

**Thomas J. Hodges, Ph.D.**  
Curriculum Vitae, 3 September 2025

**ADDRESS**

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Full Name: Thomas J. Hodges; Preferred Name: Tommy, Tom; he/him  
Email: [thodges7@kennesaw.edu](mailto: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)  
Certifications: Alternatives to Violence Project (facilitator); Mental Health First Aider (basic)

**EDUCATION**

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Ph.D.	International Conflict Management, Kennesaw State University
M.A.	Work and Organizational Psychology, Universitat Jaume I
M.S.	International Policy Management, Kennesaw State University
B.A.	Political Science cum laude, Georgia State University

**RESEARCH PUBLISHED**

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**Hodges, T.,** Manley, E., Bharwani, N., & Rodriguez, D.X. (2025). "Rethinking acculturation and military transition: An agenda for military-civilian biculturalism." *Journal of Veterans Studies*. DOI: 10.21061/jvs.v11i1.678

**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*. DOI: 10.1088/2752-5295/ad6a7a

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*. DOI: 10.54656/jces.v17i3.672

**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 IN PRESS

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- 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*.
- Moore, B. A., Hess, C., Gomes, K. D., Collette, T. L., Horan, K., Channer, B., Hodges, T., Moore, K. E., Ross, P. M., & Sanchez-Cardona, I. (in press). An evaluation of the impact of social determinants of health in military reservists. *Military Psychology*.

## RESEARCH UNDER REVIEW

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- 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*.
- Horan, K.A., **Hodges, T. J.**, Alicea, A., Dubuisson, P., Moore, K., Madanoglu, G., Channer, B., Collette, T., Sánchez-Cardona, I., Moore, B.A. (Under review). Addressing alcohol misuse in public safety personnel: Preliminary evidence from an alcohol use and misuse training for police and fire personnel." Target Journal: *Substance Use and Misuse*.
- Moore, B. A., **Hodges, T. J.**, Horan, K.A., Channer, B., Collette, T.L., Cameron, W., Hess, C., Skidmore, E., Horne, W., Collins, S., Sánchez-Cadona, I., for the Center for the Advancement of Military and Emergency Services (AMES) Research. (Under review). "Trauma Retreats: An Evaluation of Dysfunction and Recovery Cognitions in First Responders attending a Post Critical Incident Seminar." Target Journal: *Journal of Community & Applied Social Psychology*.

## RESEARCH IN PREPARATION

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- 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.** (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.
- Hodges, T. J.**, Trejo-Rivera, E., Collette, T.L. Moore, B. A. (in preparation). “Predicting the Harm of Military Trauma on Functioning: Bayesian Models of Moral Injury and PTSD Related Psychosocial Functioning.” Target Journal: TBD.
- Hodges, T. J.**, Moore, B. A., Lerner, I. (in preparation). “Managing Academic Stress with Resiliency Cognitions: Recovery Cognitions at Start of Semester Predict End of Semester Depression.” Target Journal: Journal of College Student Development.
- Hodges, T. J.**, Collette, T.L. Moore, B. A. (in preparation). “Addressing First Responder Mental Health: Results from Two Years of Organizational Health Assessments” Target Journals: TBD.

## PRESENTATIONS

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- 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.
- Hodges, T.J.** (10 June 2025). “Constructive conflict management for suicide prevention.” Let’s Connect Summit. Savannah, Georgia.
- Hodges, T.J.** (10 June 2025). “Understanding moral injury for suicide prevention.” Let’s Connect Summit. Savannah, Georgia.
- 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.** (February 2025). "Grant writing for nonprofits." Nonprofit Summit, Spaulding County Chamber of Commerce. Dallas, 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." 11<sup>th</sup> 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. Arequipa, 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.** (October 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.** (August 2021). "Role of grassroots workers in bringing peace to local communities" *Art of Conflict Transformation Speaker Series*. Peace360. Online.

## POSTER PRESENTATIONS

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- Hodges, T.J.**, Trejo-Rivera, E., Collette, T. L., & Moore, B. A. (August 2025). "Quantifying the harm of military-related trauma on psychosocial functioning." Atlanta VA Research Symposium, Atlanta, Georgia.
- 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

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- 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**

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### **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**

Aug 9-10, 2025      Instructor and Course Designer, Constructive Conflict Management. Training  
for US Army Reserve 321<sup>st</sup> Military Intelligence Battalion.  
Apr 8-10, 2025      Instructor and Course Designer, Three Tools for Conflict Management. AMES  
Research Center training for Cartersville Fire Department.  
Sep 24, 2024      Instructor and Course Designer, Three Tools for Conflict Management. AMES  
Research Center training for Smyrna Police Department.  
Mar 27, 2024      Instructor and Course Designer, 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

### **Psychology Statistics and Methodology Instruction**

Sep 3, 2025	Guest Lecturer, PYSC 4100 Advanced Laboratory in Psychological Science, "How to Read a Journal Article," Kennesaw State University
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
Feb 4, 2022	Guest Lecturer, PYSC 2500 Research Methods in Psychology, "How to Read a Scientific Journal Article," Kennesaw State University
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
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### **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	Jaxson Schickler, Undergraduate student
2022 – Present	Nilofer Bharwani, Graduate student
2023 – Present	Osebhahiem Okooboh, graduate student
2023 – 2025	Edwin Trejo-Rivera, Undergraduate Research Assistant
2023 – 2025	Cathia Moon, 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**


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2024 – Present	Senior Research Associate, Center for the Advancement of Military and Emergency Services Research, Kennesaw State University
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, eThekwini 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**


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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

**AWARDS**


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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 <sup>rd</sup> 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 <sup>st</sup> Place, Graduate Student Paper Competition, Georgia Sociological Association
2022	2 <sup>nd</sup> 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

## **FUNDING**

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- Under review      “Organizational Health and Wellness in Cobb County Police Department: A Strategy to Mitigate Opioid-Related Harm.” Georgia Opioid Trust. Performance Period: 01/01/2026 - 12/31/2027. \$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-Investigator, 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.