

# JASON R. LAMBERT, Ph.D.

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## EDUCATION

Ph.D. Management, University of Texas at Arlington	2012
Dissertation: "The moderating effect of instrumental job attributes on the relationship between a firm's perceived value of diversity and its organizational attractiveness," July 30, 2012, (Advisor) Myrtle P. Bell, Ph.D.	
Graduate Certificate, Non-profit and Public Management, Saint Xavier University	2008
B.A. Arts and Media Management, Columbia College Chicago	1998

## SUMMARY OF SKILLS

•Diversity, Equity and Inclusion certification	•DEI Data Analytics	•DEI Instructional Designer
•DEI Trainer	•Community partnerships	•Learning and Development
	•Diversity Recruitment	•Strategic planning

## ACADEMIC ADMINISTRATIVE EXPERIENCE

<b>Chair, Management &amp; Marketing Department</b>	2015- 2016
Saint Xavier University, Chicago, IL <i>Graham School of Management</i>	

As department Chair, I evaluated faculty performance, led faculty recruitment, coached faculty, identified resources for faculty and students, advised students, and scheduled activities and events for the department that aligned with the mission of the business school and university. I served on the university-wide multicultural planning committee, and the management department diversity committee. In those roles, I helped with the planning of school activities and university-wide special events targeting minority students to improve inclusiveness on campus, and I assisted in attracting, interviewing, and selecting faculty candidates for the school of business.

Key performance indicators:

- First African- American Chair appointed in the School of Management leading 15 direct reports.
- Successfully guided the recently merged Management and Marketing departments thereby reducing overall expenses and increasing productivity via the sharing of resources and increased synergy among faculty members.
- Under my leadership, the first student professional chapter of the Society of Human Resources Management, and the Latino Business Student Association was launched.
- Helped plan a "Fueling for Finals" event where traditionally underrepresented students and faculty interacted informally over coffee and donuts the week before final exams.

<b>Associate Director</b>	2012 - 2013
Savannah State University, Savannah, GA <i>Center for the Advancement of Creativity and Entrepreneurship (The ACE Center)</i>	

As the Associate Director for the Center for the Advancement of Creativity and Entrepreneurship, I recruited business executives and entrepreneurs to speak to students regarding management topics, solicited corporate donations for community and student events and helped establish the ACE Advisory

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Board. I also consulted students concerning their start-up businesses including assisting with business plan development.

Key performance indicators:

- Planned events addressing start-up challenges for new minority and women entrepreneurs serving hundreds of students.
- Produced the first business resource directory for student entrepreneurs.

### ACADEMIC POSITIONS

<b>Associate Professor of Management</b>	2021- present
<b>Chair, Chancellor's DEI Council</b>	2020- present
<b>Assistant Professor of Management</b>	2016- 2021
Texas Woman's University, Denton, TX	
<i>College of Business</i>	

As Chair of the Chancellor's Diversity, Equity, and Inclusion Council, I lead my team's exploration and analysis of the university's DEI initiatives and climate for diversity, equity, and inclusion, and provide recommendations to the Chancellor and Provost for DEI activities and policies. As an Associate Professor, I teach MBA business courses and publish peer-reviewed research and book chapters on diversity, equity, and inclusion topics.

Key performance indicators:

- Conduct, present, and publish research with an emphasis on diversity in organizations listed on Google Scholar with more than 200 citations.
- Developed and currently teach the first courses offered in the College of Business on workplace diversity and managing groups and teams.
- Oversee the planning and of the TWU university system-wide DEI activities for employees.
- Led the construction and administration of a comprehensive diversity climate survey for the TWU university system across three campus locations.
- Regularly contribute to the diversity recruitment research literature.
- Train hiring panels and search committees for diversity recruitment.

<b>Assistant Professor of Management</b>	2013- 2016
Saint Xavier University, Chicago, IL	
<i>Graham School of Management</i>	

Key performance indicators:

- Awarded for contributions to research and media regarding workplace diversity and management related topics.
- Introduced an online-hybrid organizational behavior course to attract adult learners.

<b>Assistant Professor of Management</b>	2012 - 2013
Savannah State University, Savannah, GA	
<i>College of Business</i>	

Key performance indicators:

- Planned events addressing start-up challenges for new minority and women entrepreneurs serving hundreds of students.
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## **Graduate Teaching Assistant**

2008 – 2012

University of Texas at Arlington, Arlington, TX  
*College of Business Administration*

Key performance indicators:

- Awarded a grant fellowship to supervise and mentor students conducting management research.
- Earned above average teaching evaluations from students consistently.

## **PROFESSIONAL EMPLOYMENT**

### **Community Schools Manager**

2005 – 2007

Columbia College Chicago, Chicago, IL  
*Center for Community Arts Partnerships*

Key performance indicators:

- Reduced costs by approximately 10% by negotiating fiscal responsibilities among community partners.
- Contributed to panel discussions at professional development workshops, and local and national conferences regarding at-risk youth programming best practices.
- Recruited community partners and program facilitators for new programs.
- Led a staff of eight employees with two direct reports.

### **Supervisor of Parks and Recreation**

1999 – 2005

Chicago Park District, Chicago, IL

Key performance indicators:

- Increased revenue annually by approximately 30% through class registration sales and special event fundraising for park district facilities.
- Generated tens of thousands of dollars for park facilities and programs working with the community, individuals, companies, and government agencies.
- Recruited and hired employees and supervised up to twenty employees with three direct reports.

### **Director of Education and Computer Technology**

1997-1999

Boys and Girls Clubs – Robert Taylor Housing, Chicago, IL

Key performance indicators:

- Formally re-established teen and pre-teen programs.
- Coached Youth of the Year finalist.
- Increased membership participation in computer classes by 20%

## **PEER-REVIEWED PUBLICATIONS**

1. Gavino, M., Lambert, J., & Akinlade, E. (2021). Diversity Climate of Respect and the Impact on Faculty Extra Role Behaviors. *Journal of Business Diversity*, 21(3), 97-114.
2. Gavino, M., Lambert, J., Elgayeva, E., & Akinlade, E. (2021). HR Practices, Customer Outcomes, and OCB: the POS-Engagement Mediation Chain. *Employee Responsibilities and Rights Journal*, 33 (2), 77-97.
3. Akinlade, D., Lambert, J. R., & Zhang, P. (2020). Mechanisms for hiring discrimination of immigrant applicants in the United States. *Equality, Diversity, and Inclusion: An International Journal*, 39 (4),

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395-417.

4. Lambert, J. & Akinlade, E. (2020). Immigrant stereotypes and differential screening. *Personnel Review*, 49(4), 921-938. (A on ABDC List)
5. Leopold, J., Lambert, J., Ogunyomi, I., & Bell, M.P. (2019). The hashtag heard round the world: How #MeToo did what laws did not. *Equality, Diversity, and Inclusion: An International Journal*, 40(4), 461-476.
6. Lambert, J.R., Basuil, D.A., Bell, M.P., & Marquardt, D. (2019). Coming to America: Work visas, international diversity, and organizational attractiveness among highly skilled Asian immigrants. *The International Journal of Human Resource Management*, 30(15): 2293-2319 (A on ABDC List)
7. Hunter, J. A. & Lambert, J. R. (2016). Do we feel safer today?: The impact of smiling customer service on airline safety perception post 911. *Journal of Transportation Management*, 9 (1-2), 35-56.
8. Lambert, J.R. (2016). Cultural Diversity as a Mechanism for Innovation: Workplace Diversity and the Absorptive Capacity Framework. *Journal of Organizational Culture, Communication, and Conflict*, 20: 68-77.
9. Lambert, J. R. (2015). The impact of gay-friendly recruitment statements and due process employment on a firm's attractiveness as an employer. *Equality, Diversity, and Inclusion: An International Journal*, 34 (6), 510-526.

### PAPERS UNDER REVIEW AND WORKING PAPERS

1. Lambert, J. R., Brown, L., & TorresNava, C. (Under review). But Who Will Help "Them"? The Effect of Ethical Leadership on Bullying, Burnout, and Turnover.
2. Lambert, J. R., Smith, G., Yeatts, P., & Dzvurumi, W. (Working paper). Who are the "firsts"? Perceived token effects and the organizational attractiveness of homogeneous firms.
3. Lambert, J. R., Brown, L., & TorresNava, C. (Working paper). The Relationship Between Ethical Leadership, Workplace Incivility, and Nurse Agreeableness on Nurse Outcomes.
4. Lambert, J. R., Smith, G., Yeatts, P., & Dzvurumi, W. (Working paper). Intersectional Leaders: Exploring Perspectives of Diverse Women Who Lead.
5. Lambert, J. R., Brown, L. (Working paper). Using Google Applications to Supplement Online Learning.

### BOOK CHAPTERS

1. Lambert J. & Leopold, J. (2019). Diversity in organizations. *Principles of Management* (pp. 369 – 406). Houston, TX: Open Stax.
2. Lambert J. & Leopold, J. (2019). Diversity in organizations. *Organizational Behavior* (pp. 125 – 163). Houston, TX: Open Stax.
3. Lambert, J.R., & Bell, M.P. (2013). Diverse forms of difference. In Q. Roberson (Ed.) *Oxford Handbook of Diversity and Work* (pp. 13 – 31). New York: Oxford University Press.

### SELECT PRESENTATIONS

#### *Academic Meetings*

1. Gavino, M., Lambert, J. R., & Akinlade, E. (2021, Jun). The Dual Impact of Diversity Climate: The Effect on Faculty Extra Role Behaviors and Student Satisfaction with Academic Performance. Paper

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presented at the International Conference on Diversity in Organizations, Communities & Nations, Willemstad, Curacao.

2. Lambert, J. R., Smith, G., Yeatts, P., & Dzvurumi, W. (2020, Oct). Who are the 'firsts'? Tokenism Process Beliefs and the Organizational Attractiveness of Homogeneous Firms. Paper presented at the Southern Management Association Meeting, Virtual.
3. Lambert, J. R., Brown, L., & TorresNava, C. (2020, Aug). But Who Will Help "Them"? The Effect of Ethical Leadership on Bullying, Burnout, and Turnover. Paper presented at the Academy of Management Meeting, Virtual. **Best Theory to Practice Paper Award.**
4. Lambert, J.R., Smith, G., Yeatts, P., Dzvurumi, W. (2020, Mar). Who are the 'firsts'? Tokenism Process Beliefs and the Organizational Attractiveness of Homogeneous Firms. Paper accepted for presentation at the 2020 Western Academy of Management Conference, Waikoloa, HI. *Cancelled due to coronavirus pandemic.*
5. Lambert, J.R., Smith, G., Yeatts, P., Dzvurumi, W. (2020, Feb). Would You Work Here? The Moderating Effect of Stigma Consciousness on Reactions to Diversity in Recruitment Advertising. Paper presented at the 2020 Society for Personality and Social Psychology Annual Convention, New Orleans, LA.
6. Gavino, M., Lambert, J., Elgayeva, K., & Akinlade, E. (2019, Aug). HR Practices, Engagement, POS and Customer Focused Outcomes: HR Practices are not Created Equal. Paper presented at the Academy of Management Annual Meeting, Boston, MA.
7. Bell, M.P., Leopold, J., Lambert, J., & Ogunyomi, I. (2018, Oct). Shifting Power: #MeToo as a Social Movement to Change Individuals, Organizations, and Society. Paper presented at the Midwest Academy of Management Meeting, St. Louis, MO.
8. Lambert, J.R., & Akinlade, E. (2018, Aug). Signals of Exploitation: Immigrant Stereotypes and Differential Screening. Paper presented at the Academy of Management Annual Meeting, Chicago, IL.
9. Akinlade, D., Lambert, J.R., & Zhang, P. (2017, Oct). "Warm" and "Competent" or "Deferential" and "Cooperative": The Impact of Immigrant Status and Race on Labor Exploitation: A Conceptual Framework. Paper presented at the Southern Management Association Annual Meeting, St. Pete Beach FL.
10. Orr, J., DeLeon, J., Daspit, J., & Lambert, J.R. (2015, October). Understanding the Direct and Indirect Effects of Firm-Level Diversity Indicators: Influences on R&D and Performance. Paper presented at the Southern Management Association Annual Meeting, St. Pete Beach, FL.
11. Akinlade, D., Lambert, J.R., & Zhang, P. (2015, October). The Impact of Immigrant Status and Race on Discrimination, Exploitation, and Hiring Decisions. Paper presented at the Midwest Academy of Management Conference, Columbus, OH.
12. Lambert, J.R., De Leon, J., & Daspit, J. (2014, November). How Diversity Management Practices Influence Firm Performance: Examining Precursors to Firm Innovation. Paper presented at the Southern Management Association Annual Meeting, Savannah, GA.
13. Lambert, J.R. (2014, August). The Impact of Gay-Friendly Recruitment Statements on a Firm's Attractiveness as an Employer. Paper presented at the Academy of Management Annual Meeting, Philadelphia, PA.
14. Lambert, J.R., Basuil, D.A., Bell, M.P., & Marquardt, D. (2013, November). Work visas, perceived cultural diversity, and organizational attractiveness: Immigrant job seekers' perceptions during early recruitment. Paper presented at the Southern Management Association Annual Meeting, New Orleans, LA.
15. Bell, M.P., Randle, N., Lambert, J., Opie, T., Fletcher, P. (2010, August). An Investigation of Fat Attitudes, Social Dominance, and Health Information on Size Discrimination. Paper presented at the

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Academy of Management Annual Meeting, Montreal, Canada.

16. Lambert, J. R. (2010, March). The Effect of Employer Directed Volunteering Programs on the Emotion and Organizational Identification of Employees. Paper presented at the Southwestern Academy of Management Annual Meeting, Dallas, TX.
17. Lambert, J. R. (2009, November). The Effect of Diversity and Job Attributes on Organization Attractiveness among White Applicants. Paper presented at the Southern Management Association Annual Meeting, Asheville, NC.
18. Lambert, J., Culich, R., & Dodd, K. (2007, March). Engaging Youth in Community and Leadership: The E4 Model for Youth Leadership. Presented at the National Afterschool Association Annual Conference, Phoenix, AZ.

### *Invited Talks*

**Invited Presenter.** (2022). *"Microaggressions: Tackling the Unseen,"* Professional development workshop, Denton Chamber of Commerce Board of Directors, Denton, TX.

**Invited Presenter.** (2022). *"Microaggressions: Tackling the Unseen,"* Professional development workshop, North Texas SHRM Annual Conference (workshop offered for HRCI and SHRM credits), Denton, TX.

**Invited Presenter.** (2022). *"Inclusive Leadership,"* Denton Rotary Club, Denton, TX.

**Invited Presenter.** (2022). *"The Workplace and Educational Institutions: Navigating New Challenges in Politics, Covid-19, and Social Justice,"* 2022 Denton Black Film Festival, Denton, TX.

**Podcast.** (2021). *"Diversity, Equity and Inclusion,"* Boss Talk Radio.

**Invited Co- presenter.** (2021). *"Navigating Microaggressions for Technology Professionals,"* Blacks United in Leading Technology International Annual Conference, Dallas, TX.

**Invited Co- presenter.** (2021). *"Microaggressions for DEI Professionals and Leaders,"* Blacks United in Leading Technology International Annual Conference, Dallas, TX.

**Invited Panelist.** (2021). *"Job Market Panel,"* PhD Project Management Doctoral Students Association, Virtual.

**Invited Panelist.** (2020). *"Culturally Responsive Pedagogy,"* Texas Woman's University, Denton, TX.

**Invited Panelist.** (2020) *"Black in Modern America: Intersectionality,"* Dialogues on Race and Social Inequalities Series, Texas Woman's University, Denton, TX.

**Invited Presenter.** (2020). *"Teaching in Virtual Times,"* Professional development workshop, The Ph.D. Project Management Doctoral Student Association.

**Invited Presenter.** (2020). *"Diversity and Inclusion in the Workplace,"* Denton Chamber of Commerce.

**Invited Presenter.** (2020). *"Perception is Reality: Why Individual Differences at Work Matter,"* Professional development workshop, University of Texas - Dallas, Office of Budget and Finance, Richardson, TX.

**Invited Panelist.** (2020). *"Creating Diverse and Inclusive Textbooks,"* Open Stax Webinar.

**Invited Panelist.** (2020). *"Diversity and Inclusion Today,"* National Black MBA Association, Virtual.

**Invited Presenter.** (2019). *"Using Google Applications to Supplement Online Learning,"* TWU Teaching and Learning Symposium, Texas Woman's University, Denton, TX.

**Presenter.** (2019). *"Avoid Diversity Myths to Avoid Diversity Failures,"* South by Southwest Conference, Austin, TX.

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**Invited Presenter.** (2018). “*Building Your Pedagogy*,” Professional development workshop presented at Ph.D. Project Management Doctoral Students Association Annual Conference, Chicago, IL.

**Invited Panelist.** (2018). “*Empowering Women for Success: Creating Ideal Workplaces for Women*,” The Women’s Insight Network, Breakfast and Fall Workshop at Fort Worth Chamber of Commerce, Fort Worth, TX.

### Other Media

1. Lambert, J., & Akinlade, D. (2021, Sep 17). Op-Ed; The Great Resignation: Could Microaggressions Play a Role at Your Company? *New Orleans City Business*.  
<https://neworleanscitybusiness.com/blog/2021/09/17/the-great-resignation-could-microaggressions-play-a-role-at-your-company/>
2. Lambert, J. (2016, July 20). Op-Ed; Police Departments Must Change From Within. *Chicago Tribune Daily Southtown*.
3. Lambert, J. (2015, December 24). Op-Ed; Pros and Cons of Being a Gay-Friendly Employer. *Chicago Tribune Daily Southtown*.
4. Lambert, J. (2015, January 16). Op-Ed; Silence by the water cooler: The Impact of Eric Garner and Michael Brown at Work. *The Daily Southtown*.
5. Lambert, J. (2015, January 2). Op-Ed; Confronting Hidden Diversity: The Courage of Tim Cook. *The Daily Southtown*.

### GRANTS

- Jane Nelson Institute for Women’s Leadership, \$200,000. Funding for multiple projects extending the understanding of experiences of token employees who count as less than 15% of their work group or organization. 2021 – 2023. (Co-investigators: Dr. Gabrielle Smith and Dr. Paul Yeatts)
- Center for Women in Entrepreneurship, \$10,000. Funding to develop a token hardiness scale for women entrepreneurs and leaders. 2019-2020. (Co-investigators: Dr. Gabrielle Smith and Dr. Paul Yeatts)
- Texas Woman’s University, College of Business Summer mini-grant, \$5000. Funding to investigate the effect that stigma consciousness and other individual traits have on women applying for jobs at companies perceived to have token environments. 2019- 2020.
- Texas Woman’s University, College of Business Summer mini-grant, \$5000. Funding to investigate the effect of gender on the relationship between the ethical leadership of nurse managers, unethical requests by doctors, and outcomes such as burnout, intentions to quit, and ethical decision-making. 2019- 2020. (Co-investigator: Dr. Lee Brown)

### TEACHING EXPERIENCE

#### MBA Level Courses

Foundations of Business  
Global Business Environment  
Leading High Performing Teams<sup>1</sup>  
Management and Organizations  
Organizational Behavior and Administration (course leader)

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<sup>1</sup> I developed this MBA course as part of a new “Women in Leadership” concentration.

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## Undergraduate Level Courses

Business Matters  
Communication in Business  
Diversity in Organizations<sup>2</sup> (course leader)  
Principles of Management/ Management Process Theory  
Managing Human Resources  
Organizational Behavior (course leader)  
Special Topics - Independent Study/ Research Practicum Advisor

## SERVICE

### *Service to the discipline*

Chair, Diversity, Equity and Inclusion Committee, Denton Chamber of Commerce, 2020-present.  
Advisory Member, Open Stax Publishing DEI Advisory Committee 2019- present.  
Mentor, The PhD Project, 2019- present.  
Mentor, Committee on Ethnic and Minority Affairs, Society for Industrial and Organizational Psychology, 2017-2018.  
Textbook reviewer, McGraw Hill Education, 2018.  
Discussant, Ethics/Social Issues/ Diversity Track at the Southern Management Association Annual Meeting, Ft. Lauderdale, 2012.  
New Doctoral Student Consortium Facilitator Volunteer, Academy of Management Annual Meeting, Montreal, Quebec, 2010.  
Ad hoc reviewer, Journal of Management History; International Journal of Human Resource Management; Equality, Diversity and Inclusion; Academy of Management Annual Meeting; Southern Management Association Annual Meeting; Southwest Academy of Management Annual Meeting.

### *Service to the university*

Full Graduate Faculty status, Texas Woman's University, 2016- present.  
Chair, Chancellor's TWU Diversity and Inclusion Council, Texas Woman's University, 2021-present.  
Vice President and Chair, Professional Development Committee, TWU Black Faculty and Staff Association, Texas Woman's University, 2020- present.  
Member, Student Hearing Committee, Office of Civility and Community Standards, Texas Woman's University, 2019- present.  
Member, Provost Search Committee, Texas Woman's University, 2019-present.  
Member, Professional Development Committee, TWU Black Faculty and Staff Association, Texas Woman's University, 2019- present.

### *Service to the college*

Chair, Management Faculty Search Committee, College of Business, Texas Woman's University,

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<sup>2</sup> I have taught workplace diversity since 2012 but developed this course specifically for Texas Woman's University's undergraduate business program.



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2021-2022.

Chair, Diversity, Equity, Inclusion, and Belonging Committee, College of Business Texas Woman's University, 2021- present.

Secretary, Graduate Curriculum Committee, College of Business Texas Woman's University, 2018-2021.

Member, Assurance of Learning/ Assessment Committee, College of Business, Texas Woman's University, 2017- 2021.

Member, Faculty Search Committee, College of Business, Texas Woman's University, 2016-2017, 2018-2019, 2019- 2020.

Member, Dean Search Committee, College of Business, Texas Woman's University, 2016- 2017, 2018-2019, 2019- 2020.

Course developer and leader, "Leading High Performing Teams" MBA course, College of Business, Texas Woman's University, 2018- 2019.

Concentration co-developer, "Women in Leadership" MBA concentration, College of Business, Texas Woman's University, 2018-2019.

Course leader, "Organizational Behavior" MBA level, College of Business, Texas Woman's University, 2016- 2020.

Chair, Curriculum Sub-committee for graduate programs, College of Business, Texas Woman's University, 2016- 2018.

Course developer and leader, "Groups and Teams" undergraduate course, College of Business, Texas Woman's University, 2016- 2017.

Course developer and leader, "Diversity in Organizations" undergraduate course, College of Business, Texas Woman's University, 2016- 2017.

### *Membership*

Society for Industrial and Organizational Psychology (since 2015), Academy of Management (since 2014), Beta Gamma Sigma (since 2012), Southern Management Association (since 2009).

### **AWARDS/ CERTIFICATIONS/ HONORS/COMMUNITY SERVICE**

- The Honor Society of Phi Kappa Phi, 2022 - present
- Mary Mason Lyon Award for Excellence in Teaching, Research, and Service, Texas Woman's University, 2021.
- Diversity, Equity, and Inclusion in the Workplace Certificate, University of South Florida, 2021.
- Denton Chamber of Commerce Executive Board, Chair of the DEI Committee, 2020 – present.
- Best Theory to Practice Paper Award, Healthcare Division, Academy of Management, 2020.
- Cornell University Teaching & Learning in the Diverse Classroom Certification, Virtual, 2020.
- Linked In Unconscious Bias Course, 2020
- Google Educator Level 1 certification, 2019.
- Judge, Graduate Student Research Symposium, Federation of North Texas Area Universities, 2019.
- African- American Achievement Award, Saint Xavier University, 2016.
- Excellence Award, Saint Xavier University, 2015.
- Business Plan Competition Judge, NAACP ACTSO, 2015, 2016.
- Service Award for Teaching, Collegiate 100 Black Men of Savannah State University, 2013.

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- Promising Young Educator Award, Ph.D. Project Management Doctoral Students Association, 2012.
- Beta Gamma Sigma, 2012.
- Dean's Dissertation Fellowship, University of Texas at Arlington, 2011.
- I Engage Mentoring Fellowship, University of Texas at Arlington, 2010.
- Golden Key International Honour Society, 2008.