

**Jorge Lumbreras**  
**Curriculum Vitae**

Assistant Professor of Industrial-Organizational Psychology  
Seattle Pacific University  
[lumbrerasj@spu.edu](mailto:lumbrerasj@spu.edu)

**EDUCATION**

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Ph.D., University of Georgia, *Athens*: Industrial-Organizational Psychology (2021)

M.S., University of Georgia, *Athens*: Industrial-Organizational Psychology (2019)

B.S., University of Georgia, *Athens*: Psychology, *Cum Laude* (2013)

B.A., University of Georgia, *Athens*: Anthropology, *Cum Laude* (2013)

**ACADEMIC EMPLOYMENT**

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Assistant Professor of Industrial-Organizational Psychology, *Seattle Pacific University* (2021-  
*Present*)

Graduate Teaching Assistant, *University of Georgia* (2016-2021)

Department of Psychology, Franklin College of Arts and Sciences

Professional I-O Psychology Master's Program

Instructor of Record, *University of Georgia* (Spring 2018-Fall 2018)

Department of Psychology, Franklin College of Arts and Sciences

**RESEARCH INTERESTS**

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Changing nature of work, diversity & inclusion, employment law, generational differences

**BOOK CHAPTERS**

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**Lumbreras, J.** & Campbell, W.K. (2020). Generational Changes in Personality, Values, and

Abilities. In B.J. Hoffman, M.K. Shoss, & L.A. Wegman (Ed.), *The Cambridge*

*Handbook of the Changing Nature of Work* (pp. 261-273). Cambridge University Press.

**CONFERENCE PRESENTATIONS**

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\*Harmata, R., **Lumbreras, J.**, Stern, C., Melson-Silimon, A.T., & Carter, N.T. (April, 2021).

*Attraction to Policing: The Influence of Symbolic and Instrumental Signaling*. Poster

presentation at the 2021 Georgia Psychological Association Conference. **1<sup>st</sup> Place Winner in the Best Empirical Study Poster competition.**

**Lumbreras, J.**, Stryker, S., Outland, N., & Hoffman, B.J. (April, 2021). *Employee and Employer Support over Time in the Supreme Court*. Poster presentation at the 36th Annual Society for Industrial and Organizational Psychology Virtual Conference.

**Lumbreras, J.**, Hoffman, B.J., Carter, N., & Campbell, W.K. (June, 2020). *Changing nature of work: A comparison of worker values and work characteristics*. Poster presentation at the 35th Annual Society for Industrial and Organizational Psychology Virtual Conference.

Robinson, A., **Lumbreras, J.**, & Hoffman, B.J. (August, 2019). *Supervisor Attitudes Toward Black Americans: Age, Period, and Cohort Effects*. In C.M. Bryant (Co-chair) & A. A. Ali (Co-chair), *The Black Experience: A Multi-Perspective View of Black Employee Experiences in the Workplace*. Symposium at the 2019 Academy of Management Meeting.

Robinson, A., **Lumbreras, J.**, & Hoffman, B.J. (April, 2019). *Supervisor Attitudes Toward Black Americans: Age, Period, and Cohort Effects*. In B.J. Hoffman (Chair), *Changing Nature of Work: Implications for Organizations*. Symposium at the 34<sup>th</sup> Annual Society for Industrial and Organizational Psychology Conference, National Harbor, MD.

Kim, Y., Hoffman, B.J., & **Lumbreras, J.** (April, 2017). *Servant Leadership and LMX in Emotional Labor: A Multilevel Perspective*. Poster presentation at the 32<sup>nd</sup> Annual Society for Industrial and Organizational Psychology Conference, Orlando, FL.

Wegman, L.A., Hoffman, B.J., & **Lumbreras, J.** (April, 2016). *Changing Value for Enriched Work- Legitimate or Assumed?* In L.A. Wegman (Co-Chair) & B.J. Hoffman (Co-Chair),

*The Changing Nature of Work: Evidence and Implications*. Symposium at the 31<sup>st</sup>

Annual Society for Industrial Organizational Psychology Conference, Anaheim, CA.

Wood, L.A., Hoffman, B.J., **Lumbreras, J.**, Rosenbalm, N., Moore, D., Moffit, M., & Miller,

M. (April, 2015). *Cross-Temporal Meta-Analysis of the Changing Psychological*

*Experience of Working*. Poster presentation at the 30th Annual Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.

Martin, J., **Lumbreras, J.**, & LoPilato, A. (April, 2015). *Staffing Diverse Leaders: Glass Cliffs*

*and their Outcomes in Coaching*. In B.J. Hoffman (Co-Chair), A.L. Hetrick (Co-Chair),

*Box Scores and Bottom Lines: Sports Data and Staffing Research*. Symposium at the 30th

Annual Society for Industrial Organizational Psychology Conference, Philadelphia, PA.

#### **MANUSCRIPTS IN PREPARATION**

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Harmata, R., Melson-Silimon, A. T., **Lumbreras, J.**, & Carter, N.T. [Microaggressions]. Data collection in process.

Melson-Silimon, A. T., **Lumbreras, J.**, Robertson, M., & Carter, N.T. [Code-switching at work]. Data collection in process.

**Lumbreras, J.** & Robinson, A. [Diversity in teams]. Manuscript in draft.

Harmata, R., **Lumbreras, J.**, Stern, C., Melson-Silimon, A.T., & Carter N.T. [Issues in police recruitment]. Target journal: *Personnel Assessment and Decisions* special issue, Rethinking the Future of Police Department: Examining the Role of Testing and Assessment. Manuscript under revision.

**Lumbreras, J.**, Hoffman, B.J., Carter, N., & Campbell, W.K. [Changing nature of work]. Target journal: *Journal of Organizational Behavior*. Final draft stage.

**Lumbreras, J.**, Hoffman, B.J., & Outland, N. [Use of amicus briefs in employment law]. Target journal: *Industrial/Organizational Psychology: Perspectives on Science and Practice*. Data collection stage.

### **AWARDS AND FUNDING**

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2021 RED Seed Grant: \$500 for funding towards code-switching project by Melson-Silimon, A.

T., **Lumbreras, J.**, Robertson, M., & Carter, N.T.

Donald L. Grant Award: Award for the Outstanding Master of Science thesis in the I-O Psychology Program (2021)

2020 Outstanding Teaching Assistant Award: Top 10% of all teaching assistants at UGA

Graduate School Travel Award: \$600 towards travel to present a paper at a professional meeting within the United States (2019)

### **TEACHING EXPERIENCE**

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Teaching Assistant, *UGA I-O Master's Program* (2019-2021)

PSYC 6825: Leadership Development (Fall 2019; 2020)

PSYC 6870: Talent Acquisition (Fall 2019; 2020)

PSYC 6855: Motivation and Engagement (Spring 2020; 2021)

PSYC 6860: Competency Modeling (Spring 2020;2021)

PSYC 6833: Talent Development (Summer 2020)

Instructor of Record, *Research Analysis* (2 semesters; 2018)

Instructor of Record, *Psychology of Work* (2018)

Teaching Assistant, *Research Analysis Lab* (4 semesters; 2017-2019)

Co-Instructor, *Special Topics: Performance Dynamics* (2 semesters; 2016-2017)

Teaching Assistant, *Cognitive Psychology* (2016)

Guest Panelist, *Psychology Capstone Seminar* (2016-2019)

Guest Lecturer, *Psychology of Work* (2016)

Panelist, *14<sup>th</sup> Annual UGA Preparing for Graduate School Workshop* (2015)

### **SERVICE**

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PUMP Mentor, *Psychology Department (UGA)* (2020-2021)

Student President, *I-O Psychology Student Association* (2019-2020)

Reception Chair, *I-O Psychology Student Association* (2018-2019)

Communication Subcommittee, *Committee for Ethnic Minority Affairs* (2017-2019)

I-O Representative, *Psychology Graduate Student Advisory Board* (2017-2019)

Diversity Chair, *I-O Psychology Student Organization* (2014-2018)

Editor, *Psychology Department Newsletter* (2015-2018)

Mentor, *Haymon-Morris Middle School* (2017)

Social Media Chair, *I-O Psychology Student Organization* (2014-2017)

### **RESEARCH ADVISING AND MENTORING EXPERIENCE**

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Graduate Lab Manager, *Leadership & Performance Dynamics Lab* (Fall 2014-Spring 2021)

Mentored 60+ undergraduates, wrote letters of recommendation, and advised research projects & conference presentations. Provide professional development opportunities to undergraduate researchers who are applying to graduate schools.

Mentored undergraduates in Honors programs, Monica Cheung (2019); John Courson (2018)

Advisor on Honors Thesis, Soundarya Kanthimathinathan (2017)

### **CONSULTING AND WORK EXPERIENCE**

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Database management and analysis. *Vmark Consulting* (2019-2021)

Created and distributed a graduate student climate survey. *University of Georgia Psychology Department* (2019)

Assessment of faculty engagement. *The University of Georgia* (2017)

**PROFESSIONAL AFFILIATIONS**

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Student Affiliate, *Society for Industrial and Organizational Psychology (SIOP)* (2014-present)

Student Affiliate, *Committee on Ethnic Minority Affairs (CEMA-SIOP)* (2016-present)