

Ahleah Miles, Ph.D.

CURRICULUM VITAE

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RESEARCH INTERESTS

career decision-making and development; psychology of technology at work; precarious and nontraditional work; meta-science

EDUCATION

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|------|--|
| 2024 | Ph.D., The George Washington University
Major: Industrial/Organizational Psychology |
| 2020 | M.A., The George Washington University
Major: Industrial/Organizational Psychology |
| 2016 | B.A., West Chester University of Pennsylvania
Major: Psychology; Minor: Communication Studies; Honors College |

ACADEMIC APPOINTMENTS

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| 2026 - present | Assistant Professor, School of Human Resources and Labor Relations |
| 2024 - 2026 | Dean's Research Associate, School of Human Resources and Labor Relations
Michigan State University |
| Fall 2021 | Lecturer, Department of Organizational Sciences and Communication
The George Washington University |

PUBLICATIONS

Peer-Reviewed Journal Articles

- Miles, A. F.**, Johnson, G. L., Barrita, A. M. (2026) From science to policy: Mapping the workplace DEI scholarship cited in public policy. *Conditional Acceptance: Industrial and Organizational Psychology (Empirical Special Issue)*.
- Miles, A. F.**, Blachly, B. D., Tapia, M., & Rho, H. (2026). Advancing I-O's engagement with labor through institutionally supported interdisciplinarity. *Industrial and Organizational Psychology*. <https://doi.org/10.1017/iop.2026.10079>
- Hou, D. X., Tracy, M., Pitcher, B. D., Blachly, B. D., **Miles, A. F.**, & Behrend, T. S. (2026). From virtual sparks to reality: How virtual reality exposure influences skill learning intentions. *Technology, Mind, and Behavior*, 7(1). <https://doi.org/10.1037/tmb0000186>
Selected for American Psychological Association Editor's Choice
- Ravid, D. M., White, J. C., Tomczak, D. L., **Miles, A. F.** & Behrend, T., S. (2023). A meta-analysis of the effects of electronic performance monitoring on work outcomes. *Personnel Psychology*. <https://doi.org/10.1111/peps.12514>
- Pitcher, B., **Miles, A. F.**, Mancarella, P. J., & Behrend, T. S. (2022). Socioeconomic and job status differences in the experience of perceived unacceptable electronic performance monitoring. *Technology, Mind, and Behavior*, 3(3). <https://doi.org/10.1037/tmb0000090>

Auer, E. M.*, Behrend, T. S.*, Collmus, A. B.*, Landers, R. N.*, & **Miles, A. F.*** (2021). Pay for performance, satisfaction and retention in longitudinal crowdsourced research. *PLoS ONE*, 16(1). <https://doi.org/10.1371/journal.pone.0245460> (*equal contribution)

Book Chapters

Miles, A. F., Huang, R., Shi, J., & Behrend, T. S. (forthcoming). Predicting and preparing for AI and the future of work. In L. Tay, S. Woo, & A. Chekili (Eds.), *AI and the Future of Work: Insights from Organizational Psychology and Beyond*. Wiley.

Crawford, A., Toaddy, S., Crentsil, J.*, Hernandez, J.*, Hohmann, S.*, **Miles, A. F.***, Roman, J. R.*, & Tuason, J.* (2023). The jobless future and a world without paid work? In S. C. Carr, V. Hopner, D. J. Hodgetts, & M. Young (Eds.), *Tackling Precarious Work: Toward Sustainable Livelihoods. SIOP Organizational Frontiers Series*, Routledge. (*equal contribution)

ARTICLE MANUSCRIPTS IN PROGRESS

Under Review/Revision

Miles, A. F., Tomczak, D. L., Blachly, B. D., White, J. C., & Behrend, T. S. Applicant reactions to algorithmic decision-making in selection: An integrative framework and meta-analytic test of procedural characteristics. *Revise and Resubmit*.

Miles, A. F. & Behrend, T.S. Specific fit feedback affects academic choice and performance. *Under Review*.

Other Manuscripts in Progress

Blachly, B. D., **Miles, A. F.**, Dang, L., Huey, L., & Behrend, T.S. [Gender and AI feedback]. *Data Collected, Manuscript in progress*.

Miles, A. F., Pitcher, B., & Behrend, T. S. [Skills]. *Manuscript in progress*.

Ravid, D. M., **Miles, A. F.**, & Bazzucchi, E. [Privacy review]. *Data analysis in progress*.

PRESENTATIONS

Peer-Reviewed Conferences

Miles, A. F., Tomczak, D. L., Blachly, B. D., White, J. C., & Behrend, T. S. (2026, April). Applicant reactions to algorithmic decision-making in selection: An integrative framework and meta-analytic test of procedural characteristics. In E. P. Shultz (Co-Chair), C. Malloy (Co-Chair), & J. Liff (Discussant), *Technology-mediated job interviews: Rethinking hiring in a hybrid world* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Miles, A. F. & Behrend, T. S. (2026, April). An integrated model of the effect of fit feedback on choice behaviors and academic outcomes. In L. Dang (Co-Chair) & K. Hoff (Co-Chair), *Guiding aligned career decisions: Assessment, feedback, and social context*. [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Miles, A. F. (Co-Chair), Jacobson Mikulis, C. (Co-Chair), Cho, S. (Facilitator), DeVita-Cochrane, C. (Facilitator), Fedorowicz, N. (Facilitator), Stone, F. (Facilitator), & Tomczak, D. (Facilitator). (2026, April). More than salary: Snapshot & historical trends in SIOP members' income and employment [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Miles, A. F., Koleda, L., & DeOrtentiis, P. S. (2025, April). Skill composition in the U.S. labor market: A latent profile analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.

- Miles, A.F.**, (Co-Chair), Salvas, A.L. (Co-Chair), DuBois, H.T., (Facilitator), Jaramillo, K. (Facilitator), Nault, E. (Facilitator), & Pyram, R. H. (Facilitator). (2025, April). Beyond the binary: Gender expansive careers research incubator [Alternative Session Type]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
- Miles, A. F.**, Perez, J., & Salvas, A.L. (2025, February). ‘Designing’ Inclusive Organizational Surveys: Best Practices for Data Collection, Analysis, and Visualization [Workshop]. Blacks in I/O Psychology Annual Conference, Baltimore, MD.
- Miles, A. F.**, Pitcher, B. D., & Behrend, T. S. (2024, April). Interdisciplinary perspectives on skills in the 21st century: A bibliometric analysis [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Tomczak, D. L., White, J. C., **Miles, A. F.**, Roper, Z., & Behrend, T. S. (2024, April). Applicant reactions to artificial intelligence in high stakes decision-making contexts: A meta-analysis and future research agenda. In A. Samo (Chair) & B. Jayatilleke (Discussant), *Human-Centered, Ethical, and Responsible Artificial Intelligence (HCER-AI) at Work: Insights from Psychological Research* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Miles, A. F.** (Co-Chair), Bulger, C. A. (Co-Chair), Blustein, D. L., & Glosenberg, A. (2023, August). Leveraging the Strengths of Vocational Psychology in I-O: Research, Pedagogy, and Practice [Critical Conversation]. Annual Convention of the American Psychological Association, Washington, DC.
- Miles, A. F.**, Salvas, A. L. (2023, March). Beyond checking the boxes: Advancing the measurement of identity through demographic questions in surveys of the GW community [Educational Workshop]. 8th Annual GW Diversity Summit: Toward a More Perfect Union: With Liberty, Justice & Civility for All, Washington, DC.
- Miles, A. F.** (2022, April). The road to a future without paid work is paved with interests. In Crawford, A. & Toaddy, S. (Co-Chairs). The work we’ve already done towards a jobless future [IGNITE! Session]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
- Rego, A., Kedda, N., **Miles, A. F.**, Subramani, D., Edouna Obama, L. B., & Croffoot, J. (2021, April). The status and future of artificial intelligence in ultrasound evaluation [Poster]. George Washington University Research Showcase, Washington, DC.
- Ravid, D. M., White, J. C., Tomczak, D. L., **Miles, A. F.**, & Behrend, T. S. (2020). A meta-analysis of the effects of digital surveillance of workers: A psychology focused approach [Paper]. Microsoft New Future of Work Symposium, Virtual.
- Arnold, G., White, J. C., **Miles, A. F.**, Behrend, T. S. (2019, May). Don’t we agree on that organization’s culture? Examining agreement of culture perceptions from organizations’ websites [Poster]. Annual Convention of the Association for Psychological Science, Washington, DC.
- Miles, A. F.**, Behrend, T. S. (2018, November). Defining incivility and its impact on universities [Poster]. 4th Annual Diversity Summit: Embracing Diversity and Inclusion at GW, Washington, DC.
- Miles, A. F.**, Costanza, D., Finkelstein, L., Wright, C., & Arnold, G. (2018, April). Does potential actually predict high potential? [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
- Tomczak, D., Willford, J., **Miles, A. F.**, Behrend, T., & Kosinski, M. (2017, April). Personality variability predicts information sharing: A large-scale field study [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL.
- Bet, J., **Miles, A. F.**, Patel, J., Kruger, N., & Bunk, J. (2015, March). It’s out of my control: Gender, locus of control, and workplace incivility [Poster]. Eastern Psychological Association Annual Meeting, Philadelphia, PA.

Invited Talks

- Miles, A. F.** (2025). Work Analysis and O*NET Data for Organizational Researchers [Invited Talk] Human Resources and Labor Relations PhD Seminar, Michigan State University, East Lansing, MI.
- Miles, A. F.** (2025). Career Assessment Feedback [Invited Presentation] Organizational Psychology Brownbag Series, Michigan State University, East Lansing, MI.
- Haider, S., Hays, N, & **Miles, A. F.** (2024, July 22). What makes a good research question? [Invited Panel] Future of Work Summer Research Incubator, Michigan State University, East Lansing, MI.
- Miles, A. F.** (2024, January 8). Best practices for administering surveys at GW. [Invited Presentation] Division for Student Affairs Professional Development Day, The George Washington University, Washington, DC.

RESEARCH EXPERIENCE

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| 2019 - 2024 | Project Lead, Workplace and Virtual Environments Research Lab, The George Washington University
<i>Provide research support through assistance with conceptualization of research projects, manuscript drafting and preparation, meta-analytic coding, data and reference management, and other efforts toward open science. Research topics include electronic performance monitoring, virtual reality and learning in STEM, career interests, and skills.</i>
Supervisor: Dr. Tara S. Behrend |
| 2016 - 2021 | Project Lead, Costanza Research Team
<i>Coordinated multiple research studies testing a theoretical model of personality characteristics indicative of potential that influence high potential designation in organizations and the moderating influence of non-potential indicators such as impression management, demographics, and similarity with supervisor.</i>
Supervisor: Dr. David Costanza |
| 2018 - 2021 | Graduate Research Assistant, Office of Survey Research and Analysis, The George Washington University
<i>Develop and administer surveys of the student body, faculty, and staff. Featured topics include first-year student experience, academic and personal impacts of COVID-19, student leadership, academic advising, and food insecurity. Conduct basic statistical analysis and present findings to key stakeholders. Maintain national standards for data collection and analysis for the National Survey of Student Engagement and the First Destination Survey of graduation outcomes.</i>
Supervisor: Kim Dam |
| 2018 | Research Assistant, Institute for Research on Innovation and Science
<i>Provided research assistance in the form of data management, coding, and analysis for research on organizational relationships within and among universities and national laboratories.</i>
Principal Investigator: Dr. Jonathan Mote |

2017 - 2018 Graduate Research Assistant, Office of Academic Planning and Assessment, The George Washington University
Worked on a project team to score and give feedback on a backlog of academic assessment reports for general education courses and academic programs in preparation for the Middle States Accreditation 10-year self-study. Developed and facilitated faculty workshops on learning outcomes assessment for institutional reporting and pedagogical improvement.
 Supervisor: Dr. Cheryl Beil

PROFESSIONAL/CONSULTING EXPERIENCE

2021 - 2024 Senior Survey Research Analyst, The George Washington University
Independently conduct surveys of the university population; merge results with student records to create and manage comprehensive databases; query data and generate reports; design visualizations and summarize data for use by senior leadership; supervise and train student employees on survey design, data cleaning, and analysis. Led the development, distribution, analysis, and reporting of an internal university-wide climate survey used for university strategic planning regarding diversity, equity, and inclusion.

2023 Accreditation Research Consultant, The George Washington University School of Medicine and Health Sciences
Developed internal survey results benchmarking tool for the Independent Student Analysis (ISA) portion of the medical school re-accreditation; independently coded over 300 open-ended comments; conducted statistical analyses of quantitative data to determine significant differences in medical school experience by class year; supported student committee in drafting results report.

2018 - 2020 Consultant, Behrend Consulting Group
Worked with organization to develop and validate assessments for job seekers.

2019 Consultant, The City of Alexandria Adult Learning Center
Developed a training needs analysis plan for adult education of residents.

2018 Human Resources Analyst Intern, Johns Hopkins University Applied Physics Laboratory
Led three task initiatives to conduct predictive validation research of characteristics mined from transcripts and resumes, developed a concurrent validation protocol for new selection assessment tools, and conducted a cohort analysis of lower-GPA high achievers using qualitative techniques.

2018 Executive Briefing Team Lead, Johns Hopkins University Applied Physics Laboratory
Developed recommendations for the selection of college hires in engineering fields for leadership and innovation competencies based on literature review and focus group findings.

TEACHING EXPERIENCE

- 2025 Instructor, School of Human Resources and Labor Relations
Michigan State University
Course: Research Methods and Analysis
- Fall 2021 Lecturer, Department of Organizational Sciences and Communication
The George Washington University
Course: Industrial/Organizational Psychology
- 2016-2018 Teaching Assistant, Department of Organizational Sciences and Communication
The George Washington University
Courses: Industrial/Organizational Psychology, Group Dynamics, Research Methods in Organizational Sciences, Senior Research Seminar

Research Supervision

- 2024-2025 Doctoral Researcher: Lauren Koleda (data preparation and analysis)
- 2022-2023 Postbaccalaureate Research Assistant Supervision: Zach Roper (literature coding)
- 2019 Undergraduate Research Assistant Supervision: Katelyn Wasson (literature coding, data visualization)
- 2019 Undergraduate Research Assistant Supervision: Rachel Brzozowski, Quinn Molner, Bailey Morris (literature search and content coding)
- 2018 Undergraduate Thesis Supervision: Romy David, Isa Sabogal, Sabrina Damaghi, Grant Kendall, Jarrod Silver, Ross Powers (content coding, questionnaire development, data preparation, statistical analysis, academic writing)
- 2017 Undergraduate Thesis Supervision: Jaehyung Kim, Alex Peters, Tali Epstein, Ian Blaustein, Alyssa McDaniel, Sean Tait (data preparation, statistical analysis, academic writing)

GRANTS, HONORS, AND AWARDS

- 2026 Top-rated Proposal
Selection/Assessment/Individual Differences Content Area Theme Track
SIOP Conference Program Committee
- 2025 Lowman-Richardson Consulting and I-O Psychology Research Grant
Project: Ethical Administration of Online Career Assessments: The Role of Feedback Specificity and Sign in the Absence of a Counselor
Amount: \$1,875
- 2021 Edward Alexander Bouchet Graduate Honor Society Inductee
- 2017 4th Place Winning Team, Annual Graduate Student Consulting Challenge, Personnel Testing Council of Metro Washington, DC (PTCMW)
- 2016 Donna Carney Service Award for sustained community service across 8 semesters, West Chester University of Pennsylvania Honors College
- 2016 Who's Who Among Students in American Colleges and Universities
- 2016 Lambda Pi Eta National Communication Studies Honor Society, Member
- 2014 Organizational Science Summer Institute Fellow, University of North Carolina-Charlotte
- 2014 Psi Chi International Honor Society in Psychology, Organizational Liaison
- 2014 Omicron Delta Kappa National Leadership Honor Society, Vice President
- 2012 Board of Governors Full Tuition Scholarship Recipient, West Chester University of Pennsylvania

SERVICE AND OUTREACH

Professional Associations

Society for Industrial/Organizational Psychology, Member (2016- present)

Institutional Research Committee Chair; 2024-2026

Institutional Research Committee Member; 2022-2024

Career Services Committee Member; 2021-2022

External Relations Committee Member; 2020-2021

Placement Center Volunteer; 2019

Committee on Ethnic Minority Affairs (CEMA) Member; 2018-present

Women's Inclusion Network (WIN) Member; 2018-present

Academy of Management, Member (2024- present)

Blacks in I/O Psychology, Member (2020- present)

Association for Institutional Research, Member (2023- 2024)

American Psychological Association, Student Member (2023- 2024)

Association for Psychological Science, Student Member (2018- 2024)

Personnel Testing Council of Metropolitan Washington, DC, Student Member (2016- 2024)

Michigan State University

Mentor, SSC Future of Work Summer Research Incubator (2024)

Working Group Participant, Ethics Institute AI Summit (2025)

George Washington University

Committee Member, Staff Council (2023-2024)

Lead, Climate Survey Analysis Team (2022-2023)

Co-chair, Research Discussion Series Committee (2018-2019)

Co-editor, Industrial-Organizational Psychology Newsletter (2017-2018)

Member, Black Graduate Student Association (2018- 2024)

Doctoral Student Admissions Team (2017)