

# **Comila Shahani-Denning**

**Professor of Psychology; Director, M.A. Program in Industrial-Organizational Psychology at Hofstra University**

Hempstead, NY, US

Expert in workplace issues and behavior, hiring practices, leadership development, human resource management

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## **Biography**

Comila Shahani-Denning, Ph.D. is a professor of psychology and the director of the M.A. program in Industrial and Organizational Psychology at Hofstra University. Her research expertise focuses on employee selection, specifically how social media enhances or hinders recruitment and hiring. She also has conducted research on the effect of physical attractiveness and gender on hiring decisions. In addition, Dr. Shahani-Denning has examined cross-cultural differences in hiring and recruiting practices. She serves on the Executive Board of METRO (Metropolitan Association for Applied Psychologists), is a member of the Executive Board of COSI (Community of Organizational Sciences in India), and has served as adjunct professor of psychology at Renmin University, Beijing. Dr. Shahani-Denning has worked as a consultant for more than 20 years for organizations including: APT Metrics, Prometric, AT&T, Case Corporation, Long Island Board of Realtors, Mineola Youth and Family Services, Pass & Seymour, Rx Maxwell, St. Francis Hospital, and Thomas Cook .

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## **Industry Expertise**

Professional Training and Coaching, Social Media, Research, Human Resources

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## **Areas of Expertise**

Use of Social Media in Hiring, Office Politics, Workplace Communication, Psychology, Public Speaking, Organizational Development, Leadership Development, Workplace Behavior, Human Resource Development, Workplace Civility, Sexual Harrassment in the Workplace

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## **Affiliations**

Treasurer: METRO New York Metropolitan Association of Applied Psychology, Member, Executive Board, COSI (Community of Organizational Sciences in India)

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## **Education**

**Rice University**

PhD Psychology

**Rice University**

Masters Pyschology

**St. Xavier University**

Bachelors Psychology

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