CLEMENTE I. DIAZ

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**SUMMARY**

Higher education professional with experience and knowledge in, but not limited to:

Student Development

Career/Professional Development

Employer Relations

Teaching

Science Communication

Training & Development

Diversity Initiatives

Curriculum Development

Program Management

**EDUCATION**

**Master of Arts,** Industrial-Organizational Psychology **Bachelor of Arts,** Psychology

Brooklyn College, City University of New York Baruch College, City University of New York

Received June 2013; *Magna Cum Laude* Received June 2011

**PROFESSIONAL EXPERIENCE**

**Baruch College - Continuing and Professional Studies** *New York, N.Y.*

**Associate Director of College Now & STEM Research Academy Manager** Jul. 2015 – Present

* Assist in overseeing a portfolio of college and career readiness programs; College Now, STEM Research Academy, CUNY Explorers, and CUNY Tutor Corps
* Manage overall operations of STEM Research Academy, an intensive two semester research training/exploratory program; selecting program participants, securing summer internship sites, program evaluation, and annual budget.
* Coordinate with academic department chairs and administrative units on campus to schedule course sections for each respective semester and provide students with necessary support services, such as tutoring
* Evaluate program outcomes to further develop course offerings; new courses, course sequences, course hybridization
* Serve as faculty liaison; interview/hire, oversee the appointment and reappointment process, trouble-shoot faculty issues, observe classes, analyze student evaluations, and perform faculty evaluations as needed
* Supervise administrative staff, volunteers, and adjunct faculty
* Provide students with academic advising; effective learning strategies, course withdrawals, and grade appeals
* Organize information sessions and facilitate in-class presentations during recruitment season
* Oversee social media outlets (Facebook, Twitter, and Instagram) and develop campaigns to further increase program awareness on and off campus
* Collaborate with the other College Now programs in organizing events, such as the Annual Urban Male Conference
* Serve on University-wide K16 strategic planning committees

**Baruch College *-* Starr Career Development Center (SCDC)** *New York, N.Y.*

**Assistant Director, Recruiting & Operations** Jun. 2013 – Jul. 2015

* Counseled over 175 students and recent graduates per semester on how to achieve their career and professional goals
* Facilitated weekly presentations on various career and professional development topics internally and externally
* Coordinated over 65 career development workshops per academic semester targeting over 14,000 undergraduates
* Provided training and orientation sessions for new members of the employer relations team and trained peer counselors (Peers for Careers) on conducting resume reviews and mock interviews as needed
* Served as student club liaison; collaborated with on-campus student organizations on career development programming
* Co-managed the SCDC’s On-Campus Recruiting (OCR) program which attracts over 80 employers from various industries (mainly accounting and finance) and results in over 1,300 full-time and internship interviews annually
* Coordinated and managed all OCR related student conduct hearings and discussed recommendations with the Center’s Student Disciplinary Committee
* Managed event logistics/operations for over 90 employer programs, 4 career fairs, and various special events annually
* Supervised marketing communications specialist, internal events specialist, and event volunteers
* Oversaw the revitalization of the SCDC’s social media initiatives which have resulted in 13-68% membership increase
* Assisted with outreach and marketing efforts via email blasts and compiling information for the Starr Weekly Newsletter, Alumni Newsletter and Careers Spotlight section of the College newspaper
* Utilized Simplicity to post employment opportunities, schedule interviews and generate resume bundles for employers
* Collaborated with employers to develop on-campus presence through campus presentations and partnerships with student organizations, faculty and other administrative offices
* Surveyed students and employers via Qualtrics in order to compile hiring data for annual report and other stakeholders

**Baruch College *-* Starr Career Development Center (SCDC)** *New York, N.Y.*

**Employer Relations & Corporate Events Specialist** Aug. 2011 – Jun. 2013

* Conducted one on one resume consultations for undergraduate students to increase their marketability
* Collaborated with faculty members to provide in class career development presentations
* Facilitated career development workshops to assist students in their professional development (e.g. Networking 101)
* Created training material and facilitated on-boarding/training of new employer relations team members
* Communicated the college’s job/internship posting policies and applicable labor laws to employers
* Developed employer verification process to pre-screen employers wanting to access our career management system
* Reviewed (approved/rejected) over 300 external job/internship postings weekly utilizing Symplicity
* Collaborated with various campus departments to reserve space and audio visual for career development programs

**TEACHING EXPERIENCE**

**Adjunct Faculty**

CUNY School of Professional Studies Spring 2017 - Present

* Performance Management & Motivation (PSY 645) - asynchronous graduate course
* Organizational Development & Effectiveness (PSY 640) - asynchronous graduate course
* The Psychology of Work (PSY 315) - asynchronous undergraduate course
* Organizational Behavior (ORG 680) - in person graduate course

Baruch College

* Financial Psychology (PSY 3040) - asynchronous undergraduate course Spring 2020, 2021
* General Psychology (PSY 1001) - undergraduate course Fall 2016
* Psychology of Motivation & Learning (PSY 3067) - undergraduate course Spring 2016
* Non-credit course: Career & Soft Skills Development - high school course Spring 2015
* Non-credit course: Freshman Seminar (FRO 1000) - undergraduate course Fall 2012 & 2011

**Guest Lectures**

* Psychology as a Profession (Baruch College – PSY 1001: General Psychology) Fall 2019
* I-O Psychology: An Overview (Baruch College – PSY 1001: General Psychology) Fall 2019

**CURRICULUM DEVELOPMENT**

* Financial Psychology (Baruch College) Fall 2019
* Performance Management & Motivation (CUNY School of Professional Studies) Fall 2019

**PROFESSIONAL ACTIVITIES**

**Bridge Builders Committee Member,** Society for Industrial Organizational Psychology  Oct. 2018 - Present

* Committee Chair since April 2021.
* SIOP Education & Training sub-committee tasked with advocating I-O psychology education to high school students as well as increasing the visibility of I-O in Introductory Psychology courses.

**Member,** NYC Science Research Mentoring ConsortiumJan. 2016 – Present

* The Consortium cultivates a community of practice among a diverse network of scientists, graduate students, educators and like-minded individuals. Together this community invests in and empowers our scholars to succeed in STEM academically and professionally.

**Advisory Board Member**

Union Square Academy for Health Sciences Dec. 2016 – Present

Academy for Finance & Enterprise Dec. 2015 – Present

* Provide guidance on how to improve the school and increase professional development opportunities for students

**Co-Chair,** Baruch College Advising Alliance Jul. 2016 – Dec. 2020

* Coordinate professional and personal development opportunities and workshops for Advising Alliance members (i.e. Mental Health First Aid training, Sexual Harassment training, continuing education information session, etc.)

**Chief Diversity Officer Representative**, Baruch College  Apr. 2014 – May 2017

* Assisted Office of Diversity, Compliance and Equity Initiatives in ensuring that search committees complied with federal, local and University equal employment opportunity and affirmative action policies
* Reviewed resumes and conducted interviews for administrative/managerial level positions on campus

**SELECTED PUBLICATIONS**

**Diaz, C.I.** &Belgrave, S.(2019, Dec. 16). Early research experiences: Becoming a research mentor to high school students. *Psych Learning Curve: Where Psychology and Education Connect***.** <http://psychlearningcurve.org/early-research-experiences-why-students-should-seek-out-opportunities-as-early-as-high-school/>

**Diaz, C.I.** & Belgrave, S.(2019, Oct. 28). Early research experiences: Why students should seek out opportunities as early as high school. *Psych Learning Curve: Where Psychology and Education Connect***.** <http://psychlearningcurve.org/early-research-experiences-why-students-should-seek-out-opportunities-as-early-as-high-school/>

**Diaz, C.I.** (2019, Aug. 19). Integrating career readiness into your courses. *Psych Learning Curve: Where Psychology and Education Connect***.** <http://psychlearningcurve.org/integrating-career-readiness-into-your-courses/>

**Diaz, C.I.** (2019, May 6). Advanced Placement and dual enrollment: What’s a student to choose? *Psych Learning Curve: Where Psychology and Education Connect***.** <http://psychlearningcurve.org/advanced-placement-and-dual-enrollment-whats-a-student-to-choose/>

**Diaz, C.I.** (2019, Apr. 8). Why I-O Psychology should be included in Introductory Psychology. *Psych Learning Curve: Where Psychology and Education Connect***.** <http://psychlearningcurve.org/why-i-o-psychology-should-be-included-in-introductory-psychology/>

**Diaz, C.I.** (2019, Feb. 19). Faculty’s role in preparing undergraduate psychology majors for the world of work. *Psych Learning Curve: Where Psychology and Education Connect.* <http://psychlearningcurve.org/faculty-role-in-preparing-undergraduate-psychology-majors-for-work/>

**Diaz, C.I.** (2018, Nov. 14). Incorporating I-O into Introductory Psychology. *Psych Learning Curve: Where Psychology and Education Connect.* <http://psychlearningcurve.org/incorporating-i-o-psychology-into-introductory-psychology/>

**Diaz, C.I.** (2018, Oct. 1). Filling the mental health training gap educators’ face? *Psych Learning Curve: Where Psychology and Education Connect.* <http://psychlearningcurve.org/filling-the-mental-health-training-gap-educators-face/>

**Diaz, C.I**. & Medina, D.A. (2018). Universities need a communal approach to mental health. *Times Higher Education.* <https://www.timeshighereducation.com/opinion/universities-need-communal-approach-mental-health>

**Diaz, C.I**. (2018, Aug. 29). Have you really experienced burnout? Maybe not**.** *Psychreg.* <https://www.psychreg.org/burnout/>

**Diaz, C.I.** (2018, Aug. 20). The truth about teacher burnout: It’s work induced depression! *Psych Learning Curve: Where Psychology and Education Connect.* <http://psychlearningcurve.org/the-truth-about-teacher-burnout/>

**SELECTED POSTERS/PRESENTATIONS**

**Diaz, C. I.** (2019, November). Why don’t faculty include I-O Psychology in Introductory Psychology? Poster presented at 4th Annual Society for the Teaching of Psychology International Twitter Poster Conference.

**Diaz, C.I.** (2018, July). Learning styles: Addressing the fallacy in student learning. Presented at the 14th Partnership for After School Education (PASE) at Pace Conference.

**Diaz, C.I.** (2016, July). Going to college debt-free: Is it possible? Presented at the 13th Partnership for After School Education (PASE) at Pace Conference.

**Diaz, C.I.** (2015, May). Job search in the United States: International resumes vs. American resumes. Presented at the Spain-U.S. Chamber of Commerce’s Job Search Workshop Series.

**Diaz, C.I.** & Tineo, I. (2014, February). Fostering positive connections: Tips for Career Mentors. Presented at the Hispanic Federation’s Crear Futuros Mentor Orientation.

Agosta, J. P., **Diaz, C. I.,** Mir, H. A. & Scherbaum, C. A. (2012, May). Construct Validity of Modern Tests of Cognitive Ability. Poster presented at the 24th Annual Association for Psychological Science Conference.

**HONORS/AWARDS**

* Winning Poster (5th Annual Society for the Teaching of Psychology International Twitter Poster Conference) 2020
* Top 10 Blog Posts on Education and Psychology for 2019 (APA’s Psych Learning Curve) 2020
* Winning Poster (4th Annual Society for the Teaching of Psychology International Twitter Poster Conference) 2019
* Top 10 Blog Posts on Education and Psychology for 2018 (APA’s Psych Learning Curve) 2019
* Winning Arts & Science Submission (Lawrence N. Field Center of Entrepreneurship and Center for Teaching & Learning’s Maker Hub Faculty Assignment Design Challenge, Baruch College) 2016

**CERTIFICATIONS / PROFESSIONAL DEVELOPMENT**

* Next Gen Personal Finance Certified Educator (Behavioral Finance) Mar. 2020
* Adult Mental Health First Aid: Higher Education – National Council for Behavioral Health Mar. 2018
* Certified Financial Education Instructor (CFEI) – National Financial Educators Council Jun. 2017
* Youth Mental Health First Aid – National Council for Behavioral Health Jun. 2016
* Certificate of Completion: Financial Peace University – Ramsey Solutions Feb. 2016
* Career Coaching Intensive Training – National Association of Colleges & Employers (NACE) Jun. 2015

**GRANT FUNDING**

* Money Management for Life. *Guardian Life Insurance*, 2018-2020, Co-PI ($169,000)

**MEMBERSHIPS**

* Associate Member, Society for Industrial-Organizational Psychology (SIOP)
* Member, Society for the Teaching of Psychology

**SKILLS**

**Technical:**

* Proficient in Microsoft Word, PowerPoint, Publisher, Excel, and Outlook
* CUNYFirst (PeopleSoft)
* Qualtrics Survey Software
* Symplicity (Career Services Manager)
* WordPress
* BlackBoard
* Active Data Calendar (event scheduling software)

**Language:** Spanish