

JOEL T. LUNDSTROM, PhD

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EDUCATION

PhD Industrial/Organizational Psychology

GPA: 3.89 / 4.00

Kansas State University, Manhattan, Kansas

Thesis Topic: A New Use of Frame-of-Reference Training: Improving Reviewers' Inferences from Biodata Information

Dissertation Advisor: Dr. Patrick Knight

MS Industrial/Organizational Psychology

GPA: 3.88 / 4.00

Kansas State University, Manhattan, Kansas

Thesis Topic: Establishing the Influences of Organizational Citizenship Behavior on the Development of Self-Efficacy and Collective Efficacy

Thesis Advisor: Dr. Patrick Knight

BA Psychology

GPA: 3.75 / 4.00

University of Northern Iowa, Cedar Falls, Iowa

Graduated summa cum laude

ADMINISTRATION EXPERIENCE

Provost Carroll Campus, Perry VanKirk Career Academy, & Templeton Regional Center (2014–present)

Des Moines Area Community College (DMACC), Carroll, Iowa

The provost serves as the Chief Administrative Officer of DMACC campus and is responsible for the daily operations of the campus. Responsible for implementing campus programs and services in conjunction with the college's mission, vision, and strategic plans, works closely with community businesses and educational leaders to address community needs, and fosters a campus atmosphere consistent with the college's core values. The provost serves as a member of the DMACC leadership team to develop and implement district-wide services to address needs of the college.

- Oversees service territory covering 2,133 square miles, 18 school districts, approximately 30% of DMACC's service area
- Supervises primary campus in Carroll including 900+ unduplicated headcount
- Serves as campus leader in academics, advising, recruitment, admissions, facility management, and counseling
- Added role of Executive Dean of Distance Learning (July 2023–present); manage around 40% of DMACC's credits (53,000 credits)
- Served as Interim Dean of Online Programming (January 2020–June 2023)
- Served as Interim Provost Boone Campus (Summer 2016)
- Complete responsibilities including staff supervision, scheduling, advisement services, strategic planning, budgetary management, facilities, foundation committee, etc.
- Establish and maintain partnerships with 11 primary area partner high schools regarding dual-credit opportunities
- Serve as liaison between community and political leaders in the region and state
- Serve on various committees and commissions (i.e., online, strategic planning, advising, admissions, various selection committees, continuous process improvement teams, master facility planning committee, etc.)
- Manage total operating budget of over \$5 million, not including online programming
- Accomplishments:
 - Increased enrollments by 20% in first 6 years.
 - Note: Only campus during the 6-year period with positive growth; average of 20% decline for eight other campuses
 - ASE Accredited Automotive Program (2022)
 - Increased enrollment with reduced staff/faculty positions (i.e., reduction by 3 FTE)
 - In 2023, increased enrollment in Career Advantage (dual-enrollment) by 23% (30% in credit hours)

- In 2023, 26% matriculation rate from area high schools compared to district average of 15%
- In first 9 years, headcount increased 38% compared to district average of negative 16%
 - Credit hour increase of 13% compared to district average of negative 34%
 - Only DMACC campus in 9 years to have positive growth
- Increased Carroll Campus Foundation giving from roughly 30% of students to 100% in first 4 years
- Grew Foundation average award by 40%, Grew Foundation financial holdings
- Added dorms in 2015 and maintained 94% average annual occupancy levels
- Added Perry VanKirk Career Academy to supervisory duties (2018–present). Over 950 plus students served.
- Added Computer Languages program (2018–present) with nationally-recognized partnership with Accenture
- Led and established 1st community college partnership of TechWise Training program with DMACC and TalentSprint/Google for training software engineers. DMACC's second cohort was largest among all partners nationally.
- Added Templeton Regional Academy Site (2022)
- Received Career Academy Incentive Fund Grant for \$1,000,000 (2022)

Vice President of Student Services

(2012–2014)

Manhattan Area Technical College, Manhattan, Kansas

- Managed services for a campus including 1,300 unduplicated headcount
- Supervised departments including financial aid, advising, registrar, recruitment, admissions, and counseling
- Completed responsibilities including staff supervision, scheduling, advisement, strategic planning, budgetary management, etc.
- Served as college-wide leader in enrollment management, Student Information System (SIS), student retention, assessment, transfer and articulation, career placement, etc.
- Served on various committees (i.e., executive cabinet, strategic planning, advising, etc.)

Associate Dean of Distance Learning

(2010–2012)

Barton Community College, Fort Riley, Kansas

- Managed department including over 235 courses, 12,000 enrollments, and over 100 faculty
- Supervised department containing full- and part-time faculty at multiple campus locations and approximately 20 states
- Completed responsibilities including curriculum development, faculty selection and recruitment, scheduling, advisement, mentoring, coaching, strategic planning, budgetary management, etc.
- Develop and executed strategic plan for distance learning
- Accomplishments:
 - Increased enrollments by 2,000 in 1st year (22%)
 - Increased over \$1 million in profits in 1st year, \$2.5 million in 2 years
 - Increased profitability to nearly \$5.5 million net, \$8 million gross in 2 years
 - Served as Co-Activity Director for Title III Grant (nearly \$2 million grant)

Social Science Department Chair

(2007–2010)

Barton Community College, Fort Riley, Kansas

- Managed department including Psychology, Sociology, Anthropology, Political Science, Economics, and Education
- Completed responsibilities including curriculum development, faculty selection, scheduling, advisement, mentoring, coaching, etc.
- Created and maintained department communication network
- Managed department containing full- and part-time faculty at multiple campus locations and online faculty
- Coordinated with department faculty to ensure participation in assessment of student learning and implementation of program improvements
- Established budget proposal and analysis
- Completed program reviews and made improvements necessary to assure accreditation
- Coordinated information necessary to satisfy other agencies and meeting the goals of the strategic plan

TEACHING EXPERIENCE**Adjunct Instructor**

(2004–2014)

Kansas State University, Manhattan, Kansas

- PSYCH 110 General Psychology (Summer 2004, Fall 2004)
- PSYCH 425 Problem Solving and Decision Making (Fall 2004)
- PSYCH 530 Psychology of Mass Communication (Fall 2004, Fall 2005, Fall 2006, Spring 2007, Fall 2007)
- PSYCH 535 Social Psychology (Fall 2006, Spring 2007) – Online (Fall 2007, Spring 2008, Summer 2008, Fall 2008, Spring 2009, Summer 2009, Fall 2009, Spring 2010, Summer 2010, Fall 2010, Spring 2011, Summer 2011, Fall 2011, Spring 2012, Summer 2012, Fall 2012, Spring 2013, Summer 2013, Fall 2013, Spring 2014, Summer 2014, Fall 2014)

Tenured Faculty Member

(2001–2010)

Barton Community College, Fort Riley, Kansas

- Received tenure Fall 2007
- PSYC1000 General Psychology (Fall 2001, Summer 2002, Fall 2002 Session 1,2, Spring 2003 Session 1,2)
- PSYC1000 General Psychology Hybrid-Online/On-campus (Spring 2003, Fall 2003 Session 1,2, Spring 2004 Session 1,2, Summer 2004, Fall 2004 Session 1, Spring 2005 Session 1,2, Fall 2005 Session 1, 2, Spring 2006 Session 1,2, Fall 2006 Session 1,2, Spring 2007 Session 1,2,3 Summer 2007 Session 1,2, Fall 2007 Session 1,2, Spring 2008 Session 1,2, Summer 2008 Session 1,2 Fall 2008 Session 1,2, Spring 2009 Session 1,2 Summer 2009 Session 1,2, Fall 2009 Session 1,2, Spring 2010 Session 1)
- SOCI1100 Introduction to Sociology (Summer 2002, Summer 2003, Fall 2003)
- SOCI1100 Introduction to Sociology Hybrid-Online/On-campus (Fall 2006 Session 2, Spring Session 1,2, Summer 2007 Session 1,2, Fall 2007 Session 2, Spring 2008 Session 2, Summer 2008 Session 1,2 Fall 2008 Session 1,2 Spring 2009 Session 2, Summer 2009, Fall 2009 Session 2, Spring 2010 Session 1)
- PSYC1016 Social Psychology (Summer 2001)
- PSYC1016 Social Psychology Hybrid-Online/On-campus (Summer 2005)
- PSYC1130 Death and Dying Hybrid-Online/On-campus (Summer 2006)
- BUSI1804 Human Relations in Business (Spring 2005 Session 2, Summer 2005, Fall 2005 Session 2)
- BUSI1804 Human Relations in Business Hybrid-Online/On-campus (Spring 2007 Session 1, Fall 2007 Session 1, Spring 2008 Session 1, Spring Session 2)
- PSYC1130 Death and Dying – LSEC Program (Summer 2006)
- PSYC1000 General Psychology – LSEC Program (Spring 2005 Session 3, Summer 2005, Spring 2006 Session 3, Summer 2006, Fall 2006 Session 2, Spring 2007 Session 1, 2, Summer 2007 Session 2, Fall 2007 Session 1,2, Spring 2008 Session 1, 3, Summer 2008 Session 2, Fall 2008 Session 1, 2, Spring 2009 Session 1,2, Summer Session 1, Fall 2009 Session 1**,2, Spring 2010 Session 1**)
- PSYC1016 Social Psychology – LSEC Program (Summer 2005, Spring 2006 Session 1,3, Fall 2007 Session 2, Spring 2008 Session 3, Fall 2008 Session 2, Spring 2009 Session 2)
- BUSI1804 Human Relations in Business – LSEC Program (Fall 2005 Session 1, 2, Spring 2006 Session 1, Summer 2006, Fall 2006 Session 1, Spring 2007 Session 2, Fall 2007 Session 2, Spring 2008 Session 1, Spring 2009 Session 1, Summer Session 1)
- PSYC1018 Group Dynamics – LSEC Program (Summer 2005, Fall 2005 Session 1,2, Spring 2006 Session 2)
- SOCI11000 Intro to Sociology – LSEC Program (Summer 2006 Session 2 Spring 2007 Session 1, Summer 2007 Session 2, Fall 2009 Session 1**)
- PSYC1130 Death and Dying – LSEC Program (Spring 2006 Session 1)
- PSYC1057 Psychology of Sports (Spring 2010 Session 1,3)
- LEAD1000 Introduction to Leadership Concepts – LSEC Program (Spring 2008 Session 3, Summer 2009 Session 1)
- BSTC 1722 Business Management Seminar – Employee Development Program (Fall 2006, Spring 2007, Summer 2007, Fall 2007)
- PSYC1033 Psychology of Serial Killers (Spring 2009 Session 2, Fall 2009 Session 1)
- PSYC1033 Psychology of Serial Killers – LSEC Program (Fall 2009 Session 2)
- PSYC1000 General Psychology – Wounded Transition Battalion Program (Fall 2008 Session 1)
- BUSI 1820 Management Development Seminar I –Employee Development Program (Summer 2008, Fall 2008, Spring 2009, Fall 2009, Spring 2010, Fall 2010, Spring 2011, Fall 2011, Spring 2012, Fall 2012, Spring 2013)
- BUSI 1821 Management Development Seminar II–Employee Development Program (Spring 2008, Summer 2008, Fall 2008, Spring 2009, Fall 2009, Spring 2010, Fall 2010, Spring 2011, Fall 2011, Spring 2012, Fall 2012, Spring 2013)
- BUSI 1822 Management Development Seminar III–Employee Development Program (Spring 2009, Fall 2009, Spring 2010, Fall 2010, Spring 2011, Fall 2011, Spring 2012, Fall 2012, Spring 2013)
- BPDC 202 Employee Discrimination Seminar (Spring 2009, Fall 2009, Spring 2010)

Professor

(2001–2010)

Bartonline.org (Online Classes)

- PSYC1000 General Psychology (Spring 2002 Session 1,2, Summer 2002, Fall 2002 Session 1,2,3, Spring 2003 Session 1,2,3, Summer 2003, Fall 2003 Session 1,2,3, Spring 2004 Session 1,2,3 Summer 2004, Fall 2004 Session 1,2,3, Spring 2005 Session 1,2,3, Summer 2005, Fall 2005 Session 1,2,3, Spring 2006 Session 1,2,3, Summer 2006, Fall 2006 Session 1,2,3, Spring 2007 Session 1,2,3, Summer 2007, Fall 2007 Session 1,2,3, Spring 2008 Session 1,2,3, Summer 2008, Fall 2008 Session 1,2,3, Spring 2009 Session 1,2,3, Summer 2009, Fall 2009 Session 1,2,3, Spring 2010 Session 1,2,3, Summer 2010, Fall 2010 Session 1,2,3, Spring 2011 Session 1,2,3, Summer 2011, Fall 2011 Session 1,2,3, Spring 2012 Session 1,2,3, Summer 2012 Session 1,2,3, Fall 2012 Session 1,2,3, Spring 2013 Session 1,2,3, Summer 2013, Fall 2013 Session 1,2,3, Spring 2014 Session 1,2,3, Summer 2014, Fall 2014 Session 1,2,3)
- SOCI1104 Contemporary Social Problems (Summer 2002, Fall 2002 Session 1,2,3, Spring 2003 Session 1,2,3, Summer 2003, Fall 2003 Session 1,2,3, Spring 2004 Session 1,2,3, Summer 2004 Fall 2004 Session 1,2,3, Spring 2005 Session 1,2,3, Summer 2005, Fall 2005 Session 1,2,3, Spring 2006 Session 1,2,3, Summer 2006, Fall 2006 Session 1,2,3, Spring 2007 Session 1,2,3, Summer 2007, Fall 2007 Session 1,2,3, Spring 2008 Session 1,2,3, Summer 2008, Fall 2008 Session 1,2,3, Spring 2009 Session 1,2,3, Summer 2009, Fall 2009 Session 1,2,3, Spring 2010 Session 1,2,3, Summer 2010, Fall 2010 Session 1,2,3, Spring 2011 Session 1,2,3, Summer 2011, Fall 2011 Session 1,2,3, Spring 2012 Session 1,2,3, Summer 2012 Session 1,2,3, Fall 2012 Session 1,2,3, Spring 2013 Session 1,2,3, Summer 2013, Fall 2013 Session 1,2,3, Spring 2014 Session 1,2,3, Summer 2014, Fall 2014 Session 1,2,3)
- BUSI1804 Human Relations in Business (Summer 2004, Fall 2004 Session 1,2,3, Spring 2005 Session 1,2,3, Summer 2005, Fall 2005 Session 1,2,3, Spring 2006 Session 1,2,3, Summer 2006, Fall 2006 Session 1,2,3, Spring 2007 Session 1,2,3, Summer 2007, Fall 2007 Session 1,2,3, Spring 2008 Session 1,2,3, Summer 2008, Fall 2008 Session 1,2,3, Spring 2009 Session 1,2,3, Summer 2009, Fall 2009 Session 1,2,3, Spring 2010 Session 1,2,3, Summer 2010, Fall 2010 Session 1,2,3, Spring 2011 Session 1,2,3, Summer 2011, Fall 2011 Session 1,2,3, Spring 2012 Session 1,2,3, Summer 2012 Session 1,2,3, Fall 2012 Session 1,2,3, Spring 2013 Session 1,2,3, Summer 2013, Fall 2013 Session 1,2,3, Spring 2014 Session 1,2,3)
- PSYC1033 Psychology of Serial Killers (Fall 2009 Session 1,2,3, Spring 2010 Session 1,2,3, Summer 2010, Fall 2010 Session 1,2,3, Spring 2011 Session 1,2,3, Summer 2011, Fall 2011 Session 1,2,3, Spring 2012 Session 1,2,3, Summer 2012, Fall 2012 Session 1,2,3, Spring 2013 Session 1,2,3, Summer 2013, Fall 2013 Session 1,2,3, Spring 2014 Session 1,2,3, Summer 2014, Fall 2014 Session 1,2,3)
- PSYC1026 Psychology of Grief and Separation (Summer 2011, Spring 2013 Session 1,2)
- PSYC1027 Coping with Stress (Summer 2011, Fall 2010 Session 3, Spring 2013 Session 3)

Instructor

(2013–2014)

Manhattan Area Technical College, Manhattan, Kansas

- PSY100 General Psychology (Spring 2013, Summer 2013, Fall 2013, Spring 2014, Summer 2014, Summer 2014, Fall 2014)

Teaching Assistant

(2000–2001)

Kansas State University, Department of Psychology, Manhattan, Kansas

- Industrial/Organizational Psychology (Fall 2000)
- Psychobiology (Fall 2000)
- Advanced Social Psychology (Spring 2001)
- Mass Communication (Spring 2001)
- Completed responsibilities including attending class, holding office hours to meet with students, creating exams, scoring exams, maintaining grade book, reviewing student term paper proposals, grading term papers, grading class projects, proctoring exams, and lecturing for the primary instructor.

Teaching Assistant

(1999–1999)

University of Northern Iowa, Department of Psychology, Cedar Falls, Iowa

- Research Methods (Spring 1999)
- Completed responsibilities including attending class, holding office hours to meet with students, creating exams, scoring exams, maintaining grade book, reviewing student term paper proposals, grading term papers, grading class projects, proctoring exams, and lecturing for the primary instructor.

Teaching Assistant for Distance Master's in I/O Program

(2001–2006)

Kansas State University, Division of Continuing Education, Manhattan, Kansas

- Completed responsibilities including some online instruction, some grading of class projects, tutoring students, and maintaining a computer lab. Other responsibilities for the program included recruitment and selection of students, marketing and advertising, processing applications, coordination of departments, and assisting in other administrative duties.
- Applied Research Methods I
- Applied Research Methods II
- Industrial/Organizational Psychology
- Ethical and Legal Issues (Seminar in Professional Problems)
- Organizational Psychology
- Personnel Training
- Personnel Selection
- Performance Appraisal

ADDITIONAL TRAINING

- American Association of Community Colleges Future Presidents Institute (2019)
- Title IX (2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023)
- Campus Security Authority Full Course from Safe Colleges (2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023)
- Learning Management Systems (Axio, Blackboard, Desire2Learn, Jenzabar, eCollege, Pearson eLearning, Canvas)

PROFESSIONAL PRESENTATIONS

- Lundstrom, J. (2012). *Using Web 2.0 Technologies (Blogs, Wikis, and Podcasts) to Engage Students*. Requested presentation given at Annual Computer Teacher Conference; Emporia, Kansas.
- Lundstrom, J. (2011). *Creating Game Elements in Any Course*. Requested reprisal presentation given at Fall SIDLIT conference; Manhattan, Kansas.
- Lundstrom, J. (2011). *Creating Game Elements in Any Course*. Presentation given at SIDLIT conference; Overland Park, Kansas.
- Lundstrom, J. (2011). *Is There an Easier Way? Creating Dynamic and Elegant Content*. Presentation given at CITE conference; Denver, Colorado.
- Lundstrom, J. (2010). *Using Games and Secret Clues for Student Engagement*. Presentation given at CITE conference; Denver, Colorado.
- Lundstrom, J. (2009). *Increasing Student Engagement and Learning Through Online Games: How I Increased Grades by 10%*. Presentation given at CITE conference; Denver, Colorado.
- Lundstrom, J. (2009). *On the Journey to Student Engagement*. Presentation given at 6th Annual Faculty Exchange in Teaching Excellence Conference; Manhattan, Kansas.
- Lundstrom, J. (2008). *Building an eCompanion Shell: Advanced Learning Session*. Presentation presented to college faculty; Salina, Kansas.
- Lundstrom, J. (2005). *Applying Microworlds to Investigate OCB Influences on Efficacy Development*. Poster Session presented at the 2005 Society for Industrial/Organizational Psychologists Conference; Los Angeles, California.
- Lundstrom, J. (2004). *Organizational Citizenship Behaviors Influence on the Development of Efficacious Beliefs: A Microworld Study*. Paper presentation at the 9th Annual Kansas State University Research Forum; Manhattan, Kansas.
- Lundstrom, J. (2004). *Training I/O Psychologists: What Is and What Should Be?* Poster session presented at the 2004 Society for Industrial/Organizational Psychologists Conference; Chicago, Illinois.
- Lundstrom, J., Mark, J., & Duley, J. (2004). *Establishing the Influences of Organizational Citizenship Behavior on the Development of Self-Efficacy and Collective Efficacy*. Poster session presented at the 25th Annual Industrial/Organizational & Organizational Behavior Conference; Tulsa, Oklahoma.
- Mark, J., Duley, J., & Lundstrom, J. T. (2004). *Examining the Effects of Disposition on the Occurrences of Organizational Citizenship Behavior in a Microworld Simulation*. Poster session presented at the 25th Annual Industrial/Organizational & Organizational Behavior Conference; Tulsa, Oklahoma.

- Duley, J., Lundstrom, J., & Mark, J. (2004). *Examining the Relationship Between Trust and Performance in a Microworld Environment*. Poster session presented at the 25th Annual Industrial/Organizational & Organizational Behavior Conference; Tulsa, Oklahoma.

RESEARCH

Previous Academic Research Interests

- Use of microworlds to explore psychological constructs and simulate decision making
- Organizational citizenship behavior and correlates with efficacy and personality
- Leadership's relationship to follower's behaviors and decisions
- Biodata validity and related issues
- New uses of frame-of-reference training

Additional Research

- Participated in Kansas State Core Competencies Project (2004)
- Research for Kansas State University Salina Technology Management (2002) – Research investigating management issues, needs assessment of student, and exit interviews
- Kansas State University 1st-year project – Research designed to investigate the current competencies being instructed in doctoral training programs and which competencies are currently being used by practicing industrial/organizational psychologists (2000–2001)
- University of Northern Iowa – Center for Social and Behavioral Research (1999–2000)
- University of Northern Iowa – Researcher for undergraduate cognitive and problem-solving research project (1999–2000)

AWARDS

- Community Colleges for Iowa Outstanding Innovation Award (2023)
 - TechWise program was nominated and awarded. Award for a project or program innovation at one of Iowa's community colleges that demonstrates commitment to innovation, creativity, and continuous improvement. Single award each year for the state of Iowa.
- Diversity Tapestry Award (2021)
 - The DMACC Diversity Commission gives the award annually to recognize individuals who have demonstrated a commitment to diversity through their individual character, contributions to the college and service to the community.
- Phi Theta Kappa's Shirley B. Gordon Award of Distinction for College Presidents (2018)
- Common Content Award, 4th place in quality content contest (2011)
 - Barton Community College, Title III Contest, Great Bend, Kansas.
- NISOD Excellence Award recipient (2009)
 - The National Institute for Staff and Organizational Development (NISOD), a consortium of over 700 community colleges and universities worldwide, has a 30-year history of recognizing faculty, staff, and administrators for outstanding contributions to teaching, leadership, and learning.
- Dunlap Fellowship Award (2005)
 - \$500 Award given to an outstanding graduate student in psychology. Jack W. Dunlap, a graduate of K-State and former consulting business owner, endowed the award.
- Great Plains UCEA Distance Education Award (2005)
- Barton Difference Award (2003, 2008)
 - Award nominated by students and chosen by administrators.
- 3rd Place for Research Presentation (2004)
 - 9th Annual Kansas State University Research Forum, Manhattan, Kansas.
- Award for Outstanding Social Sciences Student (1999)
 - Annual award given to a social science major that submits the best overall research paper and potential for the academic year. University of Northern Iowa.

UNIVERSITY AND COLLEGE SERVICE

DMACC

- President's Cabinet (2023–present)
- Leadership Council (2019–present)
- Online Advisory Commission (2020–present)
- District-Wide Master Planning Committee (2022–present)
- Continuous Process Improvement Team – CPI (2018)
- Continuous Process Improvement Commission – CIC (2016–2019)

Manhattan Area Technical College

- Executive Cabinet (2012–2014)
- Advising Committee (2012–2014)

Barton Community College

- Co-Activity Director for Title III Grant (nearly \$2 million grant)
- Service Enhancement Committee Chair (2011–2012)
- Chair – Learning Management System Review Team (2011–2012)
- Chair – Learning Management System Advisory Council (2009)
- Course Assessment Coordinator (2009–2011)
- Faculty Council Elected Member (2007–2012)
- Marketing Committee (2007–2012)
- Professional Development Committee (2007–2010)

Kansas State University

- Maurine Allison O'Bannon Scholarship Committee (2007)
- Graduate Association of Psychology Students (2000–2007)

University of Northern Iowa

- Resident Assistant (1998–2000)
- Psychology Club (1997–2000)

Other

- Served on numerous selection committees and specific focus or project groups such as LMS review committees, gradebook selection committee, summer contract, re-organization project teams, etc.

PROFESSIONAL MEMBERSHIPS

- HLC Peer Reviewer Review team for multiple college accreditation visits (2020–present; training in 2019)
Review team for comprehensive multicampus visits, mid-cycle review, and substantive change panels. Average one to two reviews per semester.
- Carroll Area Development Corporation Board of Directors (2014–present)
- Carroll Chamber Board of Directors (2016–2018)
- Region 8 Regional Workforce Development Board (2017–2021)
- Region 8 Workforce Investment Board (2017–2021)
- Colleague to Colleague [C2C] (2010–2014)
- Graduate Association of Psychology Students -GAPS (2000–2007)
- Society for Industrial/Organizational Psychologist -SIOP (1999–2009)
- Psi-Chi: National Honor Society in Psychology (inducted 1998)

COMMUNITY INVOLVEMENT

- New Hope Board Member (2022–present)
- Western Iowa Journalism Foundation Vice President and Founding Board Member (2020–present)
- Carroll Summer Fun Camp Board Member (2015–present)
- Bi-annual Career Discovery Days for Area High School Students Career Completion (2014–present)
- Carroll Area Development Corporation –Economic Development Board (2014–present)
- Youth Sports Coach (2009–2023)
- Carroll Miracle Field Development Group (2017–2020)
- Carroll Recreation Center Get Out the Vote Committee (2020)
- Region 8 Core Partner member (2018–2020)
- Carroll Chamber of Commerce Board Member (2016–2018)
- Presentation to Iowa Parks and Recreation Association on Sports and Recreation Inclusion (2017)
- Carroll Community School District Athletic Stadium Committee (2015–2016)
- Carroll Graham Park District Committee (2015–2016)
- Carroll Recreation Center Development Planning Committee (2015–2016)