

Lauren Jill Ramsay, Ph.D., SPHR

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Education

Ph.D. in Industrial/Organizational Psychology (2009)

Michigan State University, East Lansing, Michigan

M.A. in Industrial/Organizational Psychology (2003)

Michigan State University, East Lansing, Michigan

M.Ed. in Counseling (2000)

University of Puget Sound, Tacoma, Washington

B.Soc.Sc. in Industrial Psychology and Economic History (1992)

University of Natal, Durban, South Africa

Experience

Director – Leeds Residential Academic Program (August 2013 to present)

Leeds School of Business, University of Colorado Boulder, Boulder, Colorado

- Driving student success through strategic leadership of a residential academic program for first-year business majors.
- Design and implementation of curricular, cocurricular and extracurricular activities to support the whole student experience.
- Taught: First-Year Seminar for Business; First-Year Global Experience; World of Business.

Principal (June 2011 to present)

Understanding Work, Golden, Colorado

- Founded Understanding Work, a consulting firm providing human resource management research, analysis, and training to organizations.
- Clients include: District of Columbia Department of Human Resources; George Washington University Center for Excellence in Public Leadership; Human Capital Institute; International Association of Clerks, Recorders, Election Officials and Treasurers; Society for Human Resource Management; U.S. Department of Defense – Defense Information Systems Agency.

Assistant Professor Adjunct (January 2012 to present)

Visiting Assistant Professor (August 2009 to May 2010)

Management, The Business School, University of Colorado Denver, Denver, Colorado

- Taught: Managing People for Competitive Advantage; Staffing; Performance Appraisal; Training; Managing Individuals and Teams.

Assistant Professor (January 2008 to May 2011)

Organization and Management, College of Business, San José State University, San José, California

- Conducted research on theoretical and applied management issues including selection, diversity, and justice.
- Taught: Fundamentals of Human Resource Management; Workforce Planning, Staffing, and Training.
- Served the University through committee and other leadership roles.

Visiting Instructor (August 2006 to December 2007)

School of Labor and Industrial Relations, Michigan State University, East Lansing, Michigan

- Taught: Organizational Behavior in Labor and Industrial Relations; Work in Modern Society

Instructor (May 2006 to August 2006)

Psychology, Michigan State University, East Lansing, Michigan

- Taught: Data Analysis in Psychological Research

Research Consultant (June 2002 to May 2006)*Self-Employed, East Lansing, Michigan*

- Conducted project work for industrial/organizational psychology consulting firms.
- Clients include: Employee Research Group; Ford and Associates; SHL USA, Inc.; Valtera Corporation.

Teaching Assistant (August 2005 to May 2006)*Prof. Debbie Kashy, Prof. Rick DeShon, Psychology, Michigan State University, East Lansing, Michigan*

- Assisted in teaching: Quantitative Research Design and Analysis in Psychology; Research Design and Measurement in Psychological Research.

Research Assistant (August 2004 to August 2005)*Prof. Linda A. Jackson, Michigan State University, East Lansing, Michigan*

- Analyzed and coded web page content for HomeNetToo project, a longitudinal field study to examine the antecedents and consequences of home Internet use in low-income families, funded by the National Science Foundation.

Research Assistant (August 2001 to December 2003)*Prof. Neal Schmitt and Prof. Frederick L. Oswald, Michigan State University, East Lansing, Michigan*

- Collaborated with research team on project funded by the College Board to develop and validate non-cognitive measures (biodata and situational judgment inventory items) that are predictors of college performance.
- Supervised undergraduate research assistants.

Research Assistant (January 2001 to August 2001)*Dr. Philip J. Held, University Renal Research and Education Association (now Arbor Research Collaborative for Health), Ann Arbor, Michigan*

- Provided research support for U.S. Health Resources and Services Administration-funded epidemiologic, health policy, and health economics research examining the scientific and clinical status of organ transplantation.

Workplace Training Consultant (November 1999 to December 2000)*Self-Employed, Tacoma, Washington*

- As a contractor for Magellan Behavioral Health, collaborated with human resource departments and management to address the development needs of organizations.
- Conducted supervisor and employee training on a range of topics.

Research Assistant (June 1999 to December 2000)*Prof. Leon Grunberg, University of Puget Sound, Tacoma, Washington*

- Supported National Institutes of Health-funded research project on workplace change and its effects on employee attitudes and well-being.

Account Services and Training Representative (April 1995 to October 1999)*Magellan Behavioral Health, Tacoma, Washington*

- Communicated regularly with client organizations to maintain business relationships.
- Analyzed client development needs to structure and deliver relevant training programs.
- Managed all training for Federal Occupational Health contract along with that of other government and commercial groups.

Account Manager (August 1993 to October 1994)Customer Support (June 1993 to July 1993)Administrative Assistant (April 1993 to May 1993)*Technical Data, Thomson Financial, London, UK*

- Built new and developed existing relationships with investment managers as users of real-time financial news and analysis provided over Dow Jones Telerate.
- Supported clients through personal visits, seminars, phone calls and mailings.

Professional Certification

Senior Professional in Human Resources (2010-2014)

Computer Skills

Proficient with Microsoft Office suite (Excel, Word, Outlook, and PowerPoint) as well as SPSS, LISREL, and HLM data analysis tools and Blackboard and Desire2Learn learning management systems.

Languages

English, Afrikaans, and Zulu.

Selected Honors and Awards

San José State University College of Business Master Teacher Award (2009, 2011)
Ramsay, L. J. (2009-2010). San José State University Junior Faculty Career Development Grant Award
Ramsay, L. J. (2009-2010). San José State University Planning Council Grant Award
Ramsay, L. J. (2011-2012). San José State University College of Business Curriculum Enhancement Award
Ramsay, L. J. (2003-2004). U.S. Department of Education Foreign Language Area Studies Fellowship
Ramsay, L. J., Kim, B. H., & Gillespie, M. A. (2003-2004). College Board Student Research Grant Award
Kim, B. H., Gillespie, M. A., & Ramsay, L. J. (2002-2003). College Board Student Research Grant Award
Phi Kappa Phi (initiated 2000)

Selected Professional Affiliations

Academy of Management (Human Resource Management, Organizational Behavior, and Entrepreneurship divisions)
Society for Human Resource Management
Society for Industrial and Organizational Psychology

RESEARCH ACTIVITIES

Research Interests

My research work is guided by my commitment to improving social justice. From a broad perspective my work addresses issues of justice, diversity, and selection in the global workplace. More specifically, my interests are in reactions to work-related policies that have consequences for individuals, organizations, and society; the appropriateness of workplace measures for use across race, gender, and cultural groups; and valid and reliable selection processes that are useful predictors of performance in different contexts.

Publications

- Clinch, N., Osland, A., Ramsay, L. J., & Wells, P. (2011). Is it fair to ban tobacco users in hiring process? *Journal of Critical Incidents, 4*, 70-72.
- Osland, A., Clinch, N., Ramsay, L., & Wells, P. (2011). *Report WP 11-01: Wellness lessons from transportation companies*. San José, California: Mineta Transportation Institute.
- Ramsay, L. J., Taylor, N., De Bruin, G. P., & Meiring, D. (2008). The Big Five personality factors at work: A South African validation study. In J. Deller (Ed.), *Research contributions to personality at work*. Munich and Mering, Germany: Rainer Hampp Verlag.
- Jackson, L. A., Samona, R., Moomaw, J., Ramsay, L. J., Murray, C., Smith, A., & Murray, L. (2007). What children do on the Internet: Domains visited and their relationship to socio-demographic characteristics and academic performance. *CyberPsychology and Behavior, 10*(2), 182-190.
- Ramsay, L. J., Schmitt, N., Oswald, F. L., Kim, B. H., & Gillespie, M. A. (2006). The impact of situational context variables on responses to biodata and situational judgment inventory items. *Psychology Science, 48*, 268-287.
- Oswald, F. L., Friede, A. J., Schmitt, N., Kim, B. K., & Ramsay, L. J. (2005). Extending a practical method for developing alternate test forms using independent sets of items. *Organizational Research Methods, 8*, 149-164.
- Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., & Ramsay, L. J. (2004). The impact of justice and self-serving bias explanations of the perceived fairness of different types of selection tests. *International Journal of Selection and Assessment, 12*, 160-171.
- Oswald, F. L., Schmitt, N., Kim, B. H., Ramsay, L. J., & Gillespie, M. A. (2004). Developing a biodata measure and situational judgment inventory as predictors of college student performance. *Journal of Applied Psychology, 89*, 187-207.
- Schmitt, N., Oswald, F. L., Kim, B. H., Gillespie, M. A., Ramsay, L. J., & Yoo, T. Y. (2003). Impact of elaboration on socially desirable responding and the validity of biodata measures. *Journal of Applied Psychology, 88*, 979-988.

Conference Sessions Chaired

- Oswald, F. L. & Ramsay, L. J. (Co-Chairs) (2004). *Problems and possibilities with biodata*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Ryan, A. M. & Ramsay, L. J. (Co-Chairs) (2003). *Redefining personality's role in fit assessments*. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Conference Caucus Organizer

- Ramsay, L. J. (2008). *Paths to diversity*. Caucus held at the Annual Meeting of the Academy of Management, Anaheim, California.

Conference Presentations

- Ramsay, L. J. (2014). Challenges to equal access. Presented in S. C. Kenney (Chair), *Advancing Equal Access: The Residential Experience*. Presentation conducted at the 4th Annual Auraria Higher Education Diversity Summit, Denver, Colorado.
- Ramsay, L. J. (2012). Diversity and inclusion metrics: Synopsis of a literature review. Paper presented in R. Hays-Thomas (Chair), *Setting standards for diversity and inclusion: Working with SHRM*. Symposium conducted at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, California.
- Ramsay, L. J. (2012). Smart HR strategy regarding self-initiated expatriates. Presentation at the Colorado Human Resource Association Annual Conference, Denver, Colorado.
- Ramsay, L. J. & Kim, J. (2011). Group differences in entrepreneurial intention among prospective job applicants. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Osland, A., Clinch, N., Ramsay, L. J., & Wells, P. (2011). Is it fair to ban tobacco users in hiring process? Case presented at the Society for Case Research Annual Conference, Chicago, Illinois.
- Ramsay, L. J. (2010). Restorative justice in the context of strong preferential selection in South Africa. Presented in S. D. Montes (Chair), *Organizational justice*. Division roundtable paper session conducted at the 2010 Academy of Management Annual Meeting, Montréal, Canada.
- Ramsay, L. J., Kim, B. H., Oswald, F. L., Schmitt, N., & Gillespie, M. A. (2008). Bogus items, their content, and responses under different situational constraints. Presented in J. Levashina & M. Campion (Co-Chairs), *That can't be true! Detecting faking using bogus items*. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, California.
- Ramsay, L. J., & Starkweather, R. S. (2007). The effects of social guidance and prejudice on attitudes of support for affirmative action. Presented in H. D. Nguyen & S. Ghuman (Co-Chairs), *Global examinations of discrimination in the contemporary workplace*. Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, New York.
- Ramsay, L. J. (2005). Expectations and frustrations: Cross group reactions to workplace affirmative action in South Africa. Presented in I. Nikolaou, I. T. Robertson, & J. F. Salgado (Co-chairs), *Organizational convivence: The role of employee selection and assessment*. Symposium conducted at the 12th European Congress on Work and Organizational Psychology, Istanbul, Turkey.
- Ramsay, L. J., Schmitt, N., Oswald, F. L., Kim, B. H., & Gillespie, M. A. (2004). Score inflation in biodata items: A college admissions quandary. Paper presented at the Annual Conference of the Society for Industrial and Organizational Psychology of South Africa, Pretoria, South Africa.
- Ramsay, L. J., Schmitt, N., Oswald, F. L., Kim, B. H., & Gillespie, M. A. (2004). Score inflation in biodata items: A college admissions quandary. Presented in F. L. Oswald & L. J. Ramsay (Co-Chairs), *Problems and possibilities with biodata*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Kim, B. H., Schmitt, N., Friede, A. J., Oswald, F. L., & Ramsay, L. J. (2004). Differential item functioning in situational judgment tests: Is it a function of the scoring procedure? Presented in W. J. Camara (Chair), *Complementary tests for admissions to academic institutions: Beyond cognitive ability*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Gillespie, M. A., Kim, B. H., Ramsay, L. J., Friede, A. J., Schmitt, N., & Oswald, F. L. (2004). The effect of required elaboration on means and validity of a biographical data inventory. Presented in F. L. Oswald & L. J. Ramsay (Co-Chairs), *Problems and possibilities with biodata*. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Schmitt, N., Oswald, F. L., Kim, B. H., Ramsay, L. J., & Gillespie, M. A. (2004). Biodata and situational judgment: Complements to standardized tests in academic prediction. Presented in W. J. Camara (Chair),

- Complementary tests for admissions to academic institutions: Beyond cognitive ability.* Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Friede, A. J., Schmitt, N., Oswald, F. L., Kim, B. H., & Ramsay, L. J. (2004). Extending an approach to developing parallel test forms. Poster presented at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, Illinois.
- Ramsay, L. J. (2003). Workplace selection in post-apartheid South Africa: The effectiveness of the Commission for Conciliation Mediation and Arbitration (CCMA). Presented in M. Nagel (Chair), *Conflict, crime and reconciliation in Africa*. Symposium conducted at the 46th Annual Meeting of the African Studies Association, Boston, Massachusetts.
- Ramsay, L. J., Schmitt, N., Oswald, F. L., Kim, B. H., & Gillespie, M. A., (2003). Personality and performance: Is there more than the big five? Presented in H. Moon (Chair), *Lumpers and splitters: The utility of personality beyond the FFM*. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Gillespie, M. A., Oswald, F. L., Schmitt, N., Kim, B. H., & Ramsay, L. J. (2003). The influence of personality traits on subjective measures of person-organization fit. Presented in A. M. Ryan & L. J. Ramsay (Co-Chairs), *Redefining personality's role in fit assessments*. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Ramsay, L. J., & Ryan, A. M. (2003). Personality, adaptability and person-organization fit. Presented in A. M. Ryan & L. J. Ramsay (Co-Chairs), *Redefining personality's role in fit assessments*. Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Kim, B. H., Schmitt, N., Oswald, F. L., Gillespie, M. A., & Ramsay, L. J. (2003). Job knowledge tests on the path to successful performance. Presented in D. Chan (Chair), *What should you do to research situational judgment tests?* Symposium conducted at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.
- Kim, B. H., Schmitt, N., Gillespie, M. A., Ramsay, L. J., Oswald, F. L., & Yoo, T. Y. (2003). Impact of elaboration on social desirability and the validity of biodata measures. Poster presented in invited symposium at the 18th Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, Florida.

Selected Invited Presentations

- Ramsay, L. J. (2012). Diversity programs, diversity measurement, and related issues in organizations. Presentation to the Society for Human Resource Management Student Chapter, University of Colorado Denver, Denver, Colorado.
- Ramsay, L. J. (2010). Affirmative action. Presentation to undergraduate student class, University of Colorado Denver, Denver, Colorado.
- Ramsay, L. J. (2009). A multilevel examination of the antecedents of procedural, distributive, and restorative justice expectations and related outcomes in the context of strong preferential selection in South Africa. Presentation to the Business School, University of Colorado Denver, Denver, Colorado.
- Ramsay, L. J. (2009). Justice and affirmative action in South Africa. Presentation to the Department of Psychology, University of Stellenbosch, Stellenbosch, South Africa.
- Ramsay, L. J. (2009). Bogus biodata items. Presentation to the Department of Psychology, University of Stellenbosch, Stellenbosch, South Africa.
- Ramsay, L. J. (2007). The impact of situational context variables on responses to biodata and situational judgment inventory items. Presentation to the Department of Organization and Management, San José State University, San José, California.
- Ramsay, L. J. (2006). A multilevel examination of the antecedents of justice expectations and related outcomes in the context of strong preferential selection in South Africa. Presentation to the Department of Psychology, The Pennsylvania State University, University Park, Pennsylvania.
- Ramsay, L. J., Taylor, N., De Bruin, G. P., & Meiring, D. (2005). The Big Five personality factors at work: A South African validation study. Poster presented at the Personality at Work conference, Lueneburg, Germany.

Reports

- Ramsay, L. J. (2012). *Literature Review: Diversity Metrics*. Paper submitted to the Society for Human Resource Management. Alexandria, Virginia.
- Ramsay, L. J. (2012). *Literature Review: Diversity and Inclusion Programs*. Paper submitted to the Society for Human Resource Management. Alexandria, Virginia.
- Ramsay, L. J. & Ryan, A. M. (2004). *Report on Responses to Open-Ended Survey Question on Diversity*. Report submitted to client company. Phoenix, Arizona.
- Ramsay, L. J., & Ryan, A. M. (2003). *Factor Analysis*. Report submitted to client company. Phoenix, Arizona.

- Ramsay, L. J., & Ryan, A. M. (2003). *Diversity Survey Report*. Report submitted to client company. Phoenix, Arizona.
- Ramsay, L. J., Kim, B. H., Gillespie, M. A., & Friede, A. J. (2003). *Final Report – Score Inflation on Biodata and Situational Judgment Inventory Items Used in College Admissions*. Final report submitted to the College Board. New York, New York.
- Friede, A. J., Gillespie, M. A., Kim, B. H., Oswald, F. L., Ramsay, L. J., & Schmitt, N. (2002). *Final Report – Development and Validation of Alternative Measures of College Student Success*. Final report submitted to the College Board. New York, New York.
- Gillespie, M. A., Kim, B. H., Oswald, F. L., Ramsay, L. J., & Schmitt, N. (2002). *Interim Report – Biodata and Situational Judgment Inventories as Measures of College Success: Development and Pilot Testing Phases*. Interim report submitted to the College Board. New York, New York.
- Ford and Associates (2002). *Focus Group Report*. Final report submitted to the State of Michigan Department of Information Technology. Lansing, Michigan.

TEACHING ACTIVITIES

Classes Taught

Graduate-Level

- Managing People for Competitive Advantage (MGMT 6380)
 Human Resources Management: Training (MGMT 6720)
 Human Resources Management: Performance Management (MGMT 6730)
 Human Resources Management: Staffing (MGMT 6710)
 Managing Individuals and Teams (BUSN 6520)
 Organizational Behavior in Labor and Industrial Relations (LIR 823)
 Quantitative Research Design and Analysis in Psychology (PSY 815) – holding office hours and grading homework

Undergraduate-Level

- World of Business (BCOR 1015)
 First-Year Global Experience (BADM 1260)
 First-Year Seminar for Business (BADM 1250)
 Workforce Planning, Staffing and Training (BUS 154)
 Human Resources Management: Performance Management (MGMT 4440)
 Human Resources Management: Training (MGMT 4430)
 Human Resources Management: Staffing (MGMT 4420)
 Fundamentals of Human Resource Management (BUS 150)
 Work in Modern Society (ISS 210)
 Data Analysis in Psychological Research (PSY 295)
 Research Design and Measurement in Psychological Research (PSY 395) – laboratory sections

Test Preparation

- PHR Preparation
San José State University, San José, California
 GRE, PSAT, and SAT Preparation
Kaplan Educational Centers, Seattle, Washington and Ann Arbor, Michigan

Workplace Training

- Strategic Human Capital Management, Performance Management, Effective Supervision, Leadership, Change, Communication Skills, Conflict Resolution, Stress, Workplace Substance Abuse, and Workplace Violence
Magellan Behavioral Health, Tacoma, Washington, and Self-Employed

SERVICE ACTIVITIES

Ad Hoc Reviewer

- Academy of Management Annual Meeting, 2007, 2008, 2009, 2010, 2012
 Human Resource Management journal, 2011
 Journal of Critical Incidents, 2011
 Psychology Science journal, 2007
 Society for Industrial and Organizational Psychology Annual Meeting, 2011, 2012, 2013, 2014

Student Research Supervision

Postgraduate Optional Professional Training
Undergraduate Independent Study
Leeds Residential Academic Program Research Pod

University of Colorado Boulder Service

University of Colorado Boulder Faculty Assembly Faculty-Student Mentor Program, 2014-present
University of Colorado Boulder Residential Academic Programs Orientation Process, 2014-present
University of Colorado Boulder Scholarship Reviewer, 2014
Leeds School of Business Office of Diversity Affairs Summer Bridge Instructor, 2014
Organization and Management Human Resource Management Curriculum Review, 2014-present
Industry Panelist, Society for Human Resource Management Student Chapter, 2014

San José State University Service

College of Business Assessment of Student Competencies Committee, 2010-2011
Department of Organization and Management Curriculum Committee, 2010-2011
Department of Organization and Management Human Resource Management Course Committee, 2008-2011
Department of Organization and Management Course Chair for Bus 150 Fundamentals of Human Resource Management, 2010-2011
Department of Organization and Management Course Chair for Bus 154 Workforces Planning, Staffing & Training, 2010-2011
Department of Organization and Management Course Chair for Bus 155 Performance Management & Development, 2010-2011
Student/Alumni Study Group Facilitator for Professional in Human Resources (PHR) exam preparation, 2010
Elevator Pitch Judge, Silicon Valley Neat Ideas Fair hosted by the Silicon Valley Center for Entrepreneurship, 2010
Student Club Advisor for International Business Association, 2010-2011

University of Colorado Denver Service

Business School Student Recognition Event Committee, October 2009-November 2009

Michigan State University Service

Industrial/Organizational Psychology Mentoring Committee, 2005-2006
Industrial/Organizational Psychology Program Committee, 2004-2006
Industrial/Organizational Psychology Brown Bag Committee, 2002-2003
Industrial/Organizational Psychology Web Committee, 2001-2002, 2002-2003
Industrial/Organizational Psychology Recruitment Committee, 2001-2002

University of Puget Sound Service

Alumni Council Admission Committee, 2013-present
Alumni Sharing Knowledge (ASK) network, 2000-present