

VITA

CHRISTOPHER O.L.H. PORTER

Mays Business School, Texas A&M University
Department of Management
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EDUCATION

08/96 - 12/01 Ph.D. Business Administration
Michigan State University, East Lansing, Michigan
Major: Human Resource Mgmt./Organizational Behavior
Minor: Industrial/Organizational Psychology
Minor: Criminal Justice

01/95 - 05/96 M.S. Criminal Justice
Michigan State University, East Lansing, Michigan
Specialization: Policing & Law Enforcement

08/91 - 12/94 B.A. Psychology
Morehouse College, Atlanta, Georgia
Minor: Criminal Justice

ACADEMIC EXPERIENCE

2006 - present *Associate Professor w/ Tenure*
Department of Management
Texas A&M University, College Station, Texas

2001 - 2006 *Assistant Professor*
Department of Management
Texas A&M University, College Station, Texas

1999 *Instructor*
Department of Management
The Eli Broad College of Business
Michigan State University, East Lansing, Michigan

1998-1999 *Teaching Assistant*
Department of Management
The Eli Broad College of Business
Michigan State University, East Lansing, Michigan

1996 *Teaching Assistant*
School of Criminal Justice
Michigan State University, East Lansing, Michigan

CURRENT RESEARCH INTERESTS

Team leadership; team composition; teamwork processes; goal orientation; performance appraisals and feedback interventions; workplace fairness; police performance management.

PUBLICATIONS

Porter, C. O. L. H., Gogus, C. I., & Yu, R. C. (in press). The influence of early efficacy beliefs on teams' reactions to failing to reach performance goals. *Applied Psychology: An International Review*.

Porter, C. O. L. H., Gogus, C. I., & Yu, R. C. (in press). Does backing up behavior explain the efficacy-performance relationship in teams? *Small Group Research*.

Porter, C. O. L. H., Webb, J. W., & Gogus, C. I. (2010). When goal orientations collide: Effects of learning and performance orientation on team adaptability in response to workload imbalance. *Journal of Applied Psychology*, 95(5), 935-943.

Porter, C. O. L. H., Gogus, C. I., & Yu, R. C. (2010). When does teamwork translate into improved team performance? A resource allocation perspective. *Small Group Research*, 41(2), 221-248.

Porter, C. O. L. H. (2008). A multi-level, multi-conceptualization perspective of goal orientation in teams. In V. I. Sessa & M. London (Eds.), *Work group learning: Understanding, improving, and assessing how groups learn in organizations* (pp.149-173). New York, NY: Lawrence Erlbaum Associates/Taylor and Francis Group.

Ellis, A. P. J., Porter, C. O. L. H., & Wolverton, S. A. (2008). Learning to work together: Development and maintenance of transactive memory systems in team contexts. In V. I. Sessa & M. London (Eds.), *Work group learning: Understanding, improving, and assessing how groups learn in organizations* (pp. 91-115). New York, NY: Lawrence Erlbaum Associates/Taylor and Francis Group.

Porter, C. O. L. H. (2005). Goal orientation: Effects on backing up behavior, performance, efficacy, and commitment in teams. *Journal of Applied Psychology*, 90(4), 811-818.

Moon, H., Hollenbeck, J. R., Humphrey, S. E., Ilgen, D. R., West, B. J., Ellis, A. P. J., & Porter, C. O. L. H. (2004). Asymmetry adaptability: Dynamic team structures as one-way streets. *Academy of Management Journal*, 47(5), 681-695.

Porter, C. O. L. H., Conlon, D. E., & Barber, A. E. (2004). The dynamics of salary negotiations: Effects on applicants' justice perceptions and recruitment outcomes. *The International Journal of Conflict Management*, 15(3), 273-303.

Conlon, D. E., Porter, C. O. L. H., & McLean-Parks, J. (2004). The fairness of decision rules. *Journal of Management*, 30(3), 329-349.

Simmering, M. J., Colquitt, J. A., Noe, R. A., & Porter, C. O. L. H. (2003). Conscientiousness, fit, and employee development: A longitudinal study. *Journal of Applied Psychology*, 88(5), 954-963.

Ellis, A. P. J., Hollenbeck, J. R., Ilgen, D. R., Porter, C. O. L. H., West, B. J., & Moon, H. (2003). Team learning: Collectively connecting the dots. *Journal of Applied Psychology*, 88(5), 821-835.

- Porter, C. O. L. H., Hollenbeck, J. R., Ilgen, D. R., Ellis, A. P. J., West, B. J., & Moon, H. (2003). Backing up behaviors in teams: The role of personality and legitimacy of need. *Journal of Applied Psychology*, 88(3), 391-403.
- Hollenbeck, J. R., Moon, H., Ellis, A. P. J., Ilgen, D. R., Sheppard, L., West, B., Porter, C. O. L. H., & Wagner, J. A., III. (2002). Structural contingency theory and individual differences: Examination of external and internal person-team fit. *Journal of Applied Psychology*, 87(3), 599-606.
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O. L. H., & Ng, K. Y. (2001). Justice at the millennium: A meta-analytic review of 25 years of procedural justice research. *Journal of Applied Psychology*, 86(3), 425-445.
- Chandek, M. S., & Porter, C. O. L. H. (1998). The efficacy of expectancy disconfirmation to predict crime victim satisfaction with the police. *Police Quarterly*, 1(4), 21-40.

TECHNICAL REPORTS

- Porter, C. O. L. H., & Clark, P. M. (1996). Ingham County community services directory. Mason, MI: Ingham County/City of Lansing, Youth Violence Prevention Coalition.
- Clark, P. M., & Porter, C. O. L. H. (1995). Trends in violence to and by youth in Ingham County. Mason, MI: Ingham County/City of Lansing, Youth Violence Prevention Coalition.

WORKING MANUSCRIPTS

- Triana, M. C., Porter, C. O. L. H., DeGrassi, S. W., & Bergman, M. E. We're all in this together...Except for you: The effects of workload, performance feedback, and racial distance on the provision of backing up behavior in teams. Target: *Personnel Psychology*; To be submitted: Spring 2011.
- Porter, C. O. L. H., Swider, B., Griffith, J., & Yu, R. C. Do content goals complement, supplement, or nullify the effects of leader trait goal orientation in teams? Target: *Journal of Applied Psychology*; To be submitted: Spring 2011.
- Li, N., Kirkman, B., & Porter, C. O. L. H. Beyond individual citizenship: Toward a multilevel model of team citizenship behavior. Status: Manuscript written. Target: *Academy of Management Review*; To be submitted: Spring 2011.
- Porter, C. O. L. H., & Hale, V. Breaking the glass shield: The effects of military experience and college education on adverse impact among police recruits. Status: Manuscript being written. Target: *Personnel Psychology*; To be submitted: Spring/Summer 2011.
- Porter, C. O. L. H., with Schmidt, A. M., & Webb, J. W. A multilevel examination of goal orientation in teams. Status: Manuscript being written. Target: *Journal of Applied Psychology*; To be submitted: Summer/Fall 2011.
- Porter, C. O. L. H. Shared leadership and team adaptability. Status: Manuscript being written. To be submitted: Fall 2011. Target: In H. Liao, J. Martocchio, & A. Joshi (Eds.), *Research in personnel and human resources management*. Bingley, UK: Emerald Group Publishing Limited.

ON-GOING RESEARCH PROJECTS (partial list)

International Project Teams Study: Includes data on 900+ short-term projects completed by international multi-company teams. Status: Data being analyzed.

Minority Leadership Study: Includes demographic and attrition data for approximately 580 leaders of approximately 120 teams and their teams' performance data. Status: Data collected.

USNA Diversity and Leadership Study: Includes selection, performance, leadership, and attitudinal data from 2000+ midshipmen at the U.S. Naval Academy. Status: Data collected.

Leadership in Teams Study: Includes leader traits, leadership styles, teamwork processes, and performance data among approximately 86 teams. Status: Data collected.

Team Goal Orientation Study: Includes collective goal orientation among approximately 120 undergraduate teams. Status: Data collected.

Police Recruit Study: Includes selection, training, and performance data from 4000+ police recruits in a large sized police department in Texas. Status: Data partially collected.

REFEREED PRESENTATIONS (since 1996)

Hinrichs, A., Carson, J., Porter, C. O. L. H. (2011). Orientation towards leadership: A study of leadership beliefs and leader emergence in teams. Paper accepted for presentation in the symposium, "Am I a leader? Exploring leadership identify construction in organizations," at the 71th Annual Meeting of the National Academy of Management, San Antonio, TX.

Triana, M. C., Porter, C. O. L. H., DeGrassi, S. W., & Bergman, M. E. (2010). Whom do we help (or kick) when they are down? The interaction of racial diversity, workload, and feedback on attributions and backing up behavior in teams. Paper accepted for presentation at the 70th Annual Meeting of the National Academy of Management, Montreal, Canada.

Li, N., Kirkman, B., & Porter, C. O. L. H. (2009) Beyond individual citizenship: Toward a multilevel model of team citizenship behavior. Paper presented at the 69th Annual Meeting of the National Academy of Management, Chicago, IL.

Porter, C. O. L. H., Webb, J., & Gogus, C. I. (2007). Collective goal orientations as predictors of adaptability in response to workload imbalance. Paper presented at the 67th Annual Meeting of the National Academy of Management, Philadelphia, PA.

Porter, C. O. L. H., Conlon, D. E., & Wolverton, S. A. (2007). When will voice, fair process, and frustration effects occur: An application of uncertainty management theory. Paper presented at the 67th Annual Meeting of the National Academy of Management, Philadelphia, PA.

Porter, C. O. L. H., Yu, R. C, Gogus, C. I., & Keng, J. C. (2005). Demonstrating the value of teamwork: The effects of backing up behaviors on individual and team performance. Paper presented at the 65th Annual Meeting of the National Academy of Management, Honolulu, HI.

- Porter, C. O. L. H., Gogus, C. I., Keng, J. C. , & Yu, R. C. (2005). The moderating effects of legitimacy of need on the effects of teamwork on team performance. Poster presented at the 20th Annual Conference for the Society of Industrial & Organizational Psychology, Los Angeles, CA.
- Porter, C. O. L. H., Gogus, C. I., Simmons, A. L., & Yu, R. C. (2004). The role of team goal orientation in the management of goal-performance discrepancies in teams. Paper presented at the 64th Annual Meeting of the National Academy of Management, New Orleans, LA.
- Porter, C. O. L. H. (2004). Team goal orientation: Effects on backing up behavior, performance, efficacy, and viability. Paper presented at the 64th Annual Meeting of the National Academy of Management, New Orleans, LA.
- Porter, C. O. L. H., & Wesson, M. J. (2003) Singled out: Effects of individual level performance feedback on individual and team outcomes in tactical decision making teams. Poster presented at the 18th Annual Conference for the Society of Industrial & Organizational Psychology, Orlando, FL.
- Porter, C. O. L. H., Humphrey, S. E., Hollenbeck, J. R., & Ilgen, D. R., Ellis, A. J. P., West, B. J., & Moon, H. (2002). External and internal misfit in teams: The role of backing up behaviors as structural workarounds. Presented at the Command and Control Research and Technology Symposium, Monterey, CA: Naval Postgraduate School.
- Ellis, A. P. J., Ilgen, D. R., Hollenbeck, J. R., & Porter, C. O. L. H. (2001). Capacity collaboration, and commonality: A framework for understanding team learning. Paper presented at the 60th Annual Meeting of the National Academy of Management, Washington, DC.
- Porter, C. O. L. H., Hollenbeck, J. R., Ilgen, D. R., Ellis, A., West, B. & Moon, H. (2001). Towards a theory of backing up behaviors: The role of personality and the legitimacy of need for back up in teams. Paper presented at the 16th Annual Conference for the Society of Industrial & Organizational Psychology, San Diego, CA.
- McLean-Parks, J. Conlon, D. E., & Porter, C. O. L. H. (2000). Reactions to resource distributions and recoveries: The impact of rules and resources. Paper presented at the 13th Annual Meeting of the International Association of Conflict Management, St. Louis, MO.
- Hollenbeck, J. R., Ilgen, D. R., Moon, H., Ellis, A. P. J., Sheppard, L., West, B., & Porter, C. O. L. H. (2000). Human performance in teams with adaptive structures: A structural contingency theory approach. Paper presented at the 15th Annual Conference for the Society of Industrial & Organizational Psychology, New Orleans, LA.
- Moon, H., Hollenbeck, J. R., Ilgen, D. R., West, B., Ellis, A. P. J., Humphrey, S. E., & Porter, C. O. L. H. (2000). Asymmetry in structural movement: Challenges on the road to adaptive organizational structures. Presented at the Command and Control Research and Technology Symposium, Monterey, CA: Naval Postgraduate School.
- Colquitt, J. A., Conlon, D. E., Wesson, M. J., Porter, C. O. L. H., & Ng, K. Y. (2000). Justice at the millennium: A meta-analytic review of 25 years of procedural justice research. Poster presented at the 15th Annual Conference for the Society of Industrial & Organizational Psychology, New Orleans, LA.
- Simmering, M. J., Colquitt, J. A., Porter, C. O. L. H., & Noe, R. A. (1999). New approaches to understanding employees' affective and behavioral responses to multi-rater feedback systems. Symposium presented at the 58th Annual Meeting of the National Academy of Management, Chicago, IL.
- Porter, C. O. L. H., Conlon, D. E., & Barber, A. E. (1999). The role of salary negotiations in recruitment outcomes. Paper presented at the 58th Annual Meeting of the National Academy of Management, Chicago, IL.

Simmering, M. J., Colquitt, J. A., Porter, C. O. L. H., & Noe, R. A. (1999). What predicts developmental responses to 360-degree feedback? Poster presented at the 14th Annual Conference for the Society of Industrial & Organizational Psychology, Atlanta, GA.

Wolf, A.M., Clark, P.M., Juras, J. L., & Porter, C. O. L. H. (1997). The effectiveness of peer mediation as a conflict resolution program in schools. Paper presented at the annual meeting of the American Society of Criminology in San Diego, CA.

Stroshine, M. S., & Porter, C. O. L. H. (1997). The efficacy of expectancy disconfirmation theory in explaining crime victim satisfaction with the police. Paper presented at the annual meeting of the Academy of Criminal Justice Sciences in Louisville, KY.

Porter, C. O. L. H. (1996). Suicide among juvenile offenders: The impact of social integration on suicidal behaviors among juvenile confinement facilities. Paper presented at the annual meeting of the American Society of Criminology in Chicago, IL.

Clark, P.M., Juras, J. L., Porter, C. O. L. H., Wolf, A. M., & DeSmet, N. (1996). School-based violence prevention. Paper presented at the annual meeting of the American Society of Criminology in Chicago, IL.

INVITED PRESENTATIONS

Academic

Presenter at the Annual KPMG Ph.D. Project Prospective OB Students Workshop in Chicago, IL. (2010)

Presenter for Women in IT Conference ; Sponsored by the Center for the Management of Information Systems (CMIS), Mays Business School; Theme: "What Women Want (and How to Get it): Negating the Sex Disadvantage at the Negotiation Table" (March 2010)

Presenter for the Center for the Management of Information Systems (CMIS) Annual Leadership Retreat; Sponsored by the Center for the Management of Information Systems (CMIS), Mays Business School; Theme: Negotiation and Conflict Management (August 2009)

Presenter for OB Doctoral Consortium; Sponsored by the OB Division of the Academy of Management (2009; 2010, 2011)

Multilevel Modeling – Breakout Session for "Methods to the Madness: Constructing Statistical Frameworks and Methodologies for Impactful Research!;" Sponsored by the KPMG Ph.D. Project's Management Doctoral Student Association Pre-Conference at the 66th Annual Meeting of the National Academy of Management in Atlanta, Georgia.

Discussant for Management Doctoral Student Association Research Roundtable – Organizational Behavior; Sponsored by the KPMG Ph.D. Project's Management Doctoral Student Association Pre-Conference at the 66th Annual Meeting of the National Academy of Management in Atlanta, Georgia.

Presenter for HR Doctoral Consortium; Sponsored by the HR Division of the Academy of Management at the 63rd Annual Meeting of the National Academy of Management in Seattle, Washington.

Presenter for Broad Business Student Camp; Eli Broad College of Business, Michigan State University. (Summer 1998)

Business Executives/Professionals

Texas Engineering Extension Service (TEEX) Executive Development Program; Sponsored by the Center for Executive Development at Mays Business School. (Featured Lecturer June 2010)

Halliburton Management/Leadership Development Program I; Sponsored by the Center for Executive Development at Mays Business School. (Featured Lecturer from April 2004 – November 2009)

Kellogg Brown & Root (KBR) Management/Leadership Development Program I; Sponsored by the Center for Executive Development at Mays Business School. (Featured Lecturer from August 2007 – December 2008)

Professional and Leadership Development for the Veterinarian; School of Veterinary Medicine at Texas A&M University. (November 2006)

Halliburton President's Leadership Excellence Program; Sponsored by the Center for Executive Development at Mays Business School. (August 2006)

Commercial Real Estate Course for the South Texas College of Law's Continuing Legal Education Program; Sponsored by the South Texas College of Law and Center for Real Estate Center at Texas A&M University. (October 2004)

Police Executives/Professionals

Bill Blackwood Law Enforcement Management Institute of Texas; Sponsored by the Center for Executive Development at Mays Business School and the Criminal Justice Center at Sam Houston State University. (Featured Lecturer since September 2002)

Texas Constable's Leadership College; Sponsored by the Office of Law Enforcement Training and the Criminal Justice Center at Sam Houston State University. (December 2004)

Community

Keynote Address; African American Peace Officer Association of Arlington's Annual Awards & Scholarship Luncheon; Theme: Challenging Today's Youth to be Tomorrow's Leader. (March 2006)

TEACHING EXPERIENCE (course evaluations available upon request)

Business Ethics (executive)
Business Leadership (undergraduate, master's, doctoral)
Business Negotiations (undergraduate, master's, MBA, executive)
Human Resource Management (undergraduate, executive)
Organizational Behavior (undergraduate)

RESEARCH EXPERIENCE

Team Effectiveness Research Laboratory with John R. Hollenbeck & Daniel R. Ilgen, Michigan State University, East Lansing, Michigan (1999-2001)

Stipends for Training for Aspiring Researchers (STAR) Summer Research Program with William H. George, University of Washington, Seattle, Washington (1994)

Minority and Women Research Apprenticeship Experience for Undergraduate Program (MWRAP-REU) Summer Research Program with Nancy K. Squires, SUNY at Stony Brook, Stony Brook, New York (1993)

Alcohol, Drug Abuse, and Mental Health Administration-Minority Access to Research Careers (ADAMHA-MARC) Program with Vernessa R. Clark, Atlanta University Center, Atlanta, Georgia (1992-1994)

Department of Psychology with Vernessa R. Clark, Morehouse College, Atlanta, Georgia (1992)

EXTERNAL CONSULTING EXPERIENCE

Enbridge, Houston, Texas (2009)

Hill's Pet Nutrition, Lawrence, Kansas (2009)

College Station Police Department, College Station, TX (2006-2008)

Michigan Council on Crime and Delinquency, Lansing, Michigan (1995-1998)

National Juvenile Detention Association, East Lansing, Michigan (1995-1997)

OTHER RELATED WORK EXPERIENCE

United States Secret Service, Detroit, Michigan (1995)

Bureau of Alcohol, Tobacco, and Firearms, Detroit, Michigan (1995)

King County Department of Adult Detention, Seattle, Washington (1992-1993)

AWARDS & HONORS

Research

Center for Human Resource Management Research Grant – Amount \$10,000 (2010)

Mays Research Fellow (2003-2007)

Mays Summer Research Grant – Amount \$15,000 (2004, 2005)

Minority Competitive Doctoral Fellowship (1996-1998)

Teaching

Montague – Center for Teaching Excellence Scholar (2005-2006)

Academic

Louis A. Radelet Fellowship (1997)

Paul H. Mussem Prize in Psychology, Morehouse College (1994-1995)

Magna Cum Laude, Morehouse College (1994-1995)

LOCAL SERVICE

Texas A&M University

University Level:

Office of the Vice President for Research-Institutional Review Board Committee (2005-present)
Office of the Vice President for Research-Office for Graduate Studies, Graduate Diversity Fellowship Reviewer (Spring 2007; Spring 2008)
Mentor-Black Faculty Alliance Mentoring Program (2008)
Search Advisory Committee for Dean of Undergraduate Programs and Associate Provost for Academic Services (October 2006-November 2006)

School Level:

Regents Scholars Mentor Program (2005, 2006, 2007)
Freshman Business Initiative Program (2005, 2006)
Center for New Ventures and Entrepreneurship-The Business Idea Competition Judge (2002)
Recruiter at the Annual KPMG Minority PhD Project Meeting in Chicago, IL (2001-2008, 2010)

Department Level:

Department Coordinator for State Employees' Charitable Campaign (2010-present)
Co-Chair of HR/OB Faculty Search (2009)
Doctoral Policy Committee (2002-2006)
Master's Program Committee (2001-2002)

NATIONAL/PROFESSIONAL SERVICE

KPMG

Representative at the National Association of Black Accountants (NABA) Conference in Houston, Texas

Academy of Management

Member of Scientific Affairs Committee (OB Division – 2009-present) – co-chaired (with Gilad Chen) "From Junior to Full: Advice on Advancing to Full Professor" PDW (2010), co-chaired (with Mark Bolino & Mel Fugate) "From Associate to Full...and Beyond" PDW (2011)

Chair/Coach/Discussant at the Annual Meeting for the National Academy of Management (OB Division – 2002, 2006,2009; HR Division 2002, 2006)

Member of Human Resources Division Scholarly Achievement Award Committee (2007)

Reviewer for the Annual Meeting for the National Academy of Management (2002, 2004, 2006, 2007-2010; OB and HR Divisions, HR Division Best Student Paper Reviewer for 2002)

Society for Industrial & Organizational Psychology

Discussant at the Annual Meeting for the Society for Industrial & Organizational Psychology (2007)

Reviewer for the Annual Meeting for the Society for Industrial & Organizational Psychology (2001-2002; Best Student Paper Reviewer for 2001-2002)

Reviewing

Editorial Board for *Journal of Applied Psychology* (2006-present)
Editorial Board for *Journal of Management* (2008-present)
Editorial Board for *Journal of Organizational Behavior* (2008-present)
Reviewer for *Applied Psychology: An International Review* (2006-present)
Reviewer for *Small Group Research* (2009-present)
Reviewer for *Human Resource Management* (2006-present)
Reviewer for *Administrative Science Quarterly* (2004-present)
Reviewer for *Academy of Management Journal* (2004-present)
Reviewer for *Journal of Applied Psychology* (2003-2006)
Reviewer for *Journal of Management* (2003-2008)
Reviewer for *Journal of Organizational Behavior* (2006-2008)
Reviewer for *Organizational Behavior and Human Decision Processes* (2009-present)
Reviewer for *Personnel Psychology* (2002-present)
Reviewer for the Israel Science Foundation (2006)

PROFESSIONAL DEVELOPMENT

Audited EPSY 690 *Theory of Hierarchical Linear Models* with Oi-Man Kwok, Department of Educational Psychology, Texas A&M University. (Spring 2006)

Attendee for *Art and Craft of Discussion Leadership* Workshop with Louis B. Barnes, Harvard Business School, Harvard University. (March 2004)

MASTER'S AND DISSERTATION COMMITTEES

Suzanne T. Bell (2004, Department of Psychology, TAMU, member)
Race C. Yu (2005, Department of Management, TAMU, chair)
Celile I. Gogus (2005, Department of Management, TAMU, co-chair)
Alok Bhupatkar (2007, Department of Psychology, TAMU, member)
Mary Triana (2008, Department of Management, TAMU, member)
Sandra W. DeGrassi (2009, Department of Management, TAMU, member)
Stephen Jarrett (2010, Department of Psychology, TAMU, member)
Joseph Hendricks (present, Department of Psychology, TAMU, member)
Andrew Hinrichs (present, Department of Management, TAMU, chair)

PROFESSIONAL AFFILIATIONS

Academy of Management
American Psychological Association
Society for Industrial & Organizational Psychology
Management Faculty of Color Association

EXTRACURRICULAR & COMMUNITY ACTIVITIES

Fun Fair Positive Soccer (FFPS) – Soccer Coach (Spring 2009-Spring 2010)

Cy Fair Youth Soccer Club - Soccer Coach (Fall 2010-present), US Youth Soccer U6/U8 certified by the South Texas Youth Soccer Association (Fall 2010)

We Play Football – Football Coach (Summer 2009-present), USA Football certified (Fall 2010), Positive Coaching Alliance certified (Fall 2010)

Boy Scouts of America, Sam Houston Area Council – Cub Scout Den Leader (Fall 2010-present); Pack Trainer (Fall 2010-present)

Houston Area Children’s Neuroblastoma Cancer Foundation (CNCF) – volunteer (Summer 2010-present)