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His public sector experience includes stints as a White House intern during the Carter administration and as a researcher/manager in the Federal Aviation Administration (FAA). In the private sector, Alan was a human resources director in the financial services sector.

As a professor, Alan has consulted with public sector organizations at the local, state, and federal levels and with private sector organizations ranging from small professional firms and family-owned businesses to multi-national banks, international airlines, and multi-national telecommunications companies.

A Fellow of the American Psychological Association, Association for Psychological Science, and Society for Industrial and Organizational Psychology, Alan has authored over 200 journal articles and professional papers. He is currently and has been on the editorial boards of several academic journals (e.g., *Leadership Quarterly*).