

Shannon J. Rowley

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5057 Woodward Ave. 7801. Detroit MI 48202

Education & Degrees Awarded

- December 2022 – Present **Ph.D. Industrial Organizational Psychology Major with Statistics and Research Methodology Minor** Wayne State University – *Detroit, MI*
- August 2019 – December 2022 **M.A. Industrial Organizational Psychology Major with Statistics and Research Methodology Minor** Wayne State University – *Detroit, MI*
GPA: 3.91
Relevant Courses: Industrial Motivation and Morale, Criterion Development and Performance Evaluation, Industrial and Organizational Psychology, Selection and Placement, Cross Cultural Organizational Psychology, Leadership & Executive Development
Relevant Statistics Courses: Research Methods: IO Psychology, Quantitative Methods in Psychology, Multivariate Analysis, Psychometrics and Factor Analysis, Structural Equation Modeling, Big Data, Hierarchical Linear Modeling
- July 2021 **International Association of Cross-Cultural Psychology School**
European culture - Values, identity in European context & Examining Mechanisms of Acculturation Using the Theory of Sociocultural Models
- August 2016 – May 2018 **Bachelor of Arts: Psychology**
University of Massachusetts – *Lowell, MA*
GPA: 3.99

Research and Academic Experience

Graduate Research Assistant. *Marcus Dickson Lab, Detroit, MI.* (Since August 2019)

- Leading an international research project spanning six countries across three continents aimed at resolving current measurement and aggregation controversies in the cross-cultural organizational literature
- Manage laboratory activities: plan research meetings, supervise research assistants, write and submit to local IRBs and international REBs, analyze data, review literature, and edit manuscripts

Graduate Research Assistant. *Work Family Conflict Research Team, Detroit, MI.* (Since October 2019)

- Tracked data to assist with compensation of participants
- Developed codebooks to be used for academic publications
- Wrote and edited data collection surveys using Qualtrics

Undergraduate Research Assistant. *Yana Weinstein Learning Lab, Lowell, MA.* (September 2017- June 2019)

- Factor analysis, data coding and literature review
- Back translation of neuromyths

Refereed Publications (In Order of Acceptance)

- [2] Hoffman, H., Cox, B. & **Rowley, S. J.** (2022). Women at Work: Trends Around the World. *The Industrial Organizational Psychologist*, 59(4).
- [1] **Rowley, S.**, Pineault, L., and Dickson, M. (2021). Crisis demands leadership, so does our research. *Industrial and Organizational Psychology*. <https://doi.org/10.1017/iop.2021.18>

Pre-Prints

- [1] [Submitted and awaiting approval] **Rowley, S. J.**, & Dickson, M. (2021). Cross Cultural Leadership. *Encyclopedia of Leadership*. Thousand Oaks, CA: Sage Publications.

Conference Presentations

- [5] **Rowley, S.**, Aiken, J., Dickson, M., Dueling, J., Cheng, S., Delgado-Swofford, F., & Raghuram, A. (2022). *Should I stay or Should I Go Now: How Do We Stem the Flight of Female I/O Academics* [Panel Discussion]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States
- [4] **Rowley, S.**, Cheng, S. Chung, B., Boykin, C., Collier-Spruel, L., Hernandez, T. & Caridad Rabelo, V. (2021, April). *What Does It Mean to Be Inclusive? Considerations for Our Research Practices* [Panel Discussion]. Society for Industrial Organizational Psychology Annual Conference.
- [3] Tenbrink, A., Wegmeyer, L., **Rowley, S.**, Sendra, C., & Speer, A. (2021, April). *Group Differences in Biographical Data: A Meta-Analysis* [Poster Presentation]. Society for Industrial Organizational Psychology Annual Conference.
- [2] Lithander, M., **Rowley, S.**, Hainselin, M., Weinstein, Y., (2018, May) *Alternative Facts in Education* [Poster Presentation]. Association for Psychological Sciences Annual Conference, San Francisco, CA, USA
- [1] **Rowley, S.** (2017, October) *The Effects of Engaged Practice on Memory* [Poster Presentation]. New England Psychological Association, William James College, Newton, MA, USA

Research Participation Acknowledgements

- [2] Weinstein, Y., Sumeracki, M., & Caviglioli, O. (2019). *Understanding how we learn: A visual guide*. Routledge: Taylor & Francis Group
- [1] Bellaera, L., Weinstein-Jones, Y., Ilie, S., & Baker, S. T. (2021). Critical thinking in practice: The priorities and practices of instructors teaching in higher education. *Thinking Skills and Creativity*, 41, 100856.

Grants, Funding & Awards

Awarded External Grants/Contracts

- **Funding Source:** Society for Industrial and Organizational Psychology's International Research and Collaboration Small Grant
Role: Research Assistant to Dr. M. Dickson
Project Title: *Referent Shift: An Examination of Response Patterns on Cultural Measures*
- **Funding Source:** National Science Foundation (NSF) (Awarded \$191,000)
Role: Research Assistant to Dr. K. Brumley
Project Title: Award Abstract # 2031726 *RAPID: Work, Family, and Social Well-Being among Couples in the Context of COVID-19*

Graduate Study: Internal Stipend

- Thesis Research Grant (2021) – Wayne State University Graduate School: \$650
- Graduate Teaching Assistantship (2019-2020, 2020-2021, 2021-2022) – Wayne State University Graduate School: Full Funding (Tuition & Stipend)

Awards

- Graduate Student Teaching Award for Lab sections (2022) – Wayne State University Psychology Department: \$250
- 2022 SIOP Family Care Grant – Society for Industrial Organizational Psychology: \$500
- Outstanding Undergraduate Student Award (2018)– University of Massachusetts Lowell

Professional Service

Departmental Standing Committees

- WSU Industrial & Organizational Psychology Brown Bag Committee (Since 2020)

Other Professional Service

- SIOP International Affairs Committee (IAC) White Papers Subcommittee (Since 2021)

Professional Society Memberships & Affiliations

- Society for Industrial & Organizational Psychology (SIOP)
- International Association for Cross-Cultural Psychology (IACCP)
- Society for Industrial & Organizational Psychology: Australia (SIOPA)
- American Psychological Association (APA)

Professional Experience

Graduate Teaching Assistant. Wayne State University, Detroit, MI. (Since 2019):

- Prepared teaching materials to convey knowledge to students
- Performed grading, proctored testing and updated student records
- Taught Introduction to Psychology and Research Methods in Psychology, Personality Psychology and Psychology in the Workplace

Cross-Cultural Training Consultant. Under Armour, Baltimore, MD. (September 2021 – December 2021):

- Developed and presented cross-cultural training session focused on expatriation/repatriation
- Deliverables: Technical report, power point presentation & literature review
- Customers reported high levels of satisfaction with the presentation/deliverables

Work Analysis & Competency Modeling Consultant. Uber, Remote, Detroit, MI. (September 2020 – December 2020):

- Completed work analyses for two novel HR organizational positions with focus on client specialized solutions to meet clients' needs and expectations
- Deliverables: Technical report (competency model, performance evaluation suggestions, job descriptions, KSAO's required for position) to be used for organizational restructuring, selection and other HR purposes
- Customers reported high levels of satisfaction and requested further collaboration between organization and university

Personal

Nationalities

- United States of America (American)
- France (French)

Languages

Shannon J. Rowley, B.A.

- English: Fluent
- French: Fluent

Global Travel

- Lived in Switzerland, Denmark, Singapore, Italy, USA (Arizona, Massachusetts, Michigan)