

FACULTY ADVOCATE ELECTION



Associate Professor

Department of Psychological Science &

Industrial-Organizational Psychology MS Program

College of Arts and Sciences

Biographical Statement (350-word maximum)

My name is Dr. Kinsey Bryant-Lees, and I am an Associate Professor in the Department of Psychological Science at NKU. I am an industrial-organizational psychologist by training; broadly speaking, my research focuses on using innovative scientific research methods to better understand human behavior within organizations and improve our methods of capturing meaningful data (i.e., occupational health and climate assessment, belonging and workplace discrimination, multi-level organizational performance, etc.).

My expertise as an organizational scientist have been integral to my success in teaching, research and service.

Over the last six years, I have invested significant time and energy into improving our campus climate and sustaining equitable organizational change. As the past-president and current advocacy chair of our Staff, Administrators, and Faculty for Equity (SAFE) Group on campus, I have increased our visibility and partnerships across campus. In this capacity, I have worked closely with the Director of the LGBTQA+ Student Initiatives Office and others across campus to support the new Q-Plus mentorship program, and the development of a new allied zone training that focuses on allyship as a multilevel practice. In addition, I have been very involved in our university governance, including serving two terms on both the University and CAS Curriculum Committees, the Faculty Senate Budget Committee, and currently as our department's faculty senate representative. I am also a member of the Inclusive Excellence Council at both the university and college level and currently serve on the CAS Dean's Planning and Advisory Committee.

I am also a dedicated teacher and scholar. As evidence, in addition to my core courses, I have supervised 33 students for independent research projects, many of which were applied organizational research projects in service to NKU. In terms of research, my work at NKU thus far has culminated in nine peer-reviewed articles, 29 national conference presentations, five internal grants (almost all of which were to support service-oriented assessment projects or independent research being conducted internally at NKU), two external grants, and two mentorship awards: the 2022 NKU Excellence in Graduate Research Mentoring Award and the 2023 George Goedel Psychological Science Faculty Mentor of the Year Award.

Why I want to serve as the Interim Faculty Regent (350-word maximum)

I began my career here at NKU in the Fall of 2019; my experiences of navigating my early-career through a pandemic, followed seamlessly by a budget and core values crisis have fundamentally changed my perspective. I now feel compelled to speak up and offer my voice to advocate for our faculty at the decision-making table so that we can move towards creating a better and more inclusive campus community. My experience as an Industrial-Organizational Psychologist in applied research and organizational measurement, paired with my record of service to the University, makes me uniquely well-qualified for the Faculty Advocate position. Prior to the dissolution of the OIE, I was a co-author on the last three CPE reports (2020-21 and 2021-22, 2022-23), developed/administered the 2023 campus climate survey, and received training to serve on the Title IX Sanctioning Panel. Additionally, as the past-president and current advocacy chair of SAFE, I have significantly increased our membership and participation from faculty and staff and expanded our partnerships across campus.

In conclusion, supporting the health, wellness, and social safety of our faculty is essential to the work that we do. I believe that my expertise in human behavior and organizational measurement, paired with my commitment to representing and advancing what is best for our community of faculty, staff, and students, make me uniquely well-positioned for this role.

Webpage (an optional link to a webpage maintained by the candidate):

<https://www.linkedin.com/in/kinsey-bryant-lees-0562a253/>