

Shalyn C. Stevens, Ph.D.

Research Manager, Pacific Research and Evaluation, LLC

Shalyn@Pacific-Research.org

Education

2021	Ph.D.: Psychology Colorado State University, Fort Collins, Colorado
2018	M.S.: Psychology Colorado State University, Fort Collins, Colorado
2013	B.A.: Health and Societies University of Pennsylvania, Philadelphia, Pennsylvania

Professional Experience

06/24-Present Research Manager

Pacific Research & Evaluation, LLC, Portland, Oregon

- Co-lead team of research associates and research assistants in the design, implementation, and management of research, evaluation, organizational development, and change management projects.
- Manage implementation across each stage of the research process, including literature reviews, design of data collection tools and methodologies, implementation of qualitative and quantitative data collection efforts, data management and analysis, report development, and communication and presentation of results.
- Engage closely with clients to maintain satisfaction with project outcomes. Manage project timelines and budgets, ensuring timely completion of deliverables through regular check-ins and team meetings.
- Lead high-stakes research projects, utilizing organizational development and change management techniques to support leaders in making data-driven and strategic decisions. Provide technical assistance in addressing complex issues related to organizational climate, culture, health, and performance.
- Support team with methodologically complex research and advanced data analyses. Consult on and conduct statistical analysis and data visualization with advanced software (R, Excel, Power BI, SPSS).
- Prepare high-quality proposals, develop new business opportunities, and contribute to the organization's strategic planning efforts.
- Provide onboarding, training, and professional development to current and new team members.

01/23-06/24 Senior Research Associate

Pacific Research & Evaluation, LLC, Portland, Oregon

- Design, implement, and manage evaluation projects
- Develop and monitor data collection tools and methodologies
- Implement quantitative and qualitative data collection efforts
- Write evaluation reports, plans, and proposals
- Consult on and conduct advanced statistical analyses using R, Mplus, Excel, SPSS, and DeDoose
- Prepare written reports and present findings to diverse audiences
- Support PRE staff with methodologically advanced analyses
- Present research methodology and evaluation work at national conferences

- 07/22-01/23 Research Associate**
Pacific Research & Evaluation, LLC, Portland, Oregon
- Implement and manage evaluation projects
 - Develop and monitor data collection tools and methodologies
 - Write evaluation reports, plans, and proposals
 - Manage, clean, code, and conduct statistical analyses using R, Excel, and SPSS
 - Prepare written reports
 - Locate and contact recipients of services, providers of services, and other stakeholders to facilitate data collection, including scheduling and conducting interviews, focus groups, and written surveys
- 03/22-6/22 Data Visualization Consultant**
Blue Margin, Inc., Fort Collins, CO
- Developed customized dashboards for clients using Power BI
 - Worked with my team and clients to first prioritize business objectives and then create data visualizations that enabled quick, yet strategic data-driven decisions
 - Collaborated with clients across a variety of industries (e.g., private equity, tech, law)
 - Worked on an evaluation of the onboarding and training development programs
- 6/21-11/21 Contract Applied Behavioral Scientist**
BetterUp, San Francisco, California
- Supported the Content Marketing team through ideating on research questions
 - Collaborated with the principal scientist on an in-depth inclusive leadership report
 - Analyzed quantitative and qualitative member data to inform reports and inquiries, taking care to de-identify data and maintain confidentiality
 - Created data visualizations to support publications
 - Ran analyses for SIOP conference presentations
- 6/21-11/21 Contract Data Analyst**
Innovative Connections, Inc., Fort Collins, CO
- Advised consultants on data collection and analysis plans
 - Performed validation studies using advanced confirmatory factor analyses that conveyed program value
 - Re-designed and wrote client reports, enhancing data visualizations and ease of dissemination
- 5/19-8/19 People Analytics Intern**
Hulu, Santa Monica, California
- Analyzed annual and pulse engagement surveys
 - Created presentations and presented actionable recommendations to business leads
 - Used R to run cluster analyses and create data visualizations to better understand employee benefit preferences
 - Led the initial stages of a new performance management and goal-setting system by translating scientific research and best practices
 - Independently designed and facilitated a department-wide training on strategies to reduce burnout, increase engagement, and enhance work-life balance
- 1/19-5/19 Training and OD Analyst Intern**
Stellar Performance, Castle Pines, Colorado
- Developed and evaluated competency models for both general leadership and technology-specific leadership roles
 - Ran advanced psychometric analyses to evaluate competency models
 - Worked on re-designing leadership workshop materials based on recent scientific research
 - Wrote research briefs for management on the use of various rating scales and demographic questions in surveys

- 1/18-6/18 Intern**
Colorado Department of Public Health and Environment, Denver, Colorado
- Conducted a policy scan of Colorado municipalities, focusing on family and health-centered initiatives
 - Translated research into a user-friendly State of the State report
 - Hosted a webinar disseminating findings
- 1/18-6/18 Supervised Hiring Practices Consultant**
City of Boulder, Boulder, Colorado
- Analyzed hiring practices and applicant experiences for the City of Boulder
 - Facilitated focus groups, analyzed qualitative data, and conducted rigorous supplementary research
 - Reported empirically backed recommendations based on client needs
- 1/18-5/18 Supervised Training Assessment Consultant**
Denver Public Works, Denver, Colorado
- Designed and validated surveys to assess perceptions of safety conditions in a high-risk industry
 - Conducted interviews with employees in all departments
 - Delivered research-based recommendations for training best practices
- 8/16-6/21 Research Assistant**
Colorado State University, Fort Collins, Colorado
- Designed, implemented, and validated quantitative and qualitative data collection tools
 - Coordinated and conducted survey data collection with a variety of organizations
 - Designed and conducted data analyses, including structural equation modeling and latent profile analysis
 - Executed evaluation projects with interdisciplinary teams aimed at enhancing safety and wellbeing at several organizations throughout the Front Range in Colorado
 - Prepared, submitted, revised, and published research findings
 - Presented results of research projects to diverse audiences both in industry and at local and national conferences
- 5/15-12/15 Research Assistant**
Singapore Management University, Singapore
- Worked in two labs assisting with experiments in the Psychology department
 - Contributed to research presented at conferences and submitted for publication
 - Responsible for conducting experimental sessions, including maintaining all participant information, ensuring each session was properly administered, and collecting data
 - Developed coding manuals to analyze qualitative data
 - Proofread chapters for a textbook
- 1/14-5/14 Research Assistant**
University of California Berkeley, Berkeley, California
- Assisted with studies in the Psychology department
 - Coded and cleaned qualitative data
 - Performed literature searches
- 11/11-5/13 Research Assistant**
Hospital at the University of Pennsylvania, Philadelphia, Pennsylvania
- Worked on two clinical trials within the Department of Integrative Oncology
 - Screened, recruited, and followed-up with patients for clinical trials
 - Maintained databases using Excel and Access
 - Performed literature searches for future studies

Publications & Presentations

Publications:

Stevens, S. C., Crain, T. L., Leslie, J. J. (In preparation). Social support: A latent profile analysis.

Crain, T. L., Ellis, A. M., Brossoit, R. M., **Stevens, S. C.**, & Wong, J. R. (In preparation). Learning the 'work-nonwork ropes': A model of newcomer adjustment.

Brossoit, R. M., Crain, T. L., **Stevens, S. C.**, Wong, J. R., & Guasta, L. (2023). Alert at work? Perceptions of alertness testing and recommendations for practitioners. *Occupational Health Science, 1*, 1-17. <https://doi.org/10.1007/s41542-022-00139-3>

Ellis, A. M., Crain, T. L., & **Stevens, S. C.** (2022). Is it my job? Leaders' family-supportive role perceptions. *Journal of Managerial Psychology, 37*(2), 125-138. <https://doi.org/10.1108/JMP-09-2020-0493>

Crain, T. L., & **Stevens, S. C.** (2018). Family-supportive supervisor behaviors (FSSB): A review and recommendations for future research and practice. *Journal of Organizational Behavior, 39*(7), 869-888. <https://doi.org/10.1002/job.2320>

Stevens, S. C. (2019, September 16). Storytelling with data [APA blog post]. Retrieved from <http://psychlearningcurve.org/story-telling-with-data/>

Presentations:

Stevens, S. C. (2023, April). Debunking the myth: Qualitative research is not pre-science. In B. Lynner & G. Fisher (Co-Chairs), *Welcoming all I-Os into the qualitative arena*. IGNITE panel presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.

Eatough, E., Burkhart, A. L., & **Stevens, S. C.** (2022, April). Uncovering a development needs differential: Manager assessments of women and men's development priorities. In B. Timko & R. Rhyne (Co-Chairs), *The current state of women in leadership: A story of barriers and bias*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Cave, K. A., Ramdial, K. J., & **Stevens, S. C.** (Co-Chairs) (2022, April). *Igniting SIOP'S top ten workplace trends with I-O thought leaders*. IGNITE panel presented at the annual meeting of the Society for Industrial and Organizational Psychology, Seattle, WA.

Stevens, S. C. & Cave, K. A. (Co-Chairs) (2021, April). *Positioning SIOP as the premier and trusted authority: SIOP leaders IGNITE the field in addressing 2021 workplace trends*. IGNITE panel presented virtually at the annual meeting of the Society for Industrial and Organizational Psychology.

Crain, T. L., Brossoit, R. M., & **Stevens, S. C.** (2021, April). Understanding when objective measures of sleep are not so objective. In Trainer, H. M. (Chair), *Toolkits for Physiological Measurement, Behavioral Coding, and Computational Modeling*. Alternative Session presented virtually at the annual meeting of the Society for Industrial and Organizational Psychology.

Stevens, S. C., & Kaldahl, K. (2020, November). *Health and well-being: Managing stress and finding balance*. Webinar presented at Colorado State University, Fort Collins, CO.

Stevens, S. C. & Crain, T. L. (2020, March). *Fast-food workers and work-family social support: A qualitative study*. Poster presented virtually at the 12th Annual Mountain and Plains Education and Research Center (MAP ERC) Research Day.

Brossoit, R. M., Crain, T. L., **Stevens, S. C.**, Wong, J. R., Guasta, L., Lauriski, D. R. (2019, November). Alertness testing's effects on workplace health and safety: A pilot study. In R. M. Brossoit (Chair), *Applied Health and Safety Research Projects, Challenges, and Recommendations*. Paper presented at the bi-annual Work, Stress, and Health Conference, Philadelphia, PA.

Stevens, S. C., Crain, T. L., Ellis, A. M., & Ganster, M. (2019, April). *Part of my job or none of my business? A look at leaders' FSSB role perceptions*. Symposium presentation at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Crain, T. L., Ellis, A. M., Brossoit, R. M., **Stevens, S. C.,** & Wong, J. R. (2019, April). *Show and tell: Integrating impression management with the work-nonwork interface*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Crain, T. L., **Stevens, S. C.,** & Brossoit, R. M. (2018, October). *Finding work-life balance: Understanding Strategies to prevent and improve health*. Seminar presented at Colorado State University, Fort Collins, CO.

Daigle, K. L., Brossoit, R. M., Brents, C., **Stevens, S. C.,** Cave, K. A., & Rosecrance, J. (2018, August). *Examining safety climate in a beer distribution company*. Poster presented at the meeting of the International Ergonomic Association, Florence, Italy.

Stevens, S. C., Haruyama, D. F. (2018, July). *Current policy efforts to support children and families in Colorado*. Webinar presented on behalf of the Colorado Department of Public Health and Environment, Denver, CO.

Stevens, S. C., Brossoit, R. M., Hammer, L. B., Crain, T. L., Bodner, T. E., & Truxillo, D. M. (2018, April). *Family-supportive supervisors and team cohesion: The moderating role of justice*. Poster presentation at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Leslie, J. J., **Stevens, S. C.,** Brossoit, R. M., Hammer, L. B., Crain, T. L., Bodner, T. E., & Truxillo, D. R. (2018, April). *The effects of sleep on workplace cognitive failure and safety compliance*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Stevens, S. C., Brossoit, R. M., Hammer, L. B., Crain, T. L., Bodner, T. E., & Truxillo, D. M. (2018, April). *Family-supportive supervisors and team cohesion: The moderating role of justice*. Poster presentation at the 10th Annual MAP ERC Research Day, Denver, CO.

Daigle, K. L., Brossoit, R. M., Brents, C., **Stevens, S. C.,** Cave, K. A., & Rosecrance, J. (2018, April). *Examining safety climate in a beer distribution company*. Poster presented at the 10th Annual Mountain and Plains Education and Research Center (MAP ERC) Research Day

Stevens, S. C., Crain, T. L., & Ellis, A. M. (2018, February). *Supervisor telepressure and work-family conflict: The moderating role of meaningful work*. Poster presentation at the 11th Annual Sunshine ERC Research Day, Tampa, FL.

Stevens, S. C. & Crain, T. L. (2017, October). *Family-supportive supervisor behavior (FSSB): Implications for small enterprises*. Oral presentation at the Understanding Small Enterprises 2017 Conference, Denver, CO.

Daigle, K. L., Fisher, G. G., Crain, T. L., **Stevens, S. C.,** & Grauberger, K. A. (2017, October). *Parental leave and return to work: Understanding decisions to take parental leave, breastfeed, and return to work among working parents*. Oral presentation at the Understanding Small Enterprises 2017 Conference, Denver, CO.

Lee Teck Hao, S., Park, G., Li, Q., **Stevens, S. C.,** Bai, S. (2017, May). *Women in teams: Contingency effect of gender on creative performance*. Poster presentation at the 18th European Association of Work and Organizational Psychology Congress, Dublin, Ireland.

Mondragon, A. R., Davies, R. L., Brossoit, R. M., **Stevens, S. C.,** & Crain, T. L. (2017, April). *The role of sleep and stress on commitment*. Poster presentation at Colorado State University's Celebrate Undergraduate Research and Creativity Showcase, Fort Collins, CO.

Stevens, S. C. & Crain, T. L. (2017, March). *Workplace telepressure, technology use at home, and work-family conflict: A review*. Poster presentation at the 9th Annual Mountain and Plains Education and Research Center (MAP ERC) Research Day, Denver, CO.

Teaching Experience

2020-21 Course Instructor, Colorado State University

- PSY 648: Master's Applied Organizational Psychology
- PSY 661: Master's Applied Organizational Development

2019-21 Course Instructor, Colorado State University

- PSY 648: Master's Applied Organizational Psychology
- PSY 665: Master's Psychological Research Design

2019 Lab Instructor, Colorado State University

- PSY 370: Undergraduate Psychological Testing and Measurement

Professional Affiliations

Society for Industrial-Organizational Psychology (SIOP)
American Evaluation Association (AEA)