

Statement of Research Interests

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I have completed two major human research studies in my tenure: (1) Reducing the Behavioral Excess Sometimes Associated with Video Gameplay; and (2) The Ability of Personality Type, Generation, and Gender to Predict Motivational Orientation within Working Adults. Both research studies centered around aspects of personality and motivation. My focus in these areas centers on the call to action across the various sects of psychology to investigate the now known link between these two constructs. Additionally, the motivation and engagement of employees has become an area of critical importance within the field of industrial-organizational psychology because of the shift from Generation X to Generation Y as the majority of working adults across all industries. More recently, the talent desert that has been created by historically low unemployment rates has further increased the criticality of retaining top talent.

Funding History and Potential

My funding history has been through the educational institution I was attending at the time. The potential funding opportunities I have identified include:

- Association for Talent Development (ATD)
- Applications for grants via known sources such as Grants.gov, SPIN, and COS

Requirements for Resources

At this time, the resources I would foresee needing are:

- Access to the latest version of SPSS software
- Access to undergraduate and graduate assistants to administer research and perform statistical analysis under my supervision

- Access to specific instruments identified to measure variables being studied
- Access to an extended library of peer-reviewed research through EBSCOHost or similar
- Access to other tenured professors for peer collaboration on research

Potential Research and Industrial Collaborations

I have established relationships across the Dallas-Fort Worth area in multiple industries because of my work with the Association for Talent Development (ATD) and professional collaborations with vendors. I have previously discussed opportunities for research with many of these contacts and have gained mutual interest in collaborations. Additionally, I am a member of multiple professional community groups that span across the United States and Canada.

Future Direction

My future direction for research centers on the need to develop our workforce to be “future-proof.” This will require research into areas such as:

- Strengthening collaboration between humans and machines
- Understanding the critical areas of learning that should be targeted via education for future workers in order to create a pipeline of workforce ready graduates
- Increasing diversity and inclusion systemically by identifying gaps in the talent pipeline that are creating barriers to entry for minorities in various industries

My approach to research is to deeply immerse myself in both the literature and community to ensure I gain a strong understanding of theory, key concepts, trends, and knowledge gaps.

Research is an opportunity to explore a hidden connection that could lead to an intervention option to help a group of people and fulfill the objectives of SIOP: applying science for a smarter workplace.