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| ***Academic Appointments*** |
|  |
| Assistant Professor of Psychology, Radford University, Radford, VA (Fall 2015-Present)  Visiting Assistant Professor of Psychology, Albion College, Albion, MI (2014-2015) |

***Education & Degrees***

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| **Ph.D.**  (August, 2014) | **Wayne State University**, **Detroit, Michigan.**  Major: Industrial/Organizational Psychology  Minor: Measurement and Statistics  Dissertation Title: Do the leaders fit the place? Examining leader-culture fit and its implications for perceived leader effectiveness  Chair: Marcus W. Dickson, Ph.D. |
| **M.A.**  (December, 2011) | **Wayne State University**, **Detroit, Michigan.**  Major: Industrial/Organizational Psychology  Minor: Measurement and Statistics  Thesis Title: Looking like a leader: An investigation into racial biases in leader prototypes  Chair: Marcus W. Dickson, Ph.D. |
| **B.A. -** Magna Cum Laude  (May, 2009) | **University of Minnesota, Minneapolis, Minnesota.**  Major: Psychology  Minor: Asian Languages and Literature |

***Peer-Reviewed Publications***

Biermeier-Hanson, B., Nieminen, L. (accepted). Leveraging Cultural Context for Leader Development. Accepted at *Industrial and Organizational Psychology: Perspectives on Science and Practice*

Marchiondo, L., Biermeier-Hanson, B., Kabat-Farr, D., & Krenn, D. (in press). Target Meaning-Making of Workplace Incivility Based on Perceived Personality Similarity with Perpetrators. *Journal of Psychology: Interdisciplinary & Applied.*

Roebuck, A., Thomas, A. Biermeier-Hanson, B. (in press). Organizational culture mitigates lower ratings of female supervisors. *Journal of Leadership and Organizational Studies*.

Zabel, K., Biermeier-Hanson, B., Baltes, B., Early, B., & Shepard, A. (2017). Generational Differences in Work Ethic: Fact or Fiction? *Journal of Business and Psychology*, 1-15. doi:10.1007/s10869-016-9466-5

\*\*1 of 10 Editor Commendation recipients for 2017

Biermeier-Hanson, B. (2015). What about the rest of us? The importance of organizational culture in nepotistic environments. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8(1), 27-31.*

Nieminen, L., Biermeier-Hanson, B., & Denison, D. (2013). Aligning leadership and organizational culture: The leader-culture fit framework for coaching organizational leaders, *Consulting Psychology Journal*: *Practice and Research*, *65*(3), 177-198.

***Book Chapters & Encyclopedia Entries***

Biermeier-Hanson, B., & Christensen, M. Nepotism. (2016). In Rogelberg, S., Shockley, K., & Tonidandel, S. (Eds.) *The Encyclopedia of Industrial-Organizational* *Psychology (2nd eds).* Thousand Oaks, CA: Sage.

Nieminen, L., Denison, D., Biermeier-Hanson, B., Heinz-Oehler, K. (2016). Organizational Culture and Coaching. In Handbuch Schlüsselkonzepte im Coaching (pp. 1-11). Berlin Heidelberg: Springer-Verlag.

Biermeier-Hanson, B., Liu, M., & Dickson, M. (2015). Alternate views of global leadership: Applying global leadership perspectives to leading global teams. In R. Griffith & J. Wildman (Eds.) *Leading Global Teams: Translating the Multidisciplinary Science to Practice* (pp. 195-223)*.* New York, NY:Springer.

Dickson, M., & Biermeier-Hanson, B. (2014). Leadership. In M. Vodosek & D. Den Hartog (Eds.) *Wiley Encyclopedia of Management* (3rd edition). Hoboken, NJ: Wiley-Blackwell.

Dickson, M., Nieminen, L., & Biermeier-Hanson, B. (2012). Nepotism and organizational homogeneity: How the ASA process is accelerated by nonmerit-based decision making. In R. G. Jones (Ed.) *Nepotism in organizations* (pp. 93-128). New York: Routledge.

***Book Reviews***

Dickson, M. W., & Biermeier-Hanson, B. (2014). Review of Ryan, A.M., Leong, F.T.L., & Oswald, F.O. (2012) *Conducting multinational research: Applying organizational psychology in the workplace.* Washington, DC: APA. *Personnel Psychology* *67*(1), 295-299

***Chaired Symposia***

Chen, G., & Biermeier-Hanson, B. (April, 2017). Reflections on the state of science. Symposium presented at the annual meeting for the Society of Industrial and Organizational Psychology, Orlando, FL.

Dickson, M., & Biermeier-Hanson, B. (co-chairs). (April, 2017). Abusive, destructive, and betraying leaders: Effects and organizational recovery. Symposium presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA.

***Invited Presentations***

Biermeier-Hanson, B. (2016, Fall). Congruence, Culture, & Turnover: An overview of two studies. Invited presentation at Virginia Tech, Blacksburg, VA.

Biermeier-Hanson, B. (2015, Fall). Putting Psychology to Work. Invited presentation for the Psychology Club at Radford University, Radford, VA.

Biermeier-Hanson, B. (2014, April). Organizational Culture and Leadership. Invited presentation at Albion College, Albion, MI.

Dickson, M., & Biermeier-Hanson, B. (2013, April). Culture matters: Translating culture research into practice. Invited featured presentation at the Annual Meeting of the International Society for Performance Improvement, Reno, NV.

Dickson, M., & Biermeier-Hanson, B. (2013, March). Different messages for different folks: Persuading faculty members to adopt EdTech. Invited webinar (based on conference presentation), presented as part of MacMillan’s webinar series on pedagogical issues in Educational Technology. Chicago, IL.

***Refereed Presentations***

Wynne, K. Biermeier-Hanson, B. Lyons, J. Liu, M. (2018, April). Leadership, monitoring, trustworthiness, and deviance: A moderated mediation model. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Chicago, IL.

Roebuck, A., Thomas, A., Biermeier-Hanson, B., & Ristow, T. (2018, April). The mitigating role of organizational culture in supervisor-subordinate dyads. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Chicago, IL.

Biermeier-Hanson, B., Coyle, P, & Roebuck, A. (2017, August). Examining intra-personal ILT congruence in work-family conflict. Presented in Coyle, P., Expanding perspectives and outcomes of leader and follower role congruence. Symposium presented at the Annual Academy of Management Meeting, Atlanta, GA.

Christensen, M., & Biermeier-Hanson, B. (2016, August). A Proposed Follower-Culture Fit Framework. Presented in Goswami, A., Challenging Traditional Views of Followership: A Multi-perspective Approach. Symposium presented at the Annual Academy of Management Meeting, Anaheim, CA.

Lelchook, A. Biermeier-Hanson, B, & Nieminen, L. (2016, April). Change it up: The effect of culture change on turnover. Poster presented at the annual meeting for the Society for Industrial and Organizational Psychology, Anaheim, CA.

Wynne, K., Liu, M., Biermeier-Hanson, B., Baltes, B., & O’Brien, K. (2015, April). Examining the relationships between multifactor leadership types and follower deviance. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Biermeier-Hanson, B., & Nieminen, L. (2014, August). Examining the empirical linkages between organizational culture and leadership. Presented in Sackmann, S., Leadership and organizational culture: Exploring a multi-faceted relationship. Symposium presented at the annual Academy of Management Meeting, Philadelphia, PA.

Marchiondo, L., Biermeier-Hanson, B., Krenn, D., & Kabat-Farr, D. (2014, August). Social identity comparison and target meaning-making of workplace incivility. Presented in Sharma, P.N., Putting a face to aggressive words and actions. Symposium presented at the annual Academy of Management Meeting, Philadelphia, PA.

Biermeier-Hanson, B*,* Nieminen, L., Roebuck, A, & Denison, D. (2014, May). The effect of unionization and hierarchical level on subculture formation. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Honolulu, HI

Liu, M., Huang, J., Biermeier-Hanson, B., Li, Y., & Wang, Z. (2014, May). Leader proactive personality, member need for approval, and team performance. Paper presented at the annual meeting of Society for Industrial and Organizational Psychology, Honolulu, HI.

Castaño, N., Kotrba, L., Lelchook, A., Biermeier-Hanson, B., & Denison, D. (2013, April). Organizational culture Strength and organizational performance: Comparing differing approaches. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Houston, TX

Zabel, K., Biermeier-Hanson, B., Early, R.J., Baltes, B., & Shepard, A. (2013, April). Generational differences in work ethic: A comprehensive analysis. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Houston, TX

Dickson, M., & Biermeier-Hanson, B. (2012, October). Different messages for different folks: Persuading faculty members to adopt EdTech. Presented at Clickers 2012, Chicago, IL.

Biermeier-Hanson, B., & Dickson, M. (2012, April). Nepotism: Eradicate or adapt? Panel discussion presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA.

Biermeier-Hanson, B., Nieminen, L., & Dickson, M. (2012, April). The effect of nepotism on bystander job attitudes. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA.

Dickson, M. W., Biermeier-Hanson, B., Lelchook, A., Sund, A. & Weidner, N. (2012, April). Responses to and Recovery from Leader Betrayal: A Proposed Model. In Dickson, M., & Biermeier-Hanson, B. (co-chairs). Abusive, destructive, and betraying leaders: Effects and organizational recovery. Symposium presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA

Nieminen, L., Biermeier-Hanson, B., & Denison, D. (2012, April). Aligning leadership and organizational Culture: A person-organization fit perspective on coaching organizational leaders. Paper presented in Nieminen, L.R.G., & Denison, D. (co-chairs), Understanding and leveraging context in leader development. Symposium presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA.

Zabel, K., Biermeier-Hanson, B., Early, B., Shepard, A., & Baltes, B. (2012, April). Demographic correlates and workplace outcomes associated with work ethic endorsement. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, San Diego, CA

Biermeier-Hanson, B., Nieminen, L. & Dickson, M. (2011, November). The effect of nepotism on bystander job attitudes. Poster presented at the Wayne State University Graduate Student Poster Day, Detroit, MI

Castaño, N., Lelchook, A., & Biermeier-Hanson, B.(2011, April). Organizational culture and performance: The role of culture strength. Poster presented at the annual meeting for the Society of Industrial and Organizational Psychology, Chicago, IL

***Teaching Experience***

***Graduate Courses***

* Organizational Psychology
* Multivariate Statistics
* Leadership
* Psychometrics

***Undergraduate Courses***

* Introduction to Psychology
* Social Psychology
* Industrial-Organizational Psychology
* Research Design & Analysis
* Introduction to Statistics
* Special Topics Lab: Organizational Psychology

***Funding and Awards***

***Awards:***

* Heberlein Teaching Award for University-Wide Excellence in Graduate Teaching (2013) – Wayne State University
* Excellence in Graduate Teaching (2013) – Wayne State Psychology Department
* Rumble Research Fellowship (2012-2013) – Wayne State University Graduate School: Full tuition, stipend, & benefits
* Best Graduate Student Poster (2011) – Wayne State Psychology Department Graduate Student Poster Day
* Rumble Research Fellowship (2009-2010) – Wayne State University Graduate School: Full tuition, stipend, & benefits

***Grant Funding:***

* National Science Foundation. *Institutional Transformation: Ethics training for scientists in low and middle income nations.*
  + Role: Co-principal investigator.
  + Not funded
  + Amount requested: $399,989
* Radford University, College of Humanities and Behavioral Sciences. *Investigating perspectives on fit* (2015-2016)
  + Role: Principal investigator
  + Awarded 2015-2016
  + Amount awarded: $9,850

***Other Funding:***

* Sponsored Research (Starting Sep. 2016) – United States Air Force Research Lab: $20,000 (in partnership with the USAFRL)
* Graduate Research Assistantship (2013-2014) – Wayne State University Psychology Department: Tuition, benefits, & stipend. Supervisor: Lisa Marchiondo, Ph.D.
* Graduate Teaching Assistantship (2010-2012) – Wayne State University Graduate School: Tuition, benefits, & stipend.

***Professional Experience***

***Faculty Supervisor***. *Radford University. Radford, VA.* (September 2015-Present)

* Made initial contact with external clients
* Assessed the nature of the organizational problem and negotiated deliverables
* Supervised graduate students in conducting focus groups, gathering survey data, and analyzing the data
* Assisted students in preparing for final presentations (written and oral) to upper management groups.
* Example projects:
  + **Warm Hearth Village** (Fall, 2015). Employee engagement assessment
  + **Virginia Tech** (Fall, 2016).Organizational culture audit
  + **Christiansburg Police Department** (Fall, 2017). Morale audit and compensation analysis

***Research Consultant*.** *Air Force Research Lab, Wright-Patterson AFB, Dayton, OH*. (June 2017-present)

* Led research projects using data collected by the AFRL towards publication in peer-reviewed journals

***Research & Development Intern.*** *Denison Consulting. Ann Arbor, MI*. (May 2013 – July 2014).

* Responsible for utilizing archival organizational culture and leadership data to publish research reports, conference presentations, technical reports, and academic journal articles
* Provided R&D support to both internal and external clients with research design and analysis questions

***Statistical Consultant.*** *Method Consultants. Ann Arbor, MI.* (January 2013 – June 2014).

* Responsible for consulting with independent clients in a variety of fields on research design and analysis issues.

***Project Consultant***. *Wayne State School of Business Administration*. *Detroit, MI*. July, 2013.

* Assisted in a job evaluation procedure for the Assistant Dean of Admissions position at Wayne State University’s School of Business Administration. Activities included designing and conducting interviews and providing a technical report of the findings.

***Project Consultant.*** *Applied Psychology and Organizational Research Group (APORG). Wayne State University, Detroit, MI.* (May 2010 – Present).

* Responsible for the planning, management and execution of various contracted consulting projects for a variety of clients.
* Example Clients and Projects:
  + **St. Mary’s Hospital**: Assisted in developing and scoring selection tools for entry-level hospital employees
  + **Blue Cross Blue Shield of Michigan**: Assisted in reorganization of the accounting department of BCBSM. Developed position and person competency profiles and assisted in the selection of personnel into new positions.

***APORG Assistant.*** *Applied Psychology and Organizational Research Group (APORG). Wayne State University, Detroit, MI.* (May 2010 – May 2011).

* Responsible for invoicing clients and tracking and maintaining records of employee hours.

***Professional Service Experience and Affiliations***

***Professional Service:***

* Committee member, SIOP Special Sessions sub-committee (April 2016-April, 2017)
* Ad-hoc Review, *Journal of Vocational Behavior* (April 2018-present)
* Ad-hoc Reviewer, *Teaching of Psychology* (October 2015-present)
* Reviewer, *Annual Meeting for the Society of Industrial and Organizational Psychology* (2015-present)

***University Service:***

* Graduate Assessment Coordinator (Fall, 2017-present)
* I/O Faculty search committee (Fall, 2017)
* Undergraduate Advising - Psychology (Fall, 2016-present)
* Psychology SONA Advisory Committee (Fall, 2016-present)
* Member of the Psychology Department Social Committee (Fall, 2016-Fall, 2018)

***Professional Activities and Affiliations:***

* APA Div. 14: Society for Industrial & Organizational Psychology
* Academy of Management

***Thesis & Dissertation Committee Service***

**Dissertation**

* Emily Ludwig – Committee Member (Counseling Psychology Psy.D.: in progress)

**Thesis**

* Teresa Ristow – Committee member (I/O psychology: In progress)
* Katherine Korthase – Committee member (I/O psychology: In progress)
* Enrica McMillan – Thesis Chair (I/O psychology: Completed May, 2017)
* Kate Kerpez – Committee member (I/O psychology: Completed May, 2017)
* Adam Roebuck – Committee member (Roosevelt University I/O psychology. Completed September, 2016)