

Katherine M. Ryan, M.A.

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EDUCATION

George Mason University, Fairfax, VA
I/O Doctoral Program (Ph.D., expected May 2010)
GPA in Major: 3.94/4.0

University of Notre Dame, South Bend, IN
Bachelor of Arts, May 2005
Double Major: Psychology and Spanish, Minor in Anthropology
GPA: Psychology 3.9/4.0 Spanish 3.8/4.0 Cumulative 3.5/4.0

Centro de Estudios Internacionales: Fundación Ortega y Gasset, Toledo, Spain
Semester of study abroad, Spring 2004

TEACHING/ADVISING EXPERIENCE

Laboratory Instructor, George Mason University; Fall 2005, Spring 2006, Fall 2006

- Designed and taught the first integrated laboratory section of PSY300/301 linked course (Fall '05).
- Created and presented weekly lectures and facilitated class discussion.
- Prepared teaching materials and homework assignments.
- Supervised class experiments, corrected papers/exams, and managed student grades.
- Awarded "Graduated Graduate Student Teaching Assistant of the Year 2005-2006."

Undergraduate Advisor, George Mason University; Fall 2005, Spring 2006

- Advised George Mason University undergraduates with psychology majors and minors.
- Assisted students in planning future coursework and possible vocations.
- Counseled undergraduates regarding potential graduate school careers.

LEADERSHIP EXPERIENCE

Treasurer, I/O Psychology Student Association (IOPSA), George Mason University; 2006-2007

- Planned the IOPSA budget for the year.
- Established budget and organized logistics for academic and social events.
- Communicate and collaborate with representatives from multiple university departments.

Chair, Distinguished Alumni Award Committee, IOPSA, George Mason University; 2006-2007.

- Solicited IOPSA membership for nominations of alumni deserving recognition for their accomplishments and contributions to George Mason University's I/O program.
- Communicated with faculty, alumni and current students to collect information on each nominee's personal and professional accomplishments.
- Designed and implemented a rating system to fairly evaluate each nominee's qualifications and determine a winner.

Program Development Committee member, IOOB Graduate Student Conference; 2006

- Planned national graduate student conference and designed the conference program.
- Solicited conference sponsors and recruited guest speakers.

Co-President, Farley Hall, University of Notre Dame; 2003-2004

- Elected to organize academic, social, spiritual, multi-cultural and community service activities for a residence hall of 244 undergraduate women.
- Managed hall budget and facilitated both hall and charity fundraisers.
- Worked closely with in-hall committees and University administrators to coordinate both hall and campus-wide events.
- Created two new Farley Hall annual signature events.
- Selected and supervised 45 commissioners for hall council, and facilitated weekly meetings.

RESEARCH EXPERIENCE

Workplace Diversity, Dr. Eden King, George Mason University; Aug 2006 – present

- Actively participate in research development and design.
- Develop survey items and experimental records to assess constructs of interest.
- Analyze and present data on workplace gender diversity for publication submission.

Occupational Health Psychology, Dr. Lois Tetrick, George Mason University, Aug 2005-present

- Actively participate in research development and design.
- Review literature and develop models for testing research hypotheses
- Analyze archival data regarding work-family issues for publication submission.

Leadership and Teams, Dr. Steve Zaccaro, George Mason University; Aug 2005-present

- Design and implement a laboratory experiment as a paid GRA.
- Responsible for collecting and managing experimental data.
- Train and supervise research assistants in the collection of data in laboratory experiments.
- Perform data analysis using SPSS to test research hypotheses.
- Authored a paper presented at the annual meeting of Interdisciplinary Network for Group Research 2007 Conference.
- First author of a paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology 2008.

Cognitive Psychology, Dr. G.A. Radvansky, University of Notre Dame; Aug 2004- May 2005

- Collected data in a laboratory setting.
- Performed data analysis using SYSTAT.
- Evaluated and redesigned research experiments as part of a team in weekly lab meetings.

CONFERENCE PRESENTATIONS

Ryan, K.M., Gulick, L.M.V., Nelson, J.K., Zaccaro, S.J., Ely, K., Herman, J.L., & Heinen, B.A. (2008). *Adaptive training interventions and collective efficacy in novel performance environments*. Paper submitted for presentation at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), San Francisco, CA.

Ryan, K.M. (2007) *Collective efficacy and the role of the leader in adaptive performance*. Paper to be presented at the Interdisciplinary Network for Group Research 2007 Conference (IN Group), Lansing, MI.

Ryan, K.M. (2006). *Group efficacy: Defining and measuring a dynamic construct*. Poster presented at the Industrial/Organizational & Organizational Behavior Conference (IOOB), Fairfax, VA.

Heinen, B. A., Zaccaro, S. J., Shuffler, M. L., Nelson, J. K., Smith, K., & Ryan, K. M. (2006). *Stimulus variety as a learning principle that fosters adaptive performance*. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology (SIOP), New York, NY.

BROAD TOPICS OF RESEARCH INTEREST IN I/O PSYCHOLOGY

- Diversity and Women's Issues in the Workplace
- Work/Family Conflict
- Leadership and Training
- Adaptability
- Entitlement

I/O RELEVANT KNOWLEDGE, SKILLS AND ABILITIES

- Knowledge of measurement, selection, job analyses, validation and training.
- Knowledge of organizational theory, models of leadership and motivation
- Knowledge of univariate statistics, regression analyses and multivariate statistics.
- Knowledge of group dynamics theory and small group behavior.
- Proficient with SPSS, Excel, Word and PowerPoint.
- Ability to develop research questions and select appropriate measurement designs and analyses.
- Ability to coordinate research and manage confederates and participants.
- Ability to analyze data to test research hypotheses.

GRADUATE COURSES

Survey of Industrial Psychology	Industrial and Personnel Testing
Survey of Org Psych	Advanced Statistics & Research Methods I
Social Bases of Behavior	Advanced Statistics & Research Methods II
Small Group Behavior	Quantitative Methods III
Quantitative Methods IV	Personnel Selection
Cognitive Psychology	Leadership
Occupational Health Psychology	

STUDENT/PROFESSIONAL ORGANIZATIONS

- Student Affiliate-Society for Industrial and Organizational Psychology
- Student Affiliate-Academy of Management
- Student Member Society for Human Resource Management (SHRM)
- George Mason University's Industrial Organizational Student Association (IOPSA)

AWARDS

- "Graduate Student Teaching Assistant of the Year" George Mason University 2005-2006
- Deans' List, University of Notre Dame, Fall 2002, Spring 2003, Spring/Fall 2004, Spring 2005
- "University of Notre Dame's Residence Hall of the Year"; Farley Hall Co-President 2003-2004

SKILLS

- SPSS
- Microsoft Word, Excel, PowerPoint
- Advanced Oral/Written Spanish

EMPLOYMENT HISTORY

- Personnel Research Psychologist, U.S. Office of Personnel Management, Washington, DC. 2007.
- Research Assistant, George Mason University, Fairfax, VA, 2006-2007
- Graduate Teaching Assistant, George Mason University, Fairfax, VA, 2005-2007.
- Undergraduate Advisor, George Mason University, Fairfax, VA, 2006
- Multinational Training, Consultant, Mirum Corporation, Alexandria, VA, 2006.
- Sales Associate, Nordstrom, Palo Alto, CA, 2005.
- Intern, LPL Financial Services, San Jose, CA, 2002.