

Thomas J. Hodges, Ph.D.
Curriculum Vitae, 19 May 2025

ADDRESS

Full Name: Thomas J. Hodges; Preferred Name: Tommy, Tom; he/him
Email: thodges7@kennesaw.edu; Phone: +1 (470) 418-4810
Languages: English, Spanish (intermediate), Italian (intermediate), French (basic)
Data Science: R (advanced), Excel (intermediate), SQL (basic), Python (basic), Git (basic), NVivo (basic), SPSS (basic), Command Line (basic), LaTeX (basic), Stan (basic), Qualtrics (advanced), ChatGPT (basic)
Certifications: Alternatives to Violence Project (facilitator); Mental Health First Aider (basic)

EDUCATION

Ph.D. (2023)	International Conflict Management, Kennesaw State University,
M.A. (In Progress)	Work and Organizational Psychology and Human Resources, Universitat Jaume I
M.S.	International Policy Management, Kennesaw State University
B.A.	Political Science cum laude, Georgia State University

RESEARCH PUBLISHED

- Hodges, T.,** Manley, E., Bharwani, N., & Rodriguez, D.X. (2025). "Rethinking acculturation and military transition: An agenda for military-civilian biculturalism." *Target Journal: Journal of Veterans Studies*.
- Hodges, T. J.** (2024). "Seeking justice through moral injury: A review of the documentary film *What I Want You to Know*." *Peace Chronicle*.
- Bharwani, N.K., **Hodges, T.** & Lepadatu, D., & Rodriguez, D.X. (2024). "Just leader, no *lideresa*:" Female leadership in climate change mitigation and environmental sustainability. *Environmental Research: Climate*.
- Bharwani, N.K. & **Hodges, T.J.** (2024). "Becoming 'La Señorita de Inglés' in the U.S. Peace Corps: My Journey from Practitioner to Ph.D." *Journal of Community Engagement and Scholarship*.
- Hodges, T. J.,** Gomes, K. D., Foral, G. C., Colette, T. L., & Moore, B. A. (2024). "Unlocking SSM/V success: Welcoming student service members and veterans and supporting SSM/V experiences" *Journal of College Student Retention: Research, Theory and Practice*, 26(2), 422-444. <https://doi.org/10.1177/15210251221086851>
- Hodges, T. J.,** Sharma, S., Nicolas, D. S., & Moore, B. A. (2022). "Conflict resolution for the military: The potentials of Alternatives to Violence Project (AVP) to reduce violence among veterans and military families" *Aggression and Violent Behavior*, 66. <https://doi.org/10.1016/j.avb.2022.101736>

RESEARCH ACCEPTED

Channer, B., Schlenk, M., Sanchez-Cardona, I., Collette, T. L., Horan, K., Hess, C., **Hodges, T.J.**, & Moore, B. A. for the Center for the Advancement of Military and Emergency Services (AMES) Research. (in press). "Mental and occupational health of fire rescue personnel: A model for conducting organizational health assessments." *Van Hasselt & Black (Eds.), Advances in first responder mental health: Research, training, and practice*. Springer.

Hodges, T.J., Horan, K.A., Alicea, A. Trejo-Rivera, E., Vincent, S. R., Dubuisson, P., Moore, K., Channer, B., Hess, C. & Moore, B.A. (in press). "Building Trust in Employee Assistance Programs for Emergency Services Personnel: The Role of Trust in Employee Assistance Program Awareness, Usage, and Attitudes Among Police and Firefighters" *Van Hasselt & Black (Eds.), Advances in first responder mental health: Research, training, and practice*. Springer.

Hodges, T. J., Collette, T. L., & Moore, B. A. (in press). "Moral injury and identity: Examining moral injury as identity loss and identity change." *Traumatology*.

RESEARCH UNDER REVIEW

Moore, B.A., **Hodges, T. J.**, Channer, B., Collette, T.L. Sanchez-Cardona, I., Peterson, C., Horan, K.A., Hess, C. & Mysliwiec, V. (Under review). "Sleep health training for first responders: An unmet need." Target Journal: *Family and Community Health*.

Trejo-Rivera, E., Sánchez-Cardona, I., **Hodges, T. J.**, Horan, K., Collette, T. L., Moore, B. A., & Channer, B. (Under Review). "The influence of meaningful work on appraising job demands." Target Journal: *Journal of Management and Organization*.

RESEARCH IN PREPARATION

Hodges, T. J. & Moore, B. A. (In preparation). "Comparing reintegration by military identity: Clusters of military identity and post-service adjustment." Target Journal: *Self & Identity*.

Hodges, T. J., Collette, T. L., Horan, K., & Hess, C. (In preparation). "Screening bad survey data: A tutorial on screening invalid, careless, and inattentive survey responses." Target Journal: *Psychological Methods*.

Channer, B., **Hodges, T. J.**, Moore, B.A. (In preparation). "Training Police and Fire Services in Mental Health: Process and Evaluation of a New Mental Health Training for Public Safety Professionals." Target Journal: TBD.

Horan, K.A., **Hodges, T. J.**, Alicea, A., Dubuisson, P., Moore, K., Madanoglu, G., Channer, B., Collette, T., Sánchez-Cardona, I., Moore, B.A. (In preparation). Addressing alcohol misuse in public safety personnel: Preliminary evidence from an alcohol use and misuse training for police and fire personnel." Target Journal: TBD.

DRDI Students

Moral Injury, PTSD, and Psychosocial Functioning

SMRC Sub Group analysis

OHA Cohort

PCIS

MH 101 Cohort

PRESENTATIONS

- Hodges, T.J.**, Horan, K.A., Alicea, A. Trejo-Rivera, E., Vincent, S. R., Dubuisson, P., Moore, K., Channer, B., Hess, C. & Moore, B.A. (forthcoming). “The Role of Trust in Employee Assistance Programs for First Responders” Work, Stress, and Health Conference 2025. Seattle, Washington.
- Sánchez-Cardona, I., Peterson, C., Trejo-Rivera, E., Vera, M., **Hodges, T.**, Hess, C., Moore, K., Channer, B., Moore, B.A. (May 2025). Financial stress and work-family conflict in public safety: Role of perceived organizational support. *European Congress of Work and Organizational Psychology*. Prague, Czech Republic.
- Trejo-Rivera, E., Sánchez-Cardona, I., Vera, M., **Hodges, T. J.**, Moore, B.A., Collette, T., & Hess, C. (May 2025). Understanding the role of recovery and dysfunctional cognitions on burnout in public safety. *European Congress of Work and Organizational Psychology*. Prague, Czech Republic.
- Moore, B. A., Channer, B., Horan, K., & **Hodges, T.J.** (February 2025). *Evaluating suicidality: Examining risk and protective factors for Georgia’s veterans and families*. 2025 Suicide Prevention Conference. Peachtree City, Georgia.
- Hodges, T.J.**, Horan, K.A., Alicea, A. Trejo-Rivera, E., Vincent, S. R., Dubuisson, P., Moore, K., Channer, B., Hess, C. & Moore, B.A. (October 2024). “Building Trust in Employee Assistance Programs among first responders: Focus groups on EAPs with police and fire personnel” Georgia Sociological Association Annual Conference. Columbus, Georgia.
- Hodges, T.J.**, Horan, K.A., Alicea, A. Trejo-Rivera, E., Vincent, S. R., Dubuisson, P., Moore, K., Channer, B., Hess, C. & Moore, B.A. (October 2024). “Overcoming barriers to Employee Assistance Programs for public safety professionals.” 11th Circuit Crisis Response Conference. Forsyth, Georgia.
- Trejo-Rivera, E., Sánchez-Cardona, I., **Hodges, T.J.**, Horan, K., Collette, T.L., Moore, B.A., & Channer, B. (July 2024). “The influence of meaningful work on appraising job demands.” IX Congreso Regional de Sociedad Interamericana de Psicología. Perú.
- Hodges, T. J.** (June 2024). “Transitioning identities from the military to civilian life.” Let’s Connect Summit Conference. Pine Mountain Georgia.
- Hodges, T.J.**, Horan, K.A., Alicea, A. Trejo-Rivera, E., Vincent, S. R., Dubuisson, P. Moore, K., Channer, B., Hess, C. & Moore, B.A. (August 2024). “Employee Assistance Programs for first responders.” Georgia Injury Prevention Advisory Council. Online.

- Hodges, T. J.** (November 2023). "Moral injury and military reintegration: The role of identity dissonance in a survey of United States military veterans." Georgia Sociological Association Annual Conference, Augusta, Georgia.
- Bharwani, N.K., **Hodges, T.** & Lepadatu, D., & Rodriguez, D.X. (September 2023). "'Just leader, no *lideresa*.' Female leadership in climate change mitigation and environmental sustainability." Southeastern American Studies Association Biannual Conference, Atlanta Georgia.
- Hess, C., Horan, K., Moore, B.A. (May 2023). "Using research to enhance the practice of suicide prevention." **Hodges, T.J.**, Panel Moderator. Let's Connect Summit Conference. Kennesaw, Georgia, Public.
- Gomes, K. D., **Hodges, T.**, Moore, K., Channer, B., & Moore, B. A. (April 2023) "Profiles of Resilience: Examining the Stories of First Responder and Military Families." Kennesaw State University Symposium of Student Scholars, Kennesaw, Georgia.
- Hodges, T. J.** (November 2022). "Lies, Damn Lies, and Grad School in the McWorld: An Autoethnography." Georgia Sociological Association Annual Conference, Pine Mountain, Georgia.
- Hodges, T. J. "Role of grassroots workers in bringing peace to local communities" *Art of Conflict Transformation Speaker Series*. Peace360. Online.

POSTER PRESENTATIONS

- Berie, B., Adeboye, T., Collette, T. L., **Hodges, T. J.** (April 2025). Military-civilian identity as a moderator: Social support and moral injury during veteran transition. Spring 2025 Symposium of Student Scholars. Kennesaw State University, Kennesaw, Georgia.
- Adeboye, T., Berie, B., Collette, T. L., **Hodges, T. J.** (April 2025). Evaluating dual identities and somatic stress during veteran reintegration. Spring 2025 Symposium of Student Scholars. Kennesaw State University, Kennesaw, Georgia.
- Trejo-Rivera, E., Martinez, D., & **Hodges, T.J.** (November 2024). Identifying the discouraged workforce: A dual model analysis with logistic regression and random forest. Poster presentation at the *Fall 2024 Kennesaw State University's Analytics Day*, Kennesaw, Georgia.
- Hodges, T. J.**, Collette, T. L., & Moore, B. A. (October 2024). "Moral injury and military-to-civilian identity transition: Moral injury associated with identity dissonance but not identity loss." 9th annual STRONG STAR Combat PTSD Conference. San Antonio, Texas.
- Hodges, T. J.** & Moore, B.A. (May 2024). "Comparing reintegration by military identity: Military identity and post-service adjustment." Atlanta Veterans Affairs. VA Research Day.
- Hodges, T. J.**, Gomes, K. D., Foral, G. C., Collette, T. L., Moore, B. A. (October 2021). "Unlocking SSM/V success: Welcoming and supporting student service members and

veterans.” 6th annual STRONG STAR Combat PTSD Conference. San Antonio, Texas. Online.

Hodges, T. J., Nicolas, D. S., Sharma, S., Moore, B. A. (October 2021). “Conflict resolution workshops for service members and their families: The potentials of Alternatives to Violence Project (AVP) to address military domestic violence.” 6th annual STRONG STAR Combat PTSD Conference. San Antonio, Texas. Online.

TECHNICAL REPORTS

Hodges, T.J., Horan, K.A., Trejo-Rivera, E., & Moore, B.A. (2024). “Improving Employee Assistance Programs for Georgia’s first responders: Recommendations from focus groups with police and fire agencies.” Report for Georgia Department of Public Health Injury Prevention Program, Suicide Reduction Initiative.

Dilling, E., Marsil, D.F., & **Hodges, T.J.** (2023). “Evaluation Report: Palmetto Pathfinder Program.” Report for South Carolina Department of Veterans’ Affairs.

Hodges, T. J., Reinagel, T., Sánchez-Cardona, I., Gomes, K.D., & Moore, B.A. (2022). “Georgia state veterans homes needs assessment.” Report for Georgia Department of Veterans Services.

INSTRUCTION

Instructor of Record

Spring 2023 Instructor of Record, PAX 1102 Understanding Peace and Conflict, Kennesaw State University

Psychology Instruction

Oct 10, 2023 Guest Lecturer, PYSC 3355 Intercultural Psychology, “Culture and Cognition,” Kennesaw State University

Feb 23, 2023 Guest Lecturer, PYSC 3355 Intercultural Psychology, “Masculinity and Femininity,” Kennesaw State University

Conflict Resolution Training and Facilitation

Apr 8-10, 2025 Trainer, Three Tools for Conflict Management. AMES Research Center training for Cartersville Fire Department.

Sep 24, 2024 Trainer, Three Tools for Conflict Management. AMES Research Center training for Smyrna Police Department.

Mar 27, 2024 Facilitator, Managing Conflicts Effectively: Three Tools for Conflict Resolution. AMES Research Center training for AboutFace-USA (Online).

Feb 7 & 8, 2024	Guest Lecturer, PAX 1102 Understanding Peace and Conflict, “Trauma and Identity in Post-Conflict Reintegration,” Kennesaw State University
Sep 6, 2023	Guest Lecturer, SW 7701 Social Work Practice I, “Conflict Resolution for Social Workers,” Kennesaw State University
May 17-19, 2023	Instructor and Course Designer, “Implementing Effective Communication,” Training for City of South Fulton Fire Rescue Department, Atlanta, Georgia
May 11, 2023	Instructor and Course Designer, “Conflict Resolution Skills Workshop,” Training for AMES Research Center, Kennesaw
Mar 23, 2022	Facilitator, “Mini Workshop for CARE International Global Resource Team,” (Online), Alternatives to Violence Project, Atlanta
Feb 2022	Lead Facilitator, “Advanced Workshop (Online),” Alternatives to Violence Project, Atlanta
Jun 2021	Lead Facilitator, “Basic Workshop (Online),” Alternatives to Violence Project, Atlanta, Georgia
Mar 3, 2021	Facilitator, “Mini Workshop for Atlanta Friends Meeting,” Alternatives to Violence Project, Atlanta, Georgia
Sep 2020	Facilitator, “Basic Workshop,” Alternatives to Violence Project, Atlanta

Statistics and Methodology Instruction

Jan 27, 2025	Guest Lecturer, PYSC 2500 Research Methods, “Academic Publishing” and “APA Style,” Kennesaw State University
Feb 19, 2024	Guest Lecturer, PYSC 2500 Research Methods, “Style for academic writing,” Kennesaw State University
Jan 29, 2024	Guest Lecturer, PYSC 2500 Research Methods, “Academic publishing,” Kennesaw State University
Apr 25, 2023	“The great statistics bake off: Analytics across platforms.” <i>You Can Measure Anything: The Conference</i> . Alla Breve Consulting. Online.
Apr 10, 2023	Guest Lecturer, PYSC 2500 Research Methods in Psychology, “Single-subject Case Study Designs,” Kennesaw State University
Oct 5, 2022	Guest Lecturer, PYSC 3000 Statistical Applications in Psychology, “Regression Analysis,” Kennesaw State University
Apr 22, 2022	Guest Lecturer, PYSC 2500 Research Methods, “Statistics for Research,” Kennesaw State University
Apr 8, 2022	Guest Lecturer, PYSC 2500 Research Methods in Psychology, “Citing References for Research,” Kennesaw State University

Statistics and Methodology Instruction (continued)

Feb 4, 2022	Guest Lecturer, PYSC 2500 Research Methods in Psychology, “How to Read a Scientific Journal Article,” Kennesaw State University
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Feb 9, 2021 Guest Lecturer, PYSC 2500 Research Methods in Psychology, “How to Read a Scientific Journal Article,” Kennesaw State University

Curriculum Development

Spring 2024 Designer. “Effective communication using ‘I’-messages.” Chet Austin Teen Leadership Academy, Kennesaw State University

Pedagogical Training

Spring 2023 GRAD 9001 Introduction to Scholarly Teaching and Learning, Kennesaw State University

Fall 2021 Certificate, Introduction to Scholarly Teaching and Learning, Kennesaw State University

Spring 2021 Certificate, Introduction to Scholarly Teaching and Learning, Kennesaw State University

MENTORSHIP

2024 – Present	Adrian Alicea, Undergraduate Research Assistant
2023 – Present	Sophie Vincent, Undergraduate Research Assistant
2023 – Present	Edwin Trejo-Rivera, Undergraduate Research Assistant
2023 – Present	Jaxson Schickler, Undergraduate student
2022 – Present	Nilofer Bharwani, Graduate student
2023 – Present	Cathia Moon, Graduate student
2023 – Present	Osebhahiem Okooboh, graduate student
2022 – 2024	Bright Bansah, graduate student
2024	Teni-Ola Ogungobi, graduate student
2021 – 2023	Michael Schlenk, Undergraduate Research Assistant
2021 – 2023	Kimberly Gomes, Undergraduate Research Assistant
2021 – 2022	Geno Foral, Undergraduate Research Assistant
2021 – 2022	Javier Palacios, Undergraduate Research Assistant

PROFESSIONAL EXPERIENCE

2023 – 2024	Postdoctoral Fellow, Center for the Advancement of Military and Emergency Services Research, Kennesaw State University
2022 – 2023	Research Analyst, Alla Breve Consulting, Inc., Rochester, New York
2022 – 2023	Graduate Research Assistant, Center for the Advancement of Military and Emergency Services Research, Kennesaw State University
2021 – 2022	Graduate Research Assistant, Psychological Science, Kennesaw State University

2019	Summer Research Analyst, Egon Zehnder, Atlanta, Georgia
2019	Graduate Research Assistant, Government and International Affairs, Atlanta, Georgia
2018	Knowledge Management Intern, eThekweni Municipal Institute of Learning, Durban, South Africa
2017 – 2018	Business Development Coordinator, EVS Translations USA, Inc., Atlanta, Georgia
2015 – 2017	Assistant Non-Profit Coordinator, Levy Restaurants, LLC, Atlanta, Georgia

SERVICE

2025 – Present	Reviewer, Journal of Management & Organization
2025	Consultant, Outer Circle Foundation 501c3
2025	Consultant, Ignite Hope 501c3
2024 – Present	Reviewer, Journal of Veterans Studies
2024 – Present	Secretary, Self-Actualization for Refugee Women, Inc.
2024 – Present	Review Editor, Kilsah Consulting
2024 – Present	Reviewer, Mukoli: The Magazine for Peace
2022 – Present	Reviewer, Journal of College Student Retention: Research, Theory and Practice
2022	Production Editor, Zanj: Journal of Critical Global South Studies, Vol. 6(1)
2019 – Present	Member, Steering Committee, Alternatives to Violence Project of Georgia
2017 – 2019	Personal Finance Tutor, Junior Achievement of Georgia
2016 – 2017	English Foreign Language Tutor, Global Village Project, Decatur, Georgia

FUNDING

Not funded	“Developing best practices for opioid abuse interventions and destigmatizing use of available substance abuse counselors in first responder and public safety agencies.” Georgia Opioid Trust. Performance Period: 01/01/2025 - 12/31/2026. \$489,212.
Nov 2023 – 2024	Postdoctoral Fellow, Centers for Disease Control and Prevention. “Comprehensive Suicide Prevention Program.” PI: B.A. Moore. Total Amount: \$5,000,000.
Sep 2024 – 2025	Co-I. Expansion of the Georgia Suicide Mortality Review Boards: A Focus on Veterans. Department of Veterans Affairs. P.I. Patricia Ross: Georgia

Department of Veterans Service; Co-PI: Brian Moore, AMES Center. Total Amount: \$513,000.

Jul – Dec 2022 Project Manager, “Needs Assessment: Georgia Department of Veterans Service Veteran’s Home Study.” PI: B.A. Moore. Total Amount: \$24,981.27.

AWARDS

2024	“Starfish” Community Service Award, Georgia Department of Veterans Services, Awarded to the Center for the Advancement of Military and Emergency Services Research.
2024	3 rd Place, Best Poster, Kennesaw State University Analytics Day
2024	Best Poster, Health Services Category. Atlanta VA Research Day
2024	Outstanding Scholar Award, Ph.D. International Conflict Management, Kennesaw State University
2023	1 st Place, Graduate Student Paper Competition, Georgia Sociological Association
2022	2 nd Place, Graduate Student Paper Competition, Georgia Sociological Association
2019	Outstanding Student, M.S. International Policy Management, Kennesaw State University
2019	Global Engagement Certificate with Honors, Kennesaw State University