic plan and a strategic budget request and allocation process.
- Provided direction for academic program review and assessment committees.
- Served as principal contact internally and externally for the Kentucky Council on Postsecondary Education (CPE) on accountability, program review, assessment, and related strategic matters as delegated by the Provost or President.
- Served as University's liaison to SACSCOC accreditation commission. Guided formation of infrastructure for reaffirmation of accreditation.
- Assisted Provost & VPAA in the formulation of the Academic Affairs strategic plan and a strategic budget request and allocation process.

Tenured Associate Professor of Psychology and Founding Coordinator of Graduate Program, I-O Psychology (1999-2005)

SELECTED HIGHLIGHTS

- Led University 2003-2006 Strategic Plan as chair of University Strategic Planning Committee.
- Established new graduate program in I-O Psychology.
- Served as an elected Senator for University Faculty Senate.
- Established community and business partnerships to develop practicum projects for graduate students; obtained internal and external funding for projects.
- Developed recruitment and selection procedures for faculty and dean positions.
- Increased graduate applications and enrollment over a 5-year period.
- Designed new undergraduate, graduate courses in I-O psychology.

U.S. STATE DEPARTMENT AND U.S. FULBRIGHT COMMISSION (2004)
University of Hradec Králové, Faculty of Economics and Management
University of Pardubice, Faculty of Economics
Czech Republic

U.S. Fulbright Scholar

SELECTED HIGHLIGHTS

- Lived and studied abroad for seven months; adapted to culture while developing basic Czech language skills.
- Taught undergraduate and graduate courses; conducted cross-cultural research.
- Served as an ambassador for community and university events.

KENTUCKY GOVERNOR'S SCHOLARS PROGRAM, Commonwealth of Kentucky, Frankfort, KY (2001, Summer)

Highly selective academic program for 300 rising high school seniors.

Director of Eastern Kentucky University Campus

Responsibilities: Reported to Executive Director of the Governor's Scholars Program in the Kentucky Governor's Office, and was responsible for planning and leading prestigious residential academic enrichment program for 320 Kentucky high school students (on-campus five-week program).

TRI-STATE UNIVERSITY (TSU; now Trine University), Angola, IN (1995-1999)

A private independent student-centered university with a University student enrollment of 1,000 students.

**Chair [Dean-level], Ketner School of Business
Associate Professor**

Responsibilities: Overall administrative responsibility for academic program development, review, and evaluation; academic policies; financial budget; strategic planning; enrollment and student success. Established community relations and business partnerships. Direct report to Vice President of Academic Affairs and President.

SELECTED HIGHLIGHTS

- Led development and implementation of shared vision and strategic plan.
- Increased enrollment by 10% over a 2-year period.
- Participated in soliciting donor funding including the attainment of a major gift (\$1 million) to name the school; contributed to marketing activities.

TRI-STATE UNIVERSITY continued

- Led semester conversion project (quarters to semesters).
- Provided leadership and coordination of branch campus directors on academic curriculum and policy issues, and on the development of initiatives to support University mission.
- Coordinated selection, evaluation, professional development of faculty.
- Conducted self-study for accreditation and feasibility study for graduate program.
- Provided oversight for articulation agreements and international transfer credits.
- Enhanced relations with community organizations; formed a community and business advisory board.
- Served on board of directors for multiple non-profit organizations.

MARYCREST UNIVERSITY (MU) Davenport, IA (1994–1995)

A private independent student-centered university with a University student enrollment less than 1,000 students.

[Note: departed after one year because of spouse's job relocation.]

Assistant Professor of Psychology

SELECTED HIGHLIGHTS

- Developed and taught numerous undergraduate courses.
- Created student practicum projects with local organizations.
- Served on accreditation self-study committee.

UNIVERSITY OF WISCONSIN-OSHKOSH (UWO), Oshkosh, WI (1989–1994)

A regional comprehensive student-centered university with a University student enrollment of 10,000 students. [Note: departed to relocate with spouse in Iowa.]

Director, Graduate Program, I-O Psychology Assistant Professor of I-O Psychology

SELECTED HIGHLIGHTS

- Served on the University of Wisconsin System Committee of Experts, Pay and Gender Equity Study.
- Represented university as a member of University of Wisconsin System Advisory Board, Conference on “Celebrating our Achievements-Defining our Future.”
- Revitalized graduate program by redesigning curriculum and program requirements. Designed new undergraduate and graduate courses.
- Chaired the department planning committee.
- Developed numerous community and business partnerships to establish practicum projects for graduate students.
- Supported success of underrepresented students by mentoring students participating in the University Minority Mentor Program.

BANK ONE, Columbus, OH (1987–1989)

Senior Trainer

Responsibilities: Developed leadership development programs. Created and implemented performance management processes. Designed and analyzed results of employee opinion surveys; identified strategies for effectiveness and change.

GRANTS AND CONTRACTS

Akafuah, N. (PI) , Anderson, K., Bryan, L., Parsley, D., Hannemann, J., Huang, K., & Williams, M. (under review). *Reimagining Engineering Technology Education (Rete) Through Strategic Multi-Disciplinary Integrated Industry Training*. Proposal submitted to the National Science Foundation. (\$1,988,128)

Bryan, L. et al. (2017). *Transylvania University: From Passion to Profession*. NetVUE Professional Development Award. Council of Independent Colleges. (\$10,000).

Bryan, L. (2016). *Leading the centrality of liberal arts at Transylvania University*. Andrew W. Mellon Foundation. (\$100,000).

Bryan, L. & Covert, M. (2015). *Retention of first generation students*. Jesse Ball duPont Fund. (\$5,000).

Bryan, L. Koppes, Cardona, M.M., Pitta, D., & Schneller, B. (2013-2014). *Alfred P. Sloan projects for faculty career flexibility: Retirement transitions*. University of Baltimore and American Council on Education. (\$100,000).

Bryan, L. Koppes. (Principal author). (2012). *Visioning for excellence: The future of liberal arts and sciences at the University of Baltimore*. University of Baltimore Foundation. (\$25,000).

Bryan, L. Koppes (PI), Vaughan, P.P, Hays-Thomas, R., Schneider, S.K., & Walch, S.E. (2011, September). *Enhancing a supportive and inclusive culture for recruiting, retaining and advancing women faculty in STEM*. National Science Foundation ADVANCE Grant Program: Partnership for Adaptation, Implementation, and Dissemination. (\$598,354).

Bryan, L. Koppes, & Quinn, K. (Co-Investigators). (2010, December). *College and university work-life web sites: Helping campuses get from “good” to “great.”* Alfred P. Sloan Foundation Award to the UWF Center for Applied Psychology and the College and University Work/Family Association. (\$19,974).

Bryan, L. Koppes (PI), et al. (2010, November). *Interdisciplinary principles and collaborative strategies for successful aging in Northwest Florida*: State University System of Florida Board of Governors New Florida Initiatives Award. (\$350,000).

Koppes, L.L., Kass, S., Dean, D., & Sherrard, J. (2010, 2009, 2008). *Deployment mental health symposium*. University of West Florida Center for Applied Psychology and the Naval Hospital of Pensacola, Pensacola, FL.

Kass, S., & Koppes, L. L. (2007-2008). *Improving training practices*. Pall Life Sciences Corp. University of West Florida Center for Applied Psychology, Pensacola, FL.

Palmer, J.K., & Koppes, L.L. (2004). *Citizenship across cultures: Comparisons of American and Czech citizenship behaviors*. Research and Sponsored Program Grant, Eastern Kentucky University, Richmond, KY.

Koppes, L.L., & Palmer, J.K. (2003). *Use of credit history data to predict performance ratings and employee termination*. Contract with private company that does not permit to be identified, Eastern Kentucky University, Richmond, KY.

Koppes, L. L. (2003). Faculty development grant to attend and present at a national conference (SIOP). College of Arts and Sciences, Eastern Kentucky University, Richmond, KY.

Brown, D.G., Harvey, C., Koppes, L.L., & Palmer, J. (2002). *Enhancement of environmental health program recruiting strategies*. Center for Disease Control and Prevention Grant through the Association of Environmental Health Academic Programs. Eastern Kentucky University, Richmond, KY.

Koppes, L. L. (2001). Faculty development grant to attend a national conference (SIOP) and participate in continuing education workshops. Office of Academic Affairs and Research, Eastern Kentucky University, Richmond, KY.

Koppes, L. L. (2000). Faculty development grant to attend a regional conference (Southeastern Psychological Association) and a national conference (SIOP). Office of Academic Affairs and Research, Eastern Kentucky University, Richmond, KY.

Koppes, L. L. (1997, January). *American female pioneers of industrial and organizational psychology*. Eli Lilly Foundation Faculty Development Grant, Tri-State University, Angola, IN.

Koppes, L. L. (1993, May). *First American female applied psychologists in the development of industrial and organizational psychology*. Faculty Development Board Research Grant, University of Wisconsin-Oshkosh, Oshkosh, WI.

Koppes, L. L., & Trahan, W. A. (1992, April). *Trainer and trainee attributions during the training process*. Faculty Development Board Research Grant, University of Wisconsin-Oshkosh, Oshkosh, WI.

Koppes, L. L. (1992, January). *Evaluation of the performance appraisal process: Manager and employee perceptions*. Banc One Services Corporation Research Grant, Columbus, OH.

Hartenian, L., Koppes, L. L., & Hartman, E. A. (1991, April). *Ratee cognitive processes during the performance appraisal process*. Faculty Development Board Research Grant, University of Wisconsin-Oshkosh, Oshkosh, WI.

TEXTS PUBLISHED

Koppes Bryan, L. (Ed.). (2021). *Historical perspectives in industrial-organizational psychology, 2nd ed.* Routledge Press/Taylor & Francis Group.

Koppes Bryan, L. (2015). *Shaping work-life culture in higher education: A guide for academic leaders*. Routledge Press.

Olson-Buchanan, J., Koppes Bryan, L., & Foster Thompson, L. (Eds.). (2013). *Using I-O psychology for the greater good: Helping those who help others*. Society for Industrial and Organizational Psychology Frontiers Series. Routledge Press.

Gutman, A., Koppes, L. L., & Vodanovich, S. (2011). *EEO law and personnel practices*. (3rd ed.). NY: Routledge Press.

Koppes, L. L. (Ed.). (2007). *Historical perspectives in industrial and organizational psychology, 1st ed.* Lawrence Erlbaum Associates.

TEXT IN PROGRESS

Koppes Bryan, L. & Vinchur, A. (in preparation). *Key thinkers in industrial-organizational psychology*. Routledge Press/Taylor & Francis Group.

PEER REVIEWED PUBLICATIONS

Shoenfelt, E. Hays-Thomas, R., & Koppes Bryan, L.L. (2020). An introduction of industrial-organizational psychology. In E. Shoenfelt (Ed), *Mastering industrial-organizational psychology: Training issues for master's level IO psychologists*. SIOP Professional Practice Series. Oxford University Press.

Marešová, P., Dolejš, J., Molhelska, H., & Koppes Bryan, L. (2019). Cost of treatment and care for people with Alzheimer's diseases: A meta-analysis. *Current Alzheimer Research, 14*. P. 1245-1253. Bentham Science Publishers.

Bryan, L. Koppes, Cardona, M.M., Pitta, D., & Schneller, B. (2014). Leveraging the talents of faculty members to create an engaged retirement ecosystem at the University of Baltimore. In C.A. Van Ummerson, J.M. McLaughlin, & Lauren J. Duranleau (Eds.), *Faculty retirement: Best practices for navigating the transition*. Stylus Publishing.

Tonidandel, S., Bryan, L. Koppes, & Bostford Morgan, W. (2014). Educating industrial-organizational psychologists: Perspectives from SIOP's education and training committee. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 7(1), 58-61.

Lombardo, T., Schneider, S., & Bryan, L. Koppes. (2013). Corporate leaders of sustainable organizations: Balancing profit, planet and people In J. Olson-Buchanan, L. Koppes Bryan, & L. Foster Thompson (Eds.), *Using I- O psychology for the greater good: Helping those who help others*. Society for Industrial and Organizational Psychology Frontiers Series. Routledge Press.

Smith, M., Bryan, L.Koppes, & Vodanovich, S. (2013). The counter-intuitive effects of flow on positive leadership and employee attitudes: Incorporating positive psychology into the study of organizations. *The Psychologist-Manager Journal*.

Bryan, L. Koppes, & Palmer, J.K. (2012). Do job applicant credit histories predict performance appraisal ratings or termination decisions? *The Psychologist-Manager Journal*, 15(2), 106-126. Doi: 10.1080/10887156.2012.676883

Bryan, L. Koppes, & Vinchur, A. (2012). Industrial-organizational psychology. In I. B. Weiner (Editor-in-Chief), *Handbook of psychology: Vol. 1History of psychology* (2nd edition). Wiley.

Vinchur, A., & Bryan, L. Koppes. (2012). A history of personnel selection and assessment. In N. Schmitt (Ed.), *Oxford handbook of personnel selection and assessment*. Oxford University Press.

Bryan, L. Koppes, & Vinchur, A. (2012). A history of industrial and organizational psychology. In S. Kozlowski (Ed.), *Oxford handbook of organizational psychology*. Oxford University Press.

Vinchur, A., & Bryan, L.Koppes. (2011). A historical survey of research and practice in industrial and organizational psychology. In S. Zedeck (Ed.), *APA handbook of industrial and organizational psychology* (pp. 3-36). American Psychological Association.

Koppes, L. L. (2008). Facilitating an organization to embrace a work-life culture: A practical approach. *The Psychologist-Manager Journal*. 163-184.

Koppes, L. L., & Swanberg, J.(Eds.) (2008). Work-Life effectiveness: Implications for organizations [Special Issue]. *The Psychologist-Manager Journal*.

Koppes, L. L. & Pickren, W. (2007). Industrial and organizational psychology: An evolving science and practice In L. L. Koppes (Ed.), *Historical perspectives in industrial and organizational psychology*. Lawrence Erlbaum Associates.

Vinchur, A. & Koppes, L.L. (2007). Contributors to industrial and organizational psychology. In L. L. Koppes (Ed.), *Historical perspectives in industrial and organizational psychology*. Lawrence Erlbaum Associates.

Koppes, L.L. (2006). History of I-O psychology in North America. In S.G. Rogelberg (Ed.), *Encyclopedia of Industrial-Organizational Psychology*. Sage.

Koppes, L.L., & Bauer, A, (2006). Marion A. Bills: Industrial psychology pioneer bridging science and practice. In D.A. Dewsbury, L.T. Benjamin, & M. Wertheimer (Eds.), *Portraits of pioneers in psychology: Vol.VI*. (pp. 103-116). American Psychological Association.

Koppes, L. L. (2003). Industrial-organizational psychology. In I.B. Weiner (Editor-in-Chief), *Handbook of psychology: Vol. 1 History of psychology* (pp. 367-389). Wiley.

Hartenian, L., Koppes, L. L., & Hartman, E. A. (2002). Performance appraisal feedback in a virtual team setting. *Journal of Behavioral and Applied Management*, 4(1), 19-40.

Koppes, L. L. (2002). Performance appraisal: Providing feedback. In H. Blythe & C. Sweet (Eds.), *It works for me, too* (p. 91). New Forums Press.

Koppes, L. L. (2002). Motivation in the work place: Goal setting. In H. Blythe & C. Sweet (Eds.), *It works for me, too* (pp. 91-92). New Forums Press.

Koppes, L. L. (2002). Who is a leader? Why? In H. Blythe & C. Sweet (Eds.), *It works for me, too* (p. 92). New Forums Press.

Koppes, L. L. (2000). Lillian Evelyn Moller Gilbreth. In A. E. Kazdin (Ed.), *Encyclopedia of Psychology*. American Psychological Association and Oxford University Press.

Koppes, L. L. (1997). American female pioneers of industrial and organizational psychology during the early years. *Journal of Applied Psychology*, 82(4), 500-515.

Koppes, L. L., Trahan, W. A., Hartman, E. A., Perlman, B., & Nealon, D. (1991). Researching the impact of computer technology in the workplace: A psychological perspective. In E. J. Szewczak & C. R. Snodgrass (Eds.), *Management impacts of information technology: Perspectives on organizational change and growth* (pp. 135-164). Idea Group Publishing.

Koppes, L. L., & Billings, R. S. (1988). A schematic perspective on problem identification. In R. L. Cardy, S. M. Puffer, & J. M. Newman (Eds.), *Advances in information processing in organizations, Vol. 3* (pp. 155-168). JAI Press.

OTHER WRITTEN CONTRIBUTIONS

Koppes Bryan, L., & Pickren W. (2021). Precursors and the beginning of an applied psychology for business and industry. In L. Koppes Bryan (Ed.), *Historical perspectives in industrial-organizational psychology, 2nd ed.* Routledge Press/Taylor & Francis Group.

Vinchur, A., & Koppes Bryan, L. (2021). Early contributors to the science and practice of industrial psychology. In L. Koppes Bryan (Ed.), *Historical perspectives in industrial-organizational psychology, 2nd ed.* Routledge Press/Taylor & Francis Group.

Bryan, L.L., Fortner, M., & Upchurch, M. (2018). *Leading the Centrality of Liberal Education at Transylvania University*. Final report submitted to The Andrea W. Mellon Foundation.

Bryan, L. Koppes, & Wilson, C.A. (2015, November). LEAD: Shape a culture supportive of work and life satisfaction. *Dean & Provost: Practical Advice and Strategies for Academic Leaders*. Jossey Bass.

Bryan, L. Koppes, & Wilson, C.A. (2015). Academic leaders shaping work-life culture. *The Department Chair*. Jossey Bass.

Bryan, L.Koppes, & Wilson, C.A. (2014). Women, work-life, and higher education leadership. *Women in Higher Education, 23*(11), pp. 6-7.

Palmer, J.K., & Koppes, L.L. (2004-2012). Research on credit history reported in/by the *The Wall Street Journal, The New York Times, TIME Magazine, DesMoines Register, CBS Market Watch, Investors Business Daily, Myrtle Beach Sun News, The Stockton Record, The Jewish World Review, The Charlotte Observer, Christian Science Monitor, Orlando Sentinel, L'Agence Science-Presse (Quebec), Fresno Bee, Recruiting Trends Magazine, Newswise, KCSN (Public Radio of Northridge, CA.), Advance for Audiologists Magazine, Business Survival (Business) Journal of Youngstown, OH., Carp*Baanbrekend Magazine (The Netherlands), Employee Assistance Magazine, Milwaukee Sentinel Journal, Boston Herald, Neark Star-Tribune, CA Magazine (Toronto), Best Practices in HR, Fashion United, Planet Internet, Mindful-Things Weekly, Infoshop News.*

Koppes, L. L. (2008, August). Higher education and human resource practices in the Czech Republic: A culture in transformation. *PsycEXTRA*. American Psychological Association.

Koppes, L. L. (2007). Appendix one: Some historical resources for psychology and I-O psychology. In L. L. Koppes (Ed.), *Historical perspectives in industrial and organizational psychology*. Lawrence Erlbaum Associates.

Koppes, L. L. (2007). Appendix two: Timeline of events and developments in industrial and organizational psychology in the United States. In L. L. Koppes (Ed.), *Historical perspectives in industrial and organizational psychology*. Lawrence Erlbaum Associates.

Koppes, L.L. (2004). Strategic human resource management in the U.S.A. In Z. Dyrtr (Ed.), *Competence of managers in the European Union*. Prague: G.B. Beck.

Lee, J.A., Siegfried, W., Hays-Thomas, R., & Koppes, L.L. (2003, July). Master's programs in I-O: Should they be accredited? *The Industrial-Organizational Psychologist*, 41(1), 72-76.

Koppes, L.L., & Scontrino, P. (2003). *SIOP member toolkit on licensure*. [Available from the Society for Industrial and Organizational Psychology, Bowling Green, OH].

Palmer, J.K., & Koppes, L. L. [& Client Name] (2002). *On the use of credit history data to predict performance ratings and employee termination at [Client Name]*. Technical Report, Eastern Kentucky University, Richmond, KY.

Koppes, L. L. (2002). Using the jigsaw classroom to teach the history of I-O psychology and related topics. *The Industrial-Organizational Psychologist*, 39(4), 109-112.

Koppes, L. L. (2000). A history of the SIOP administrative office. *The Industrial-Organizational Psychologist*, 38(2), 48-54.

Koppes, L. L. (2000) (reprint). American female pioneers of industrial and organizational psychology during the early years. In K.N. Kelley (Ed.), *Industrial and Organizational Psychology Perspectives* (pp. 31-44). Coursewise Publishing Inc.

Koppes, L. L. (2000). *A brief history of SIOP*. [On-line]. Available: www.siop.org

Koppes, L. L. (1999, April). Ideals of science: Individuals behind SIOP awards. *The Industrial-Organizational Psychologist*, 36(4), pp. 75-86.

Koppes, L. L. (1999, Winter). Lillian Evelyn Moller Gilbreth. *Psychology of Women: Reclaiming our Heritage*, pp. 17-18.

Koppes, L. L. (1997). Preserving the history of APA Division 14/SIOP. *The Industrial-Organizational Psychologist*, 34(3), pp. 37-39.

Koppes, L. L. (1996). Mary Holmes Stevens Hayes. *Psychology of Women: Reclaiming our Heritage*, 23(4).

Koppes, L. L. (1993). Titling and licensing issues of master's level practitioners in psychology: Practitioner perceptions. *Council for Applied Master's Programs in Psychology Newsletter*.

Koppes, L. L., Landy, F. J., & Perkins, K. N. (1993). First American female applied psychologists. *The Industrial-Organizational Psychologist*, 31, pp. 31-33.

Koppes, L. L. (1993). Masters matters. *The Industrial-Organizational Psychologist*, 30, p. 87.

Koppes, L. L. (1991). I-O masters-level training: Reality and legitimacy in search of recognition. *The Industrial-Organizational Psychologist*, 29, pp. 59-67.

Koppes, L. L. (1987). *Cognitive appraisal of a stressful encounter*. Unpublished Dissertation, The Ohio State University, Columbus, OH.

TECHNICAL REPORTS

Supervised the preparation of over 35 technical reports on I-O related topics, such as, but not limited to: quality of work-life, job analysis, job descriptions, testing and measurement, selection, training, performance appraisal, motivation, organizational communication, employee policy and procedure manuals, employee opinion surveys, HR scorecard, quality improvement, leadership, job satisfaction, team building. These projects were completed for local, regional and national businesses.

MASTER'S THESES AND DOCTORAL DISSERTATIONS

Supervised and/or served as chair/committee member for over 20 master's theses and doctoral dissertations on various industrial-organizational psychology topics. Student names and thesis titles are available upon request.

REFEREED PRESENTATIONS, SYMPOSIA, PANEL DISCUSSIONS, POSTERS

Koppes Bryan, L., Bratty, A., Pietrone, R., Samia, R., & White, K. (2021). *Positive psychology perspectives on work: The good, the challenges, & the future*. Symposium for the Annual Conference of the American Psychological Association.

Mison Fulay, A., Nelson, C., Truxillo, D., Glazer, S., Lawrence, R., Tement, S., Koppes Bryan, L., Nixon, A., & Shockley, K. (2021). *Calling all professionals, students, and faculty: The Fulbright is for you!* Panel discussion for the Annual Conference of the Society for Industrial and Organizational Psychology.

Botsford Morgan, W., Koppes Bryan, L.L., et al. (2020). *You can't spell administration without I-O: Careers in academic leadership*. Panel discussion for the Annual Conference of the Society for Industrial and Organizational Psychology.

Schneider, S. K., Bryan, L. K., Chung, H., El-Sheikh, E., Hays-Thomas, R., Thompson, C., Vaughan, P., & Walsh, S. E. (May, 2016). *Development and revision of a reliable and valid faculty culture survey to measure advancement of women in the STEM disciplines*. Poster presentation, 28th annual meeting of the Association for Psychological Science, Chicago, IL.

Wilson, C.A., & Bryan, L. Koppes. (2016). *When the teachers do: Academic leaders bringing work-life to the office*. Presentation for the Annual College and University Work-Life-Family Association Conference, Lexington, Kentucky.

Bryan, L.Koppes, & Wilson, C.A. (2016). *Equity and inclusive excellence: Academic leaders advancing work-life-family culture*. Presentation accepted for the American Conference of Academic Deans, Washington, DC.

Payne, S.C., Botsford Morgan, W., & Bryan, L. Koppes. (2015). *Executive board invited session: Revision of SIOP's master's and PhD education guidelines*. Annual Conference of the Society for Industrial and Organizational Psychology,

Bryan, L., & Wilson, C.A. (2015). *Academic leaders shaping work-life culture*. Presentation, 32nd Annual Academic Chairpersons Conference.

Bryan, L. (2014). *Leadership strategies to foster work/life satisfaction and effectiveness*. Critical Issue Forum, Annual Meeting of the Council of College Arts and Sciences, San Antonio, TX.

Bryan, L. Koppes, & Wilson, C.A. (2014). *Leading change: Academic leaders shaping work-life culture*. Seminar for the 20th Annual Conference of the College and University Work-Life-Family Association, Baltimore, MD.

Bryan, L. Koppes, McLaughlin, J., Roy, S., & Haldeman, K. (2014). *Faculty retirement transitions: Emerging practices*. Seminar for the 20th Annual Conference of the College and University Work-Life-Family Association, Baltimore, MD.

Bryan, L. Koppes. (2013). *Paying it forward: Giving back as I-O psychologists*. Chair for a Panel Discussion at the 28th Annual Conference of the Society for Industrial and Organizational Psychology. Houston, TX.

Morgansen, V., & Bryan, Koppes L. (Co-Chairs). (2013). *I-O's role in patching the leaky pipeline for science and engineering women*. Panel Discussion at the 28th Annual Conference of the Society for Industrial and Organizational Psychology. Houston, TX.

Schneider, S., Bryan, L. Koppes, & Palazzo, K. (August, 2012). *Positivity: How it relates to beneficial outcomes at work*. Poster presentation for the Annual Conference of the American Psychological Association, Orlando, FL.

Hays-Thomas, Bryan, L. Koppes, Schneider, S. K., Walch, S., Vaughan, P. (2012, February). *Creating a supportive academic culture for academic women in the sciences*. Conversation hour for the Southeastern Psychological Association, New Orleans, LA.

Bryan, L. Koppes, & Schneider, S. K. (Chairs). (2011, May). *Decent work and beyond: Work-life effectiveness [work-family balance] in relation to positive employee work and personal outcomes*. Symposium, 15th European Congress of Work and Organizational Psychology. The Netherlands.

Partyka, J., Smith, M., Schneider, S.K., Palazzo, K., Linnabery, E., Weaver, A., Bryan, L. Koppes. (2011, May). Exploring the relationships between work-family support, positive outlook, and employee work outcomes. In L.Koppes Bryan & S.K. Schneider (Chairs), *Decent work and beyond: Work-life effectiveness [work-family balance] in relation to positive employee work and personal outcomes*. Symposium for the 15th European Congress of Work and Organizational Psychology. The Netherlands.

Schneider, S.K., Palazzo, K., Partyka, J., Smith, M., Linnabery, E., Weaver, A., & Bryan L. Koppes (2011, May). Relationship of work-family boundaries to flow and employee work outcomes. In L.Koppes Bryan & S.K. Schneider (Chairs), *Decent work and beyond: Work-life effectiveness [work-family balance] in relation to positive employee work and personal outcomes*. Symposium for the 15th European Congress of Work and Organizational Psychology. The Netherlands.

Palazzo, K., Bryan L. Koppes, Schneider, S.K., & Hale, J.D. (2011, March). *Do exercises in positive psychology make students more positive?* Poster for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Bryan, L. Koppes. (Discussant). (2011, March). *Living well, working well: Positive psychology in the workplace*. Symposium for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Partyka, J., Bryan, L. Koppes, Schneider, S.K., & Linnabery, E. (2011, March). Are happy people happy workers? In S.K. Schneider (chair), *Living well, working well: Positive psychology in the workplace*. Symposium for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Smith, M., Bryan, L. Koppes, Schneider, S.K., & Linnabery, E. (2011, March). Does the experience of flow affect employee commitment? In S.K. Schneider (chair), *Living well, working well: Positive psychology in the workplace*. Symposium for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Palazzo, K., Schneider, S.K., Bryan, L. Koppes, & Linnabery, E. (2011, March). Are happy people better organizational citizens? In S.K. Schneider (chair), *Living well, working well: Positive psychology in the workplace*. Symposium for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Koppes, L. L., & Civian, J. (2010). *The revolution of the field: Where is work-life going next?* Paper presented at the Annual Conference of the College and University Work/Family Association, Cambridge, MA: Harvard University.

Koppes, L. L., Schneider, S., Linnabery, E., Dollwet, M., & Bogese, C. (2010, April). Leader behaviors that support work-life of university staff. In L. L. Koppes (Chair), *Leadership and work-life effectiveness in universities*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Koppes, L. L. (Chair). (2010, April). *Leadership and work-life effectiveness in universities*. Symposium conducted for the meeting of the Society for Industrial and Organizational Psychology. Atlanta, GA.

Dollwet, M., Schneider, S., & Koppes, L. L. (2010, March). *Effects of transformational and servant leadership on employee work-life balance*. Poster presentation for the Southeastern Psychological Association Annual Conference, Chattanooga, TN.

Bogese, C., Schneider, S., & Koppes, L. L. (2010, March). *Preferences for supervisor behaviors: Influence of gender and parenthood*. Poster presented at the meeting of the Southeastern Psychological Association Annual Conference, Chattanooga, TN.

Dollwet, M., Schneider, S., & Koppes, L. L. (2010, April). *The effects of transformational and servant leadership on employee work-life balance*. Poster presented at the 7th Annual SEASTARS (Scholars of Engineering, Applied Sciences, & Technology) Annual Research Symposium. University of West Florida, Pensacola, FL. BEST DEPARTMENT OF PSYCHOLOGY POSTER AWARD.

Bogese, C., Schneider, S., & Koppes, L. L. (2010, April). *Preferences for supervisor behaviors: Influence of gender and parenthood*. Poster presented at the 7th Annual SEASTARS (Scholars of Engineering, Applied Sciences, & Technology) Annual Research Symposium. University of West Florida, Pensacola, FL.

Bogese, C., Dollwet, M., Schneider, S.K., & Koppes, L. L. (2010). *Work-life effectiveness: The influence of gender and parental status on supervisor behavior preferences within the workplace*. Paper presented at the 2010 Student Conference on Human Factors and Applied Psychology. Daytona Beach, FL.

Koppes, L. L., & Schneider, S. (2009, June). *What leadership behaviors do employees find helpful for their work-life effectiveness?* Seminar conducted at the meeting of the College and University Work/Family Association, Seattle, WA.

Burke, B., Attenweiler, B., Hakel, M., Koppes, L.L., Mearns, K., & Sinangil, H.K. (2009, May). *Linking EAWOP and SIOP to develop study abroad programs for graduate students*. Symposium conducted at the 14th European Congress of Work and Organizational Psychology, Santiago, Spain.

Koppes, L. L. (Chair). (2009, April). *Work-life effectiveness: Bridging research and practice*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Koppes, L. L., Schneider, S., & Linnabery, E. (2009, April). What managers' behaviors support employees and their work-life effectiveness? In L. L. Koppes (Chair), *Work-life effectiveness: Bridging research and practice*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology. New Orleans, LA.

Koppes, L. L. (Chair). (2008, April). *Helping organizations that help others: Making a difference with I-O psychology*. Panel discussion conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Koppes, L. L. (Presenter). (2008, April). *The future of I-O education: Theme track integration and open forum*. In S. D. Steinhaus (Chair), Panel discussion for the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

Koppes, L. L. (2008, August). *Higher education and human resource practices in the Czech Republic: A culture in transformation*. Poster presentation at the Annual Convention of the American Psychological Association, Boston, MA.

Koppes, L. L., Sugarman, R., Ferlan, M., & Moore, D. (2007). *Shifting sands, changing tides: Strategic partnerships for culture change*. Paper presented at the College and University Work/Family Association 13th National Conference, Santa Barbara, CA.

Koppes, L. L. (Chair). (2006, May). *Challenging the scientist-practitioner model: Questions and answers*. Panel presentation conducted at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Bauer, A.M., Koppes, L.L., & Palmer, J.K. (2005). *Citizenship behavior transcends work: Academic citizenship behavior*. Poster presented at the meeting of the American Psychological Association Conference, Washington, D.C.

Palmer, J.K., Bauer, A.M., Koppes, L.L., & Berry, R. (2005). *Prediction of organizational citizenship behavior via masculinity – femininity*. Poster presented at the meeting of the American Psychological Association Conference, Washington, D.C.

Stinson, W.L., Palmer, J.K., & Koppes, L.L. (2004). *Examination of emotional intelligence as a predictor of organizational citizenship behavior*. Poster presented at the Annual Convention of the American Psychological Society, Chicago, IL.

Brown, D.G., Palmer, J.K., Harvey, C., & Koppes, L.L. (2004). *Development and validation of an environmental health science career interest test*. Poster presented at the 16th Annual Convention of the American Psychological Society, Chicago, IL.

Palmer, J.K., & Koppes, L.L. (2004). *Investigation of credit history validity at predicting performance and turnover*. Poster presented at the 19th annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Palmer, J.K., & Koppes, L.L. (2003, May). *Further investigation of credit history as a predictor of employee turnover*. Poster presented at the Annual Convention of the American Psychological Society, Atlanta, GA.

Lee, J., Siegfried, W., Hays-Thomas, R., & Koppes, L.L. (2003, April). *Master's programs in I-O: Should they be accredited?* Roundtable conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Stone, N., & Koppes, L.L. (Co-Chairs). (2003, April). *Just do it! Developing I-O student competencies through applied experiences*. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Koppes, L. L. (2002, August). A synthesis of strategies for teaching I-O psychology. In N. Stone (Chair), *Strategies for teaching I-O psychology*. Symposium conducted at the 110th Annual Convention of the American Psychological Association, Chicago, IL.

Koppes, L. L., & Macey, W. H. (2002, March). *Licensing in I-O psychology: The state of affairs*. Roundtable discussion conducted at the 48th Annual Conference of the Southeastern Psychological Association, Orlando, FL.

Koppes, L. L. (2001, August). History across the curriculum. In L. L. Koppes & D. Devonis (Chairs), *Integrating history into the undergraduate psychology curriculum*. Roundtable discussion conducted at the 109th Annual Convention of the American Psychological Association, San Francisco, CA.

Koppes, L. L. (2001, April). Using the jigsaw classroom to teach the history of I-O psychology. In L. L. Koppes & P. D. Bachiochi (Chairs), *Ideas and innovations for teaching I-O psychology and related topics*. Symposium conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Diego, CA.

Koppes, L. L. (Chair). (2001, April). *Preeminent women I-O psychologists: Historical and contemporary perspectives*. Panel discussion conducted at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Diego, CA.

Koppes, L. L. (2000, August). Reconstructing sociohistorical contexts for teaching history of psychology: An experiential approach. In R. Brown (Chair), *Crossing temporal boundaries: Enlivening deadening issues in teaching psychology's history*. Symposium conducted at the 108th Annual Convention of the American Psychological Association, Washington, D.C.

Koppes, L. L. (Chair). (2000, April). *Faculty in an I-O Master's degree program: Strategies for success*. Roundtable discussion conducted at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., New Orleans, LA.

Koppes, L. L. (2000, March). *The evolution of industrial and organizational psychology: A historical analysis*. Poster presented at the 46th Annual Conference of the Southeastern Psychological Association, New Orleans, LA.

Hartenian, L. S., Hartman, E. A., & Koppes, L. L. (1999, August). *Performance appraisal feedback in a virtual team setting*. Paper presented at the 17th Annual Conference of the Association of Management/International Association of Management, Human Resources Management Division, San Diego, CA.

Highhouse, S., & Koppes, L. L. (Chairs). (1999, April). *Partnerships, politics, and psychopathology: Industrial psychology in the early 20th century*. Symposium conducted at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Atlanta, GA.

Koppes, L. L. (1998, April). Career issues in industrial and organizational psychology. In R. G. Downey (Chair), *Career paths in industrial and organizational psychology: Expanding the horizons*. Panel discussion conducted at the 13th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Dallas, TX.

Koppes, L. L. (1997, June). *American female pioneers of industrial and organizational psychology*. Poster presented at the 2nd Annual Industrial and Organizational Psychology Conference of the Australian Psychological Society, Melbourne, Australia.

Koppes, L. L. (Chair). (1997, April). *The 50th anniversary of Division 14/SIOP: Past presidents share their perspectives*. Symposium conducted at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., St. Louis, MO.

Koppes, L. L. (Chair). (1997, April). *Historical foundations of industrial and organizational psychology*. Symposium conducted at the 12th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., St. Louis, MO.

Koppes, L. L. (1995, March). *Female pioneer of applied psychology: Elsie Oschrein Bregman*. Poster presented at the 41st Annual Conference of the Southeastern Psychological Association, Savannah, GA.

Koppes, L. L. (1994, August). *First American female psychologists of industrial and organizational psychology*. Paper presented at the 102nd Annual Convention of the American Psychological Association, Los Angeles, CA.

Trahan, W. A., Koppes, L. L., Hartman, E. A., & Perlman, B. (1994, June). *Age, job satisfaction, and work outcomes affect perceptions of computer use and skills*. Poster presented at the 6th Annual Conference of the American Psychological Society, Washington, D.C.

Koppes, L. L. (1994, April). Mary Holmes Stevens Hayes. In L. L. Koppes (Chair), *The founding mothers: Female industrial and organizational psychologists in the early years*. Symposium conducted at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Nashville, TN.

Koppes, L. L. (Chair), *The founding mothers: Female industrial and organizational psychologists in the early years*. Symposium conducted at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Nashville, TN.

Koppes, L. L. (Chair). (1994, April). *Is there a future to SIOP's history?* Conversation hour conducted at the 9th Annual Conference of the Society for Industrial and Organizational Psychology, Nashville, TN.

Koppes, L. L., Hartenian, L. A., & Hartman, E. A. (1993, June). *Performance appraisal feedback influences ratee cognitive processing*. Poster presented at the 5th Annual Convention of the American Psychological Society, Chicago, IL.

Simerson, G. R., Seigfried, W. D., Lowe, R. H., Koppes, L. L., & Farr, J. L. (1993, April). *Master's level industrial and organizational training: Recent developments and implications for SIOP*. Roundtable discussion conducted at the 8th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Francisco, CA.

Koppes, L. L., & Reed, C. (1993, March). *Effects of missing information in selection interviewing*. Poster presented at the 39th Annual Conference of the Southeastern

Koppes, L. L. (1992, April). *Cognitive appraisal of the performance appraisal process: A stressful experience?* Poster presented at the 35th Annual Conference of the Midwest Academy of Management, St. Charles, IL.

Hartman, E. A., Trahan, W. A., Koppes, L. L., & Perlman, B. (1991, August). *Computer use uniquely related to job satisfaction*. Poster presented at the 3rd Annual Conference of the American Psychological Society, Washington, D. C.

Koppes, L. L. (Chair). (1991, April). *Industrial and organizational psychology master's level training: Reality in search of legitimacy*. Symposium conducted at the 6th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., St. Louis, MO.

Koppes, L. L., & Billings, R. S. (1990, April). *Coping with stress: An application of attribution theory*. Poster presented at the 5th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Miami, FL.

Koppes, L. L., & Fruehauf, D. R. (1990, April). *Causal attributions of job-related stress: Suggestions for research*. Paper presented at the 33rd Annual Conference of the Midwest Academy of Management, Milwaukee, WI.

INVITED PRESENTATIONS

Bryan, L.L. (2021). *Positive work-life-family integration: The role of academic leaders*. Invited workshop for Wayne State University department chairs. Zoom webinar.

Bryan, L. L. (2021). *Positive work-life-family integration: The role of academic leaders*. Invited workshop for the Chairs Academy. University of Kentucky, Zoom webinar.

Bryan, L.L. (2020). *Flourishing in academe: Positive work-life-family integration*. Invited workshop for Murray State University faculty. Zoom webinar.

Bryan, L. (2019, August). *Flourishing in academe: Positive integration of work-life-family*. Invited workshop for Centre College faculty, Danville, KY.

Bryan, L. L. (2019, March). *Women pioneers of applied psychology*, Invited, Lewis Honors College Diversity and Inclusion Lecture Series for History of Women Month Celebration, University of Kentucky.

Bryan, L. (2018). *Leading change: Academic leaders shaping work-life culture*. Invited presentation, Conference Hradec Economic Days, University of Hradec Králové, Czech Republic.

Bryan, L. (2017). *Strategies for advancing in your career*. Roundtable discussion. Chief Academic Officers Annual Conference, Council for Independent Colleges, San Antonio, TX.

Bryan, L. (2016). *Practicing leadership: Work-life opportunities*. Keynote speaker, Women Leading Conference, Western Kentucky University, Bowling Green, KY.

Bryan, L. Koppes (2015). *Dean's advisory council: Students partnering with university leadership to end violence*. Presentation for the Impact 10 Conference, Lexington, KY.

Bryan, L. Koppes. (2014). *Shaping work-life culture in higher education: A guide for academic leaders*. Webinar presented to the AIM Network. Baltimore, MD.

Carlson, S., Bryan, L. Koppes, Warner, R. (2014). *Working within systems*. Panel discussion for the National Challenge for Higher Education Conference, American Council on Education, Washington, DC.

Bryan, L. Koppes. (Chair). (2014). *Academic leaders who foster work-life cultures*. Panel discussion for the 20th Annual Conference of the College and University Work-Life-Family Association, Baltimore, MD.

Abramson, D., Bryan, L. Koppes, & Hayton, E. (2014). *To tweet or not to tweet*. Invited roundtable for the 20th Annual Conference of the College and University Work-Life-Family Association, Baltimore, MD.

Bryan, L. (2013). *Retirement best practices*. Roundtable discussion, Annual Meeting of the American Council on Education, Washington, DC.

Bryan, L. Koppes, Breinig, J., & Momayezi, N. (2013). *What we learned at the CCAS workshop on distance education*. Panel discussion for the Annual Meeting of the Council of Colleges of Arts and Sciences, Jacksonville, FL.

Bryan, L., Page, D., & Schneller, B. (2013). *Managing MOOC anxiety: The role of the University of Baltimore's Yale Gordon College of Arts and Sciences in transforming online learning*. Panel discussion for the Council of Colleges of Arts and Sciences Conference on Distributed Education, Long Beach, CA.

Bryan, L.Koppes, Anderson, G., & Senft, K. (2012, May). *College and university web sites: Helping campuses get from "good" to "great."* Invited presentation for the Annual Conference of the College and University Work-Family Association, Ann Arbor, MI.

Bryan, L.Koppes. (2012, March). *Positive psychology: Living well at every stage of life*. Invited presentation for the Leisure Learning Society, Pensacola, FL.

Wang, A., Frederick-Recascino, T., & Bryan, L.Koppes. (2012, February). *Thinking about academic administration? Advice from the field*. Panel discussion for the Annual Conference of the Southeastern Psychological Association, New Orleans, LA.

Bryan, L.Koppes. (Chair). (2012, February). *So, you think you might like to be a department chair?* Conversation hour for the Annual Conference of the Southeastern Psychological Association, New Orleans, LA.

Koppes, L. L. (2009, June). *Shifting sands, moving tides: Strategies for leading change*. Workshop, Institute for Academic Leadership, State of Florida. Howey in the Hills, FL.

White, J., Bryan, L.Koppes, & Hill, A. (2012, February). *APA how to publish*. Panel discussion for the Southeastern Psychological Association Annual Conference, New Orleans, LA.

Bryan, L.Koppes. (2011, December). *Higher education and human resource practices in the Czech Republic 2004: A culture in transformation*. Invited presentation for the 20th Anniversary Celebration Conference of the U.S. and Czech Republic Fulbright Commissions. Czech Republic Consulate, New York, NY.

Ross, T., Gillan, D., Bryan, L.Koppes, & Smith, P. (2011, November). *Departmental strategic planning*. Panel Discussion for the Annual Meeting of the Association of Heads of Departments of Psychology, Atlanta, GA.

Messer, W., Bryan, L.Koppes, Hills, B., & Cote, N. (2011, November). *Capstone experiences*. Panel Discussion for the Annual Meeting of the Association of Heads of Departments of Psychology, Atlanta, GA.

Parnass, R., Ashby, B., Costikyan, N., Bryan, L. Koppes, & Nuter, J. (2011, May). *Strategic Discussion with CUWFA members who participated in the National Work-Life Summit, WorldatWork/AWLP: Implications for CUWFA*. Panel presentation for the Annual Conference of the College and University Work/Family Association, San Diego, CA.

VanWormer, L., & Bryan, L. Koppes. (2011, March). *Building a center on aging: The use and establishment of partnerships*. Conversation hour for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Bryan, L. Koppes, & White, J. (2011, March). *APA how to publish*. Panel discussion for the Southeastern Psychological Association Annual Conference, Jacksonville, FL.

Bryan, L. Koppes. (2010, November). Case study and strategies for uniting a divided department. In D McCarty, H. M. Lips, & L. L. Koppes Bryan, *Uniting a Divided Department/Dealing with Faculty Conflict*. Panel Discussion for the Annual Meeting of the Association of Heads of Departments of Psychology, Atlanta, GA.

Bryan, L. Koppes. (2010, October). *The role of leaders in fostering a work-life friendly culture*. Invited presentation for the River Cities I-O Conference, University of Tennessee-Chattanooga, Chattanooga, TN.

Bryan, L. Koppes. (2010, October). *Faculty/Staff: Accessing disability resources at UWF*. Presentation for Disability Awareness Day at UWF, Pensacola, FL.

Koppes, L. L. (2010, January). *Building leaders and leadership capacity*. Invited presentation for the American Society for Training and Development Pensacola Area Chapter. Pensacola, FL.

Koppes, L. L. (2009, November). *The Czech Republic: A glimpse at higher education, human resources practices, and leadership*. Invited presentation for Berea College, Berea, KY.

Koppes, L. L. (2009, August). *Shifting sands, moving tides: Strategies for leading change in your organization*. Workshop for the Florida State Directors meeting of Small Business Development Centers. Pensacola, FL.

Koppes, L. L. (2009, June). *Shifting sands, moving tides: Strategies for leading change*. Workshop for the Institute for Academic Leadership, State of Florida. Howey in the Hills, FL.

Halonen, J., Koppes, L. L., & Walch, S., & (2009, February). *Planning, assessment, and leadership in undergraduate psychology*. Workshop at the Annual Convention of the Southeastern Psychological Association. New Orleans, LA.

Koppes, L. L. (2008, May). *Military initiatives: Symposium and postdoctoral fellowship*. Invited presentation for the Military Policy Council, University of West Florida, Pensacola, FL.

Koppes, L. L. (2008, April). *Enrollment management in the department of psychology*. Invited workshop for the UWF All Chairs Meeting, University of West Florida, Pensacola, FL.

Koppes, L. L., & Schneider, S. (2008, April). *Student engagement in the department of psychology*. Invited presentation to University Town Hall Meeting, University of West Florida, Pensacola, FL.

Koppes, L. L. (2008). *The hidden casualties of war*. Invited presentation for the UWF Military Policy Council, University of West Florida, Pensacola, FL.

Koppes, L. L. (2008, February). *Higher education and human resources practices in the Czech Republic*. Invited presentation for the Northwest Florida Psychological Association, Pensacola, FL.

Koppes, L. L. (2008, March). *The past is prologue: What does a history of I-O psychology inform us of today's work and organizations?* Invited presentation for the Annual Conference of the Southeastern Psychological Association, Charlotte, NC.

Koppes, L.L. (2008, January). *Balancing work and life in faculty positions*. Invited workshop for the Center of University, Teaching, Learning, and Assessment, University of West Florida, Pensacola, FL.

Koppes, L. L. (2007, December). *Strategic planning and assessment in the department of psychology*. Invited presentation for the UWF Board of Trustees Academic Committee meeting, University of West Florida, Pensacola, FL.

Bandelli, A.C., Lopez Rivas, G. E., Ottinot, R. C., Koppes, L. L. (2006, May). *Facilitating collaboration among graduate students*. Roundtable discussion for the Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.

Koppes, L. L. (2006, April). University of Kentucky: Strategies for recruiting and retaining the 50+ mature workforce. In N. Spivey (Panel Moderator), *Where it's working and how*. Presentation for The 50+ Workforce 2020: A Blueprint for Innovation, U.S. Chamber of Commerce, Covington, KY.

Koppes, L. L. (2005, November). *Cross-cultural perspectives in education and human resource practices*. Presentation for the River Cities Industrial and Organizational Psychology Conference. Northern Kentucky University, Highland Heights, KY.

Koppes, L.L. (2005, April). *Meet the TIP Editorial Board*. Roundtable discussion at the Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Koppes, L.L. (2005, Spring). *Cross-cultural citizenship behaviors*. Colloquium presented to DePaul University, Department of Psychology, Chicago, IL.

Koppes, L.L. (2005, January). *A Fulbright Scholar: Tales of a Czech traveler*. Richmond Rotary Club, Richmond, KY.

Koppes, L.L. (2004, April).. *How to be a successful leader*. University of Hradec Králové, Czech Republic.

Koppes, L.L., & Bryan, K.R. (2004, April). *The civil rights movement in the United States*. Presentation for American Studies class, University of Hradec Králové, Czech Republic.

Koppes, L.L., & Scontrino, P. (2003, April). *What you need to know/do to become a licensed psychologist*. Roundtable discussion for the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Koppes, L. L. (2003, April). *Education and training in I-O psychology and related topics: Open meeting with the Education and Training and Long Range Planning Committees*. Discussion held at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Koppes, L.L., & Harris, T. (2003, April). *SIOP Education and Training Committee: The Instructor's guide to I-O psychology: Strategies for development implementation, evaluation, and publicity*. Conversation hour held at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Tippins, N.T., McHale, S.M., Brawer, M.P., Koppes, L.L., Klimoski, R.J., & Hays-Thomas, R. (2003, April). *Should I-O psychologists be licensed? Yes, no, and maybe*. Panel discussion for the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Orlando, FL.

Koppes, L. L. (2002, April). *Education and training in I-O psychology and related topics: Open meeting with the Education and Training and Long Range Planning Committees*. Discussion held at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Toronto, Canada.

Koppes, L. L. & Stanton, J. M. (2002, April). *Experiential learning in organizational sciences: The artful practice of getting students involved in learning I-O and OB courses*. Tutorial workshop conducted at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., Toronto, Canada.

Quinones, M.A., McPhail, S.M., Koppes, L.L., Klimoski, R.J., Ryan, A.M., & Murphy, K.R. (2001, April). *SIOP's licensure policy: Issues and options*. Invited panel discussion for the 16th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Diego, CA.

Burke, M., Ryan, A.M., Klein, K. J., & Koppes, L. L. (2001, April). *The future of I-O in psychology departments: Open meeting with the education and training and long range planning committees*. Invited discussion for the 16th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., San Diego, CA.

Koppes, L. L. (2001, April). *Industrial-Organizational Psychology*. Invited presentation for the Annual Psychology Department Faculty and Student Retreat, Berea College, Camp Burnam Wood, Kentucky.

Koppes, L. L. (2001, March). A preliminary account of the history of industrial-organizational psychology in the southeast. In J. Pate (Chair), *History of psychology in the southeast*. Invited symposium for the 47th Annual Conference of the Southeastern Psychological Association, Atlanta, GA.

Koppes, L. L. (2001, March). *Preparing for graduate school II: Long-term strategies for success*. Invited Psi Chi panel discussion for the 47th Annual Conference of the Southeastern Psychological Association, Atlanta, GA.

Aiman-Smith, L. & Koppes, L. L. (Chairs). (2000, April). *Factors of change: Reflections and predictions from past presidents*. Invited symposium for the 15th Annual Conference of the Society for Industrial and Organizational Psychology, Inc., New Orleans, LA.

Cornwell, J. M., Brown, A. R., Burke, B. G., Gilmore, D. C., Koppes, L. L., & Stolp, S. (2000, March). *Master's degree in I-O? Career opportunities and graduate programs*. Invited panel discussion for the Annual Meeting of the Southeastern Industrial/Organizational Psychological Association at the 46th Annual Conference of the Southeastern Psychological Association, New Orleans, LA.

Koppes, L. L. (2000, March). Ideal time line for graduate school preparation. In S. Wilson (Chair), *Preparing for Graduate School I: Options and Timelines*. Invited Psi Chi panel discussion for the 46th Annual Conference of the Southeastern Psychological Association, New Orleans, LA.

Koppes, L. L. (1998, August). *Early female contributors to industrial and organizational psychology: Inadvertent architects of history*. Invited address presented for the 106th Annual Convention of the American Psychological Association (Division 26), San Francisco, CA.

Koppes, L. L. (1997, October). *What is industrial-organizational psychology?* Invited colloquium for the Department of Psychology, Earlham College, Richmond, IN.

Koppes, L. L. (1997, August). *Female pioneers of industrial and organizational psychology*. Invited address presented for the 105th Annual Convention of the American Psychological Association (Division 14), Chicago, IL.

Koppes, L. L. (1997). *Early history of personnel selection*. Invited presentation for the Krannert School of Management, Purdue University, West Lafayette, IN.

EDITORIAL RESPONSIBILITIES

Associate Editor, *The Psychologist-Manager Journal*
Editorial Board, *The Psychology of Human Resources*
Editor, *The Industrial-Organizational Psychologist* (2004-2007)
Consulting Editor, *Journal of Business and Psychology*
Co-Editor, [*Economies*]. *Special Issue "Innovation and Socioeconomic Development."*

REVIEWER ACTIVITIES

JOURNAL REVIEWER

American Psychologist
Journal of Applied Psychology
Journal of the History of Psychology
Multivariate Behavioral Research Journal
Psychological Bulletin
Psychological Science
Policy Quarterly

CONFERENCE REVIEWER

Academy of Management, Program Reviewer, Management History
College and University Work/Family Association
Society for Industrial and Organizational Psychology
Southeastern Psychological Association

PROFESSIONAL SERVICE

International

University of Hradec Králové, Czech Republic (2013-2018). Conference Hradec
Economic Days, Scientific Committee Member

National

American Psychological Association

History Oversight Committee, Chair

Division 26: Executive Committee, Membership Chair; Long-Range Planning
Committee, Member; Awards Committee, Member

Elected Member, Board of Educational Affairs (BEA) (2023-2026)

BEA Liaison to the Board of Scientific Affairs

Education and Training Awards Committee

College and University Work-Family-Life Association

Elected President and Member, Board of Directors

Chair, Professional Enrichment Committee; Member, Conference Committee

Co-Chair, Annual Conference Committee, 2014, 2016

Council of College Arts and Sciences Deans

Member, Metropolitan/Urban Universities Standing Committee,

SACSCOC Reaffirmation of Accreditation

Member, On-Site Committee

Society for Industrial and Organizational Psychology

Chair, Awards Committee, Katzell Award Subcommittee

Chair, Education and Training Committee

Editor, *The Industrial-Organizational Psychologist (TIP)*

Elected Officer of Instruction and Education, Executive Board

Member, Governance Task Force

Historian

Society for Industrial and Organizational Psychology Foundation Board

Member, Visionary Circle Project Committee

State

Vice-Chair/Chair-Elect, Kentucky ACE Women Leadership Network

Judge, Kentucky Psychological Association, Meyer Undergraduate Research Award

Member, Kentucky State Board of Psychology: I-O Psychology Study Group, Licensing

Member, Leadership Kentucky, Central Kentucky Regional Council

Member, Northwest Florida Psychological Association Board of Directors

Workshop Facilitator, State University System of Florida

Member, University of Kentucky, College of Medicine, Early Admission Committee

Member, University System of Maryland, Presidential Search Committee

Member, University of West Florida, MARC Scholars Advisory Board

Member, University of Wisconsin System, Committee of Experts, Pay and Gender Equity
Study

Member, University of Wisconsin System, Advisory Board, Conference on “Celebrating
our Achievements-Defining our Future.”

University

Academic Council, TSU
Academic Policies and Practices Committee, MU
Academic Program Review Committee, ECU
Academic Visioning Committee Consultant, UWF
Academic Visioning Oversight Committee, UWF
Alpha Kappa Psi National Business Fraternity, Advisor, TSU
Budget Advisory Council to President, ECU
Council on Academic Affairs, ECU
Committee on Curriculum and Programs, TU
Dean's Council, UB
Disability Awareness Committee, UWF
Ed.D. Program Committee, UWF
Educational Resources Committee, TSU
Employee Assistance Program Advisory Board, Chair, UWO
Equal Opportunity Committee, ECU
Facilities Committee, ECU
Faculty Executive Committee, TSU
Faculty Representative for SACSCOC Reaffirmation of Accreditation, UK
Faculty Senate, Senator, ECU
Graduate Faculty, ECU; UWO
High Achieving Students Task Force, UWF
Human Resources Steering Committee, ECU
Human Subjects Review Committee (IRB), Chair, UWO
Kentucky Council on Postsecondary Education (CPE), University Liaison, ECU
Leadership Development Council, UWF
Library Committee, ECU
New Faculty Orientation Committee, ECU
President's Cabinet, ECU
President's Cabinet, TU
President's Commission on Women, UK
President's Executive Committee, UB
Presidential Search Committee, UB
Provost Council, UK
Retention Core Team, TU
Risk Management Advisory Committee, TU
SACS-COC Leadership Team for 5th Year Report, TU
SACS-COC University Liaison, ECU
SACS-COC Review Project, University Leadership Team, ECU
SACS-COC Review Project, Institutional Effectiveness Subcommittee, Chair, ECU
Search Committee for Institutional Research Director, Chair, UWF
Search Committee Chair for Dean of the College of Public Affairs, UB
Search Committee Chair for Vice President of Student Affairs, TU
Self-Study Committee, North Central Association Colleges & Schools Accreditation, MU
Staff Senate Strategic Planning Retreat Facilitator, UWF
Strategic Action Plan Committee, TU

University continued

Strategic Enrollment Team, TU
Strategic Planning Committee, Chair, EKU
Strategic Planning and Budgeting Work Group, UWF
Strategic Planning Subcommittee, Co-Chair, UK
Strategic Planning and Resource Allocation Work Group, UWF
University Assessment Committee, EKU; TSU
University Grievance Committee, EKU
University Minority Mentor Program, Mentor, UWO
University Senate, UK
University Work-Life Committee, UB
Who's Who of America Students Selection Committee, UWF
Women's Studies Program and Advisory Board, UWF
4+1 Programs Work Group, UWF

College

AACSB International Accreditation Self-Study, TSU
Business Advisory Board, School of Business, TSU
College of Arts and Sciences Leadership Council, UWF
Dean Search Committee, College of Arts & Sciences, EKU
Environmental Studies Committee, College of Letters and Science, UWO
Faculty Search Committees, School of Business, TSU
Faculty Search Committees, EKU
Faculty Search Committees, Lewis Honors College, UK
Honors College Council (elected), UK
Honors College Service Learning Committee, UK
Honors College Early Assurance Program Committee, UK
Honors College Search Committee for Faculty, UK
MBA Feasibility Study Committee, Co-Chair, School of Business, TSU
Mentor for New Department Chairs, UWF
Public Health Research Consortium, UWF School of Allied Health and Life Sciences
SACS-COC College Representative for University, UK
Semester Conversion Project (quarters to semesters), School of Business, TSU
Staff Search Committees, Lewis Honors College, UK
Strategic Planning Committee, Chair, School of Business, TSU
Student Advisory Board, Advisor, School of Business, TSU
YGCAS Leadership Council, UB

Department

Academic Practices Committee, EKU
Academic Program Review Committee, Chair, UWO
Budget Committee, UWO
Community Outreach Committee, UWF
Ethics Committee, EKU
Faculty Search Committee, EKU; UWO; UWF
Faculty and Staff Enhancement Committee, UWF

Department continued

Graduate Admissions Committee, ECU; Chair, UWO
Graduate Comprehensive Exam Committee, ECU
Graduate Curriculum Committee, ECU; UWO
Graduate Program Review Committee, UWO
Infrastructure and Operations Committee, UWF
Merit Pay Committee, ECU
Planning Committee, Chair, UWO
Psi Chi National Society, Advisor, UWF
Psychology Club, Advisor, MU
Students Helping and Promoting Education (SHAPE), Founding Advisor, UWF
Student Psychological Association, Advisor, UWF

COMMUNITY ENGAGEMENT**Leadership Activities**

Bluegrass Regional Leadership KY Council
Greater Homewood Community Corporation, Board of Directors, Baltimore, MD
African American Heritage Society, Board of Directors, Pensacola, FL
Emerald Coast Children's Promise Zone, Board of Directors, Pensacola, FL
Favor House of Northwest Florida, Board of Directors, Pensacola, FL
Angola Area Chamber of Commerce, Board of Directors, Angola, IN
Elijah Haven Crisis Intervention Center, Board of Directors Chair, LaGrange, IN
Steuben County Literacy Coalition, Board of Directors Chair, Angola, IN
Steuben County Domestic Violence Task Force Chair, Angola, IN
101 Lakes Kiwanis International, Board of Directors, Steuben County, IN
Southwest Oshkosh Rotary Club, Membership Committee Chair, Oshkosh, WI

Volunteer Activities

Ronald McDonald House Charities Family Room, Children's Hospital, Lexington, KY
Lexington Children's Theater, Lexington, KY
American Red Cross, Bluegrass Chapter, Lexington, KY
Habitat for Humanity, Lexington, KY
Habitat for Humanity, Global Village Volunteer, Radauti, Romania
English as a Second Language Tutor, Operation Read, Lexington, KY
Central Kentucky Riding for the Handicapped, Lexington, KY
Oshkosh Foundation Committee, Oshkosh, WI

ACADEMIC LEADERSHIP DEVELOPMENT

American Council on Education Advancing to the Presidency
American Council on Education National Women's Leadership Forum
Council on Independent Colleges Institute for new Chief Academic Officers
Council on Colleges of Arts and Sciences Workshop for new Deans
Institute of Academic Leadership Workshop, State of Florida Board of Governors
Kentucky-ACE Women in Higher Education Network Moving the Needle initiative

CURRENT PROFESSIONAL MEMBERSHIPS

American Psychological Association
American Psychological Association Services, Inc.
Association for Psychological Science
Council on Honors Education—Association of Public Land Grant Universities
Fulbright Association
International Positive Psychology Association
Kentucky Chapter of the Fulbright Association
Kentucky Psychological Association
National Center for Faculty Development and Diversity
Society for Industrial and Organizational Psychology

PREVIOUS MEMBERSHIPS

Academy of Management
American Council on Education
Association of Academic Deans
Association of Independent Kentucky Colleges and Universities
College and University Work-Life-Family Association
Council of College of Arts and Sciences
Council of Graduate Departments of Psychology
Council of Independent Colleges
Honors Education in Research Universities
National Collegiate Honors Colleges
Northwest Florida Psychological Association
Southeastern Psychological Association

SELECTED COURSES TAUGHT

Undergraduate

General Psychology
Industrial-Organizational Psychology
Human Diversity: A Psychological Perspective
Human Resources Management
Positive Psychology (Online)
Introduction to Statistics for Social Sciences
Psychological Testing and Measurement
Careers in Psychology (Online)
Organizational Behavior
Science of Happiness and Well-Being (Honors)
Leadership in Today's Society (Honors)
Positive Psychology in the Workplace (Honors)

Graduate

Organizational Change and
Development
Organizational Psychology
Personnel Psychology
Multivariate Statistics
Leadership
Selection and Performance
Appraisal
Training and Development
Current Issues in I-O
I-O Practicum
Positive Psychology