

CURRICULUM VITAE

SHAN RAN

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Psychology Department	(478) 301-2855
Mercer University	ran_s@mercer.edu
1400 Coleman Ave	
Macon, GA 31207	

POSITION

Assistant Professor of Psychology	08/2017 – Present
Department of Psychology, Mercer University	

EDUCATION

Ph.D.	Industrial-Organizational Psychology (Minor: Quantitative Methods)	Wayne State University	2017
	Dissertation: <i>Are transformational leaders sustainable? The role of organizational culture</i>		
M.A.	Industrial-Organizational Psychology	University of Detroit Mercy	2011
B.S.	Psychology	Zhejiang University, China	2008
CERTIFICATE	Language and Cultural Study	University of Manchester, UK	2006

TEACHING AND STUDENT SUPERVISION

1. Instructor of Record

- PSY101 (Mercer University) Introduction to Psychology (8 sections)
- PSY235 (Mercer University) Industrial-Organizational Psychology (2 sections)
- PSY306 (Mercer University) Research Methods and Statistics I (3 sections)
- PSY395 (Mercer University) Perspectives in Psychology (coordinator)
- PSY485 (Mercer University) Special Topics: Psychological Intervention in the Workplace (1 section)
- PSY2100 (Wayne State University) Psychology in the Workplace (1 section)
- PSY2100 (Wayne State University) Psychology in the Workplace (Online, 1 section)

2. Student Supervision

- PSY290 (Mercer University) Research Practicum – Jared Daigre (S19, F19), Olivia Pitzini (S19)
 - PSY390 (Mercer University) Field Placement – Olivia Pitzini (S19)
 - PSY490 (Mercer University) Empirical Project in Psychology – Cassandra (Cassie) Stockner (F19)
3. Team Instruction
- PSY150 (Mercer University) The Psychology Major and Career (6 lectures on various topics, including job skills, effective resume, and careers in I-O psychology)
 - PSY395 (Mercer University) Perspectives in Psychology (2 seminar meetings on I-O psychology)
4. Lab Instructor and Teaching Assistant
- PSY3010 (Wayne State University) Statistical Methods in Psychology (3 sessions)
 - PSY7150 (Wayne State University) Quantitative Methods I (2 sessions)
 - PSY7160 (Wayne State University) Quantitative Methods II (2 sessions)
5. Guest Lecturer
- AFS5110 (Wayne State University) Black Women in America (1 lecture)
 - PSY3010 (Wayne State University) Statistical Methods in Psychology (1 lecture)
 - PSY2100 (Wayne State University) Psychology in the Workplace (2 lectures)

PUBLICATIONS

Peer-Reviewed Journals (undergraduate student authors underlined):

1. Donnelly, L. I. & **Ran, S.** (submitted). Can harassment and discrimination training be less WEIRD?. *Industrial and Organizational Psychology*.
2. **Ran, S.** & Huang, J. L. (in press). Enhancing adaptive transfer of cross-cultural training: Lessons learned from the broader training literature. *Human Resource Management Review*. Advance online publication. doi: 10.1016/j.hrmr.2017.08.004
3. Odeh, A., Bruce, T. J., Krenn, D. R., & **Ran, S.** (2017). A broader perspective on subtle discrimination interventions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 118–123. doi: 10.1017/iop.2016.112
4. Marchiondo, L. A., Gonzales, E., & **Ran, S.** (2016). Development and validation of a workplace age discrimination scale. *Journal of Business and Psychology*, 31, 493–513. doi: 10.1007/s10869-015-9425-6
5. **Ran, S.**, Liu, M., Marchiondo, L. A., & Huang, J. L. (2015). Difference in response effort across sample types: Perception or reality? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 202–208. doi: 10.1017/iop.2015.26

6. **Ran, S.**, & Tjitra, H. (2008). Psychology of intercultural behavior: The fourth direction in the cultural oriented psychology (In Chinese). *Psychological Exploration*, 28, 21–24.

Book Chapters:

1. Huang, J. L., Liu, M., & **Ran, S.** (revision submitted). Vocational interests in a global business environment. To be published in C. D. Nye & J. Rounds (Eds.) *Vocational interests in the workplace: Rethinking behavior at work*. New York, NY: Informa UK Limited.
2. Huang, J. L., **Ran, S.**, & Blume, B. D. (in press). Understanding training transfer from the adaptive performance perspective. To be published in K. G. Brown (Ed.) *The Cambridge handbook of workplace training and employee development*. New York, NY: Cambridge University Press.
3. Huang, J. L., & **Ran, S.** (2016). Facilitating survey response. In S. G. Rogelberg (Ed.) *Encyclopedia of industrial and organizational psychology* (2nd ed., Vol.2, pp. 477–479). Thousand Oaks, CA: SAGE Publications Inc. doi: 10.4135/9781483386874.n163
4. Marchiondo, L., **Ran, S.**, & Cortina, L. (2015). Modern discrimination. In A. J. Colella & E. B. King (Eds.) *The Oxford handbook of workplace discrimination*. New York: Oxford University Press. doi: 10.1093/oxfordhb/9780199363643.013.15

CONFERENCE PRESENTATIONS

Chaired Symposia:

1. **Ran, S.** & Marchiondo, L. (2017, April). *The aging workforce and sustainable workplace around the world*. Symposium conducted the Annual Meeting of the Society for Industrial-Organizational Psychology in Orlando, FL.
2. **Ran, S.** & Marchiondo, L.A. (2016, April). *Bridging aging research and policy-making: An international perspective*. Symposium conducted at the Annual Meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
3. Thrasher, G. R., **Ran, S.**, & Marchiondo, L. A. (2015, August). *Toward a better understanding of workplace mistreatment: Experiences, perpetration, and measurement*. Symposium conducted at the Annual Meeting of the Academy of Management in Vancouver, Canada.

Paper Presentations:

1. Shepard, A. K., Forrester, J. K., & **Ran, S.** (2019, August). Who will retaliate? Examining the relationship between supervisory mistreatment, inconsistent leadership, employee characteristics, and counterproductive work behaviors. In Forrester, J. K. (Chair), *Employee reactions to uncertainty: An exploration of individual, role-based, & situational factors*. Symposium presented at the Annual Meeting of the Academy of Management in Boston, MA.

2. **Ran, S.**, Dickson, M. W. & Boglarsky, C. A. (2018, April). Transformational leadership and leaders' well-being. Poster presented at the Annual Meeting of the Society for Industrial-Organizational Psychology in Chicago, IL.
3. Thrasher, G. R. & **Ran, S.** (2017, April). Cultural values moderate the relationship between age and leadership behaviors. In **S. Ran** & L. A. Marchiondo (Co-chairs), *The aging workforce and sustainable workplace around the world*. Symposium conducted at the Annual Meeting of the Society for Industrial-Organizational Psychology in Orlando, FL.
4. **Ran, S.**, Marchiondo, L. A., & Caleo, S. (2016, August). Mitigating the attractiveness double bind for female leaders. In C. L. McCluney & M. M. Henderson (Co-chairs), *Mixed messages: Paradoxes for women in leadership*. Symposium conducted at the Annual Meeting of the Academy of Management in Anaheim, CA.
5. Sood, B. G., **Ran, S.**, Trepanier, A. M., Kottam, A. R., Roth, L. M., & Orchard A. A. A. (2016, June). *Gender differences in employment and salary in an urban university*. Paper presented at the Annual Meeting of the American Association of University Professors in Washington, DC.
6. **Ran, S.** (2016, April). Response quality of convenience samples: Possible misconceptions? In R. N. Landers & S. Highhouse (Co-chairs), *IGNITE debate: Should we trust or avoid online convenience samples?*. Alternative session presented at the Annual Meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
7. **Ran, S.**, Huang, J. L., Liu, M., & Nieminen, L. R. (2016, April). Negatively Worded Items in Surveys: Method Bias and Interventions. In N. A. Bowling & J. L. Huang (Co-chairs), *Your attention please! Measuring, predicting, and preventing insufficient effort responding*. Symposium conducted at the Annual Meeting of the Society for Industrial-Organizational Psychology in Anaheim, CA.
8. Gonzales, E., Marchiondo, L.A., & **Ran, S.** (2015, November). Age discrimination at work and correlates with health/occupational well-being. In T. Gendron & E. Gonzales (Co-chairs), *Age discrimination examined through a life-course perspective: Insights from interdisciplinary research*. Symposium presented at The Gerontological Society of America's Annual Scientific Meeting in Orlando, FL.
9. Gonzales, E., Marchiondo, L., & **Ran, S.** (2015, November). *Development of the Workplace Age Discrimination Scale (WADS)*. Poster presented at the Gerontological Society of America Annual Conference in Orlando, FL.
10. Thrasher, G. R., **Ran, S.**, & Marchiondo, L. M. (2015, November). *The negative effects of bullying on work and health outcomes: The moderating role of age*. Poster presented at the Gerontological Society of America Annual Conference in Orlando, FL.
11. **Ran, S.**, Sood, B. G., Trepanier, A. M., Kottam, A. R., Roth, L. M., & Orchard A. A. A. (2015, November). *An examination of gender differences in employment and salary in an urban school of medicine*. Poster presented at the Annual Meeting of the Association of American Medical Colleges in Baltimore, MD.

12. Thrasher, G. R., **Ran, S.**, Marchiondo, L. A., Mullins, M. W., & Fragoso, Z. L., (2015, August). A psychometric evaluation of workplace mistreatment constructs. In G. R. Thrasher, **S. Ran**, & L. A. Marchiondo (Co-chairs), *Toward a better understanding of workplace mistreatment: Experiences, perpetration, and measurement*. Symposium conducted at the Annual Meeting of the Academy of Management in Vancouver, Canada.
13. Gonzales, E., Marchiondo, L.A., **Ran, S.**, Brown, C., & Goettge, K. (2015, July). *Age discrimination in the workplace and its association with health and work: Implications for social policy*. Research brief presented at the 2015 White House Conference of Aging in Washington, DC.
14. **Ran, S.**, Marchiondo, L. A., & Caleo, S. (2015, May). *Differential effect of attractiveness on female and male leaders*. Poster presented at the Annual Convention of the Association for Psychological Science in New York, NY.
15. **Ran, S.**, Nieminen, L. R., Liu, M. & Huang, J. L. (2015, April). Combating the negative impact of negatively worded items in surveys. In J. L. Huang (Chair), *Insufficient effort responding: From detection to solution*. Symposium conducted at the Annual Meeting of the Society for Industrial-Organizational Psychology in Philadelphia, PA.
16. Gonzales, E., Marchiondo, L.A., & **Ran, S.** (2014, November). *Age discrimination at work: A measure that captures interpersonal mistreatment*. Poster presented at the Gerontological Society of America's Annual Scientific Meeting in Washington, DC.
17. Marchiondo, L.A., Gonzales, E., & **Ran, S.** (2013, November). *Development and validation of an older age discrimination at work measure*. Paper presented at the Age in the Workplace Meeting in Rovereto (Trento), Italy.
18. **Ran, S.**, Zimmerman-Oster, K.A., & Zarkowski, P. (2013, April). Women's career advancement in Jesuit higher education institutions. In J. F. Hazucha & W. Shen (Co-chairs), *Women leaders: Barriers and boosters on the corporate ladder*. Symposium conducted at the Annual Meeting of the Society for Industrial and Organizational Psychology in Houston, TX.
19. Ye, J., Wang, J., & **Ran, S.** (2007, April). *Internet interpersonal trust and the difference between initiative and passive intercourse tendencies*. Paper presented at Zhejiang Association of Social Psychologists Annual Conference in Quzhou, Zhejiang, China.

SERVICE

1. Service at Mercer University
 - Health Vocations Committee (2019 – present)
 - Department representative at the Bear Preview Days (2018 – present)
 - Bear Day Committee (2018 – 2019)
2. *Ad hoc* reviewer
 - Applied Psychology: An International Review (APIR)
 - British Journal of Clinical Psychology (BJCP)
 - Human Resource Management Review (HRMR)

- Journal of Occupational Health Psychology (JOHP)
 - Psychology of Women Quarterly (PWQ)
3. Conference paper review
- Academy of Management (AOM) Annual Conferences
 - Society for Industrial and Organizational Psychology (SIOP) Annual Conferences

RECENT PROFESSIONAL EXPERIENCES

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| 1. <i>Research Consultant</i>
Research Design and Analysis (RDA) Unit, Wayne State University | 08/2015 – 05/2017
Detroit, MI |
| 2. <i>Grant Program Coordinator</i>
Institute for Leadership and Service (ILS), University of Detroit Mercy | 09/2011 – 05/2012
Detroit, MI |
| 3. <i>Short-Term Contract Consultant</i>
Applied Psychology and Organizational Research Group (APORG)
Human Synergistics International
Judson Center
Test Inc.
Department of Human Resources, University of Detroit Mercy
Machinists Training Institute, Focus: HOPE
Human Resources, Detroit Science Center | 05/2010 – 05/2016
Detroit, MI
Plymouth, MI
Royal Oak, MI
Fraser, MI
Detroit, MI
Detroit, MI
Detroit, MI |

AFFILIATIONS

1. Society for Industrial and Organizational Psychology (SIOP)
2. Academy of Management (AOM)

CERTIFICATES

Aon Hewitt ADEPT-15 (Adaptive Employee Personality Test) Coach Certification