

DANA L. KENDALL, Ph.D.

Director of Research & Associate Professor of
Industrial-Organizational Psychology, Seattle Pacific University

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Education

- Ph.D. 2007 Industrial-Organizational Psychology
[University of Central Florida](#)
Major Professor: Kimberly A. Smith-Jentsch
Thesis Title: Does choice matter? The impact of
allowing protégés to select their own mentors.
- M.S. 2002 Industrial-Organizational Psychology
[Florida International University](#)

Major Professor: Michelle A. Marks
Thesis Title: An investigation of the
relationships among work-family
culture perceptions, conflict, and
job performance.
- B.S. 1999 Psychology/Summa Cum Laude
[Andrews University](#)

Academic Experience

- 2010-present Director of Research and Assistant Professor of
Industrial-Organizational Psychology, Seattle Pacific University
- 2007-2009 Assistant Professor of Psychology, [Andrews University](#), Michigan
- 2005-2007 Adjunct Instructor of Psychology, [Rollins College](#), Winter Park, Florida
- 2005-2007 Project Leader, [University of Central Florida](#) Mentoring Program
- 2004-2006 Project Member, Workforce Central Florida and [University of Central Florida](#)
Mentoring Programs
- 2004-2005 Project Member, Workforce Central Florida:
Automated Soft Skills Training

2000-2002 Project Member, [US Air Force](#)-Funded Research:
Integrated Multi-Team Decision Making

1999-2002 Teaching Assistant, Department of Psychology, Florida
International University

Applied Employment Experience

Voluntary Assessor, [Personnel Board of Jefferson County](#), Birmingham, Alabama (June, 2004).

Management Intern, [Testing and Validation Division of the Human Resources Department](#), City of Miami, Miami, FL (June 2001 – August 2001).

Teaching Experience

Polytechnic Institute of America, Orlando, Florida

Applied Grammar
Applied Composition
College Mathematics
Communication Processes
Word Processing II
Word Processing III

Rollins College, Orlando, Florida

Organizational Development
Social Psychology
Introduction to Psychology

Andrews University, Berrien Springs, Michigan

Undergraduate

Introduction to Psychology
Human Development
Health Psychology
History of Psychology
Social Psychology
History and Systems of Psychology
Organization and Human Resources
Ethics in International Development

Graduate

Organization and Human Resources
Ethics in International Development

Seattle Pacific University: Industrial-Organizational Psychology Masters and Ph.D. Program

Research Methods and Statistics II (Regression and Multivariate)
Selection and Performance Management
Organization Theory
Program Evaluation
Social Psychology
Topical Seminar: Mentoring in the Workplace

Research Interests

Personality and mentoring relationships in organizations
Evaluating mentoring program effectiveness
Diversity and social justice

Refereed Presentations

- *Bullock, R. B., Longabaugh, J. R., & Kendall, D. L. (2015). *Interactive effects of job autonomy and positive affectivity on psychological ownership*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- *Bullock, R., Weaver, J. D., & Kendall, D. (2014, May). *The effects of moral identity and empathy on organizational citizenship behaviors (OCB's)*. Poster presented at the 29th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- *Campanario, S. C., Wymer, J. D., Kendall, D. L., & Bullock, R. B. (2018). Job design and turnover intentions: The moderating role of negative affect. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- *Campanario, S. C., Bikos, L., Kendall, D. L., Kohlman Olsen, H. & Crites, J., (2019). Protean career development and Ignatian spirituality: Evidence for age-old practice. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- DeChurch, L. A., Marks, M. A., Alonso, A., Panzer, F. J., & Plummer (Maiden name), D. L. (2003, April). Teams leading teams: An experimental investigation of leadership in multi-team systems. In J. E. Mathieu (Chair), *Investigations of multi-team systems*. Symposium conducted at the meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- *Fullick, J., Smith-Jentsch, K. A., & Kendall, D. L. (2010). *Perception or Reality? How Early Protégé Expectations Predict Subsequent Perceptions*. Poster presented at the meeting of the Society of Industrial-Organizational Psychology, Atlanta, GA.
- *Fullick, J. M., Smith-Jentsch, K. A., Pavlas, D., Scielzo, S.A., & Kendall, D. L. (2011, April). Online mentoring: Best practices and lessons learned. In Day, R. (Chair). *The next generation of mentoring programs: Alternatives to traditional designs*. Symposium presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Garofano, C., Kendall, D. L., & Pritchard, R. D. (2004, March). *Need for team processes, outcome-based feedback, and changes in Productivity: Findings from PROMES*. Paper presented at the meeting of Industrial, Organizational Psychology and Organizational Behavior (IOOB), Tulsa, OK.
- Garofano, C., & Kendall, D. L., Pritchard, R. D. (2005, May). *Group interdependence, type of feedback, and changes in productivity*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Irving, S. A., Kosarzycki, M. P., & Kendall, D. L. (2005, March). *Increasing organizational appeal to Hispanics: Research-based principles for promoting a Hispanic friendly workplace*. Poster presented at the annual Industrial-Organizational Psychology and Organizational Behavior Graduate Students Conference, Melbourne, FL.
- *Kendall, D. L., Kirkpatrick-Husk, K., Hsia, S.C., Engelbrecht, B.A., & Haney, D.M. (2013, April). *Characteristics of formal mentoring programs in the workplace*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- *Kendall, D. L., McKenna, R. B., Kohlman Olsen, H. A., Sandhu, R. K., & Price, K. A. (2017, April). *Swipe right: Building purposeful strategic networks*. Poster session presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Kendall, D. L., Salas, E., Burke, C. S., & Stagl, K. (2004, April). *Understanding team adaptability: A conceptual framework*. Poster presented at the meeting of the meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Kendall, D. L., Smith-Jentsch, K. A. (2005, March). *An investigation of openness to experience as a predictor of mentoring behavior*. Paper presented at the 26th annual Industrial-Organizational Psychology and Organizational Behavior Graduate Students Conference, Melbourne, FL.
- Kendall, D. L., Smith-Jentsch, K. A., Allen, T., & Lima, L. (2005, May). *An investigation of personality as a predictor of mentoring behavior*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Kendall, D. L., Smith-Jentsch, K. A., Scielzo, S., & Kiley, C. (2007, April). *The impact of perceived method of match on protégé satisfaction*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, New York, NY.
- Kendall, D. L., Smith-Jentsch, K. A., Hudson, N., & Peuler, M. (2008, April). *The impact of protégé choice on mentoring processes*. Poster presented at the meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Kendall, D. L., Smith-Jentsch, K. A. (2008, May). *The impact of protégé choice on mentoring processes*. Paper presented at the meeting Midwest Psychological Association, Chicago, IL.
- Kendall, D. L., Smith-Jentsch, K. A., Allen, T., & Lima, L. (2005, March). *An investigation of personality as a predictor of mentoring behavior*. Paper presented the 2nd Annual Graduate Forum, University of Central Florida.

- *Kendall, D. L., Voetmann, K., Rodriguez, M., & Cook, Z. (2014, April). Variability in implementation and design elements of workplace mentoring programs. In D.L. Kendall (Chair), *Fostering high-quality developmental relationships at school and work*. Symposium conducted at the meeting of the Western Psychological Association Convention, Portland, OR.
- *Kim, P. Y., Kendall, D. L., & Chang, E. S. (2015). Subtle racism, interpersonal shame, and help-seeking attitudes among Asian American college students. Poster presented at the 2015 Asian American Psychological Association Convention, Toronto, Canada.
- *Kim, P. Y., Taylor, C., Kendall, D. L., & Cheon, H. (2016). Racial microaggressions, cultural mistrust, and well-being among Asian American college students. Poster presented at the 2016 Western Psychological Association Convention, Long Beach, California.
- *Kim, P. Y., Kendall, D. L., & Webb, M. (2015). The moderating role of religious coping on the racism-mental health link among Asian American college students. Poster presented at the 2015 National Multicultural Conference and Summit, Atlanta, GA.
- *Kirkpatrick-Husk, K. Kendall, D. L., Bullock, R. (2014, April). Sponsorship in organizations: The critical role of trust. In D.L. Kendall (Chair), *Fostering high-quality developmental relationships at school and work*. Symposium conducted at the meeting of the Western Psychological Association, Portland, OR.
- *Kirkpatrick-Husk, K., Kendall, D., & Roche, H. (2014, May). *Sponsorship in organizations: The critical role of trust*. Symposium presented at the 29th annual meeting of Society of Industrial Organizational Psychology, Honolulu, HI.
- *Kirkpatrick, K., Longabaugh, J. R., Dickson, J., Patel, A. B., Kendall, D. L., & Scielzo, S. (2012, April). *Untangling protégé self-reports of mentoring functions: Further meta-analytic understanding*. Poster session presented at the 27th annual meeting of Society of Industrial Organizational Psychology, San Diego, CA.
- *Kirkpatrick-Husk, K., Weaver, J., & Kendall, D. (2014, May). *A meta-analytic comparison of mentoring scales currently in use*. Poster session presented at the 29th annual meeting of Society of Industrial Organizational Psychology, Honolulu, HI.
- *Krogstad, M. J., Caldwell, V. P., Kendall, D. L., Nguyen, P. T., & Cannon, S. (2019). A new method for assessing the multidimensional nature of white racial attitudes. Paper presented at the 2019 Academy of Management annual meeting, Boston, MA.
- Nguyen, P., Kendall, D.L., Maguire, H., Mellek, A. (2020). Effects of pay transparency on application intentions through justice perceptions and organizational attractiveness. Paper presented at the 2020 Academy of Management annual meeting.
- *Price, K. A., Kendall, D. L., & Nguyen, P. T. (2019). Fighting dirty: Whistleblowing in an era of market dominance and corporate corruption. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- *Voetmann, K. R., Chung, H., Rodriguez, M., Matthew, N., Kendall, D. L. (August, 2015). *Outside-of-work socialization leads to mentoring through affect-based trust*. Paper presented at the 2015 Academy of Management annual meeting, Vancouver, BC, Canada.

- *Voetmann, K. R., Kendall, D. L., (2019) Seeking quality mentors: Designing programs to increase mentor participation. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
- *Voetmann, K. R., Kendall, D. L., Campanario, S. C., Caldwell, V. P., & Krogstad, M. J. (2018). Personality, perceived benefits, and willingness to mentor in formal programs. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Peer-Reviewed Publications

- Burke, C. S., Salas, E., Stagl, K. S., & Kendall, D. L. (2005). Understanding team adaptation: A conceptual analysis & model. *Journal of Applied Psychology, 91*, 1189-1207.
- *Campanario, Scott C., Bikos, Lynette, H., Kendall, D. L. (2020). Ignatian spirituality and career development: New evidence for age-old practices. *Journal of Career Development*. Advance Online Publication.
- *Dickson, J., Kirkpatrick-Husk, K., Kendall, D., Longabaugh, J., Patel, A., & Scielzo, S. (2014). Untangling protégé self-reports of mentoring functions: Further meta-analytic understanding. *Journal of Career Development*, doi: 10.1177/0894845313498302
- *Fullick, J.M., Smith-Jentsch, K.A., and Kendall, D. L. (2013) Advisees' expectations for support as moderator between advisor behavior and advisee perceptions of advisor behavior. *NACADA Journal, 33*(2), 55-64.
- *Kendall, D. L. (2013). Mentoring: Building leaders in powerful developmental relationships. In C. McCauley, S. DeRue, S. Taylor, & P. Yost (Eds.), *Experience-driven leader development: Models, tools, best practices, and advice for on-the-job development* (pp. 405-411). San Francisco, CA: Wiley.
- *Kendall, D. L., & Campanario, S. C. (2016). Honoring God through scientific research: Navigating the ethics of publishing with our students. *International Journal of Christianity & Education, 20*, 133-148.
- Kendall, D. L., & Salas, E. (2004). Measuring team performance: Review of current methods and consideration of future needs. *Advances in Human Performance and Cognitive Engineering Research, 5*, 311-331.
- *Kendall, D. L., & Smith-Jentsch, K. (2015). The influence of protégé choice on mentoring processes and outcomes: An experimental investigation. *International Journal of Mentoring and Coaching, 13*, Article 4. Retrieved from http://www.emccouncil.org/eu/en/journal/journal_library/view/40.
- *Kim, P. Y., & Kendall, D. L. (2015). Etiology beliefs moderate the influence of emotional self-control on willingness to see a counselor through help-seeking attitudes among Asian American students. *Journal of Counseling Psychology, 62*, 148-158.
- *Kim, P. Y., Kendall, D. L., & Chang, E. (2016). Emotional self-control, interpersonal shame, and racism as predictors of help-seeking attitudes among Asian Americans: An application of the

intrapersonal-interpersonal sociocultural framework. *Asian American Journal of Psychology*, 7, 15-24.

*Kim, P. Y., Kendall, D. L., & Cheon, H. (2016). Racial microaggressions, cultural mistrust, and mental health outcomes among Asian American college students. *American Journal of Orthopsychiatry*, 87, 663-670.

*Kim, P. Y., Kendall, D. L., & Webb, M. (2015). Religious coping moderates the relation between racism and psychological well-being among Christian Asian American college students. *Journal of Counseling Psychology*, 62, 87-94.

Tausen, B. M., Jin, J., Kim, P. Y., Law, K., & Kendall, D. (2020). Academic community support, campus racial climate, and subjective well-being during the coronavirus outbreak among Asian American College Students. *Journal of Asian American Studies*, 23, 367-385.

*Voetmann, K. R., & Kendall, D. L. (2019). Seeking quality mentors: Exploring program design to increase mentor participation. *Journal of Organizational Psychology*, 19, 93-102.

*Scholarly products while at Seattle Pacific University

Professional Affiliations

Member, Association for Psychological Science
Member, Society for Industrial & Organizational Psychology
Member, Academy of Management

Service

2016-present	Member of the School for Psychology, Family, and Community Diversity, Equity, and Inclusion Committee.
2014-present	Reviewer for <i>Journal of Career Development</i> and <i>Cultural Diversity & Ethnic Minority Psychology</i> .
2011-2019	Member of Assessment Committee, Seattle Pacific Univ.
2009-present	Reviewer of submissions to the <i>Society of Industrial-Organizational Psychology's</i> annual conference.
2010-2018	Volunteer mentor at the <i>Society of Industrial-Organizational Psychology's</i> annual conference.
2014	SPFC representative on Faculty Council, Seattle Pacific Univ.
2008-2009	Member of Institutional Review Board at <i>Andrews University</i>

Professional Development

Attended [Academics for Black Survival and Wellness](#) workshop. (June 19-25, 2020)

Attended [Stats Camp](#), sponsored at the time by the University of Kansas in Lawrence, KS. Topic: Introduction to R. (May 22-26, 2017)

Attended [Stats Camp](#), sponsored at the time by the University of Kansas in Lawrence, KS. Topic: Multilevel Modeling Methods. (June 2-6, 2014)

Attended a week-long workshop titled *Structural Equation Modeling: SEM and AMOS* presented by James Gaskin at [Brigham Young University](#) (July, 2013)

Attended workshop titled *Multilevel Research: Theoretical Foundations, Research Design, and Analysis* presented by John Mathieu & Gilad Chen at [SIOP](#) (April 12, 2013).

Attended [Stats Camp](#), sponsored at the time by the University of Kansas in Lawrence, KS. Topic: Modern Missing Data Methods. (June 11-15, 2012)

Attended workshop titled *The Science and Practice of Workplace Mentoring Relationships* presented by Tammy Allen & Lillian Eby at [SIOP](#) (April 27, 2012).

Attended the annual [Conference for the Scholarship of Teaching and Learning](#), at Indiana University, South Bend. Theme: *Teaching Well with Technology*. (April 3rd, 2009).

Attended the annual [InterAction](#) Conferences in 2008 and 2009. [InterAction](#) is a coalition of government and non-government organizations involved in economic development, disaster relief, and human rights advocacy around the world.

Audited course titled *Program Planning, Budgeting, and Grant Writing Workshop* held at [Andrews University](#). (May 4-7, 2009).

Awards

2005	First Place Social Science Paper & Presentation. University of Central Florida's 2nd Annual Graduate Forum.
2006	Recipient of University of Central Florida Psychology Department-nominated scholarship.
2007	Award for best poster at the 2008 Annual Society for Industrial and Organizational Psychology conference held in San Francisco, CA.