

M.K. Ward

Address: Department of Psychology, Box 7650, NC State University, Raleigh, NC 27695-7650
Phone: (253) 988-1498
E-mail: mkward@ncsu.edu

EDUCATION

Ph.D. Industrial/Organizational Psychology North Carolina State University expected 2015
Dissertation title: *The Relationships between Decision-Making Styles of Entrepreneurs and Organizational Performance*
M.S. Industrial/Organizational Psychology North Carolina State University 2013
B.A. Psychology and B.B.A. Marketing Loyola Marymount University 2008

RESEARCH INTERESTS

Organizational neuroscience, entrepreneurship, performance, leadership, judgment and decision making, methodology and measurement, affect, and mindfulness.

PEER-REVIEWED PUBLICATIONS

1. **Ward, M.K.** & Pond, S.B. (2015). Using virtual presence and survey instructions to minimize careless responding on internet-based surveys. *Computers in Human Behavior*, 48, 554–568. doi:10.1016/j.chb.2015.01.070
2. Becker, W.J., Volk, S. & **Ward, M.K.** (2015). Leveraging neuroscience for smarter approaches to workplace intelligence. *Human Resource Management Review*, 25(1), 56-67.

Under Review

1. Meade, A.W. & **Ward, M.K.** (under review). Careless responses and study attrition as a source of sampling bias in assessing personality traits and performance. *Journal of Management*.

In Preparation

1. Gloss, A.E., Pollack, J. & **Ward, M.K.** (in preparation). Differential functioning of entrepreneurial orientation across levels of socioeconomic development.
2. **Ward, M.K.**, Kurtz, A.M. & Craig, S.B. (in preparation). The effects of survey prompts on the measurement of implicit leadership theories.
3. **Ward, M.K.** & Wilson, M.A. (in preparation). The development of a scale of rater motivation.
4. Pappalardo, G., **Ward, M.K.**, & Becker, W.J. (in preparation). Emotional labor and motivation: Applying the three-component model to display-rule commitment.

BOOK CHAPTERS

1. **Ward, M.K.** & Becker, W. J. (in preparation). A Brief Primer on Functional Magnetic Resonance Imaging (fMRI) in Entrepreneurship Research. In M. Day, M. Boardman, & Kreuger, N. (Eds.), *Handbook of Research Methodologies and Design in Neuro-entrepreneurship*.
2. **Ward, M.K.**, Volk, S. & Becker, W. J. (accepted). An overview of organizational neuroscience. *Organizational Neuroscience*.
3. Becker, W. J. & **Ward, M. K.**, (in press). Leadership and neuroscience. In S. G. Rogelberg, K. M. Shockley, & S. Tonidandel (Eds.), *SAGE Encyclopedia of Industrial and Organizational Psychology* (2nd ed.).

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OTHER PUBLICATIONS

1. **Ward, M.K.** & Becker, W.J. (2015). Work at the Intersection of Theoretical Neuroscience, Entrepreneurship, and Technology: A TIP Interview With Dr. Vivienne Ming, Part 1. *The Industrial-Organizational Psychologist*, 53(2), 67-71.
2. **Ward, M.K.** & Becker, W.J. (2015). Emotion in work from the brain to organizational levels of analysis: A TIP interview with Professor Neal Ashkanasy. *The Industrial-Organizational Psychologist*, 53(1), 101-107.
3. **Ward, M.K.** & Becker, W.J. (2015). Connecting counterproductive work behavior with a resource-depleted brain: A TIP interview with Professor Michael Christian. *The Industrial-Organizational Psychologist*, 52(4), 16-21.
4. **Ward, M.K.** (2015). Careless responding on internet-based surveys: How rehumanizing the process may improve data quality. *Observer - Association for Psychological Science*. **Invited article**.
5. **Ward, M.K.** & Becker, W.J. (2015). Organizational neuroscience: putting the neuroscience in organizational neuroscience: An interview with Dr. Sebastiano Massaro. *The Industrial-Organizational Psychologist*, 52(3), 33-37.
6. **Ward, M.K.** & Becker, W.J. (2014). Organizational neuroscience: Neuroscience and leadership development: An interview with Dr. Marian Ruderman and Dr. Cathleen Clerkin. *The Industrial-Organizational Psychologist*, 52(2), 55-59.
7. **Ward, M.K.** & Becker, W.J. (2014). Organizational neuroscience: A TIP interview with Professor Wendong Li. *The Industrial-Organizational Psychologist*, 52(1), 57-62.
8. **Ward, M.K.** & Becker, W.J. (2014). Organizational neuroscience: A TIP interview with Professor Sigal Barsade. *The Industrial-Organizational Psychologist*, 51(4), 126-131.
9. **Ward, M.K.** & Becker, W.J. (2014). Organizational neuroscience: An interview with a pioneer of multidisciplinary research in organizations, Professor Nick Lee. *The Industrial-Organizational Psychologist*, 51(3), 152-157.
10. **Ward, M.K.** & Becker, W.J. (2013). Organizational neuroscience: An interview with Professor Daniel Simons. *The Industrial-Organizational Psychologist*, 51, 127-132.
11. **Ward, M.K.** & Becker, W.J. (2013). Organizational neuroscience. *The Industrial-Organizational Psychologist*, 51(2), 94-97.
12. Thompson, L.F., Gloss, A.E., & **Ward, M.K.** (2013). Industrial and organizational psychology in Papua New Guinea. *The Industrial-Organizational Psychologist*, 50(4), 88-91.
13. Thompson, L.F., Gloss, A.E., & **Ward, M.K.** (2013). Industrial and organizational psychology in Ghana. *The Industrial-Organizational Psychologist*, 50(3), 90-95.
14. Thompson, L.F., Gloss, A.E., & **Ward, M.K.** (2012). Developing I-O in a developing country: The Philippine experience. *The Industrial-Organizational Psychologist*, 50(2), 99-103.
15. Thompson, L.F., Gloss, A.E., & **Ward, M.K.** (2012). Industrial and organizational psychology in Croatia. *The Industrial-Organizational Psychologist*, 50(1), 98-101.
16. Thompson, L.F., Gloss, A.E., & **Ward, M.K.** (2012). Shifting the spotlight to the "majority" world. *The Industrial-Organizational Psychologist*, 49(4), 84-88.

CONFERENCE PRESENTATIONS

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1. Osgood, J., **Ward, M.K.**, & Meade, A.W. (2015, May). *The effects of environmental distractions on careless responding in online surveys*. Poster presented at the 27th annual meeting of the Association for Psychological Science, New York, NY.
2. **Ward, M.K.**, Meade, A.W., Gasperson, S. & Pond, S.B. (2015, April). *Using cognitive dissonance to reduce careless responding on Internet-based surveys*. Paper presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
3. Krauss, A.D., Waldman, D.A., Becker, W.J., **Ward, M.K.**, & Massaro, S. (2014, August). *The emerging field of organizational neuroscience*. Invited panel session at the 122nd annual convention of the American Psychological Association, Washington, D.C.
4. **Ward, M.K.** & Pond, S.B. (2014, May). *Using virtual presence and instructions to minimize careless responding on internet-based surveys*. Paper presented at the 26th annual meeting of the Association for Psychological Science, San Francisco, CA. **Selected as recipient of the APSSC Student Research Award.**
5. **Ward, M.K.** (2014, May). *Overview and considerations of electroencephalography (EEG) in I/O psychology*. Paper presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
6. **Ward, M.K.**, Meade, A.W., Gasperson, S. & Pond, S.B. (2014, May). *Manipulating instructions to reduce careless responding on Internet-based surveys*. Paper presented at the 29th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
7. **Ward, M.K.** & Wilson, M. (2014, May). *Development of a rater motivation scale*. Poster presented at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
8. **Ward, M.K.**, Ramirez, S.A., & Toaddy, S.R. (2013, May). *Exploring the Internalization of Externalities in Industrial/Organizational Psychology (EIEIO)*. Poster presented at the 25th annual meeting of the Association for Psychological Science, Washington, D.C.
9. **Ward, M.K.** & Craig, S.B. (2013, April). *Organizational neuroscience: classic I/O topics, innovative approaches*. Symposium co-chair at the 28th annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.

RESEARCH EXPERIENCE

Research Assistant, North Carolina State University, 2014 - present

- Performed various tasks during development of proposals under a multi-year, interdisciplinary, government grant funded project to improve performance in a federal government agency
- Currently leading a study about influencing employee workflow (with Dr. Adam Meade, Dr. Emerson Murphy-Hill, Anna Kurtz, Richard Yentes)

Member of North Carolina State University Psychometrics Lab, 2014 – present

- Conducted a simulation study in which Dr. Adam Meade and I created R syntax to calculate careless responding indicators for survey data (4,000 datasets across 400 conditions).
- Joined a study that collected data about the environment of careless responders. My role in the project has been to demonstrate how to analyze the data to another lab member, and speed up publication.
- Mentored graduating undergraduate and first-year graduate student in a research project connecting circadian rhythms, cortisol levels, and careless responding in online survey data.
- On-going lab projects include: refining survey methodology by reducing careless responding, crowd-sourcing scale development, and using R and big data to optimize assessment scoring

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- Currently leading a series of studies investigating methods to prevent careless responding in online surveys (with Dr. Adam Meade). We heavily based the studies in multiple different theories that are established in social psychology.
- Currently assisting PI of the lab with miscellaneous lab management (meetings, paperwork, reviewing papers)

Research Assistant, University of Puget Sound, 2006-2009

- Assisted Dr. Carolyn Weisz in research assessing the effectiveness of services to the homeless
- Conducted 45-60 minute survey interviews with four homeless women during Project Homelessness Connect, a one-day event providing free services to the homeless
- Recruited 20 participants and conducted 55 minute survey interviews with service providers to the homeless, assessing stress, job satisfaction, intent to quit, and other I/O topics

RAINS Grant Research Assistant, Loyola Marymount University, 2007-2008

- Co-led motivational interventions in 2 hour sessions with 10-30 students
- Presented information on social norms and alcohol use to groups of 50-75 students

Research Assistant to Dr. Joseph Watson, UCLA, 2007-2008

- Assisted Dr. Joseph Watson in research investigating the link between Paraquat (herbicide exposure) and the onset of Parkinson's Disease
- Conducted Bradford assays and Western immunoblot analyses
- Analyzed image the results of the Western immunoblot analysis and 2 brain extractions from mice

RAINS Grant Research Assistant, Center for Teaching Excellence, 2005-2008

- Collected survey data from professors attending pedagogy workshops
- Conducted descriptive tests to evaluate survey responses with SPSS
- Created and organized data files of pedagogy workshops to analyze efficacy of presentations
- Adjusted survey placement to increase survey response rate by 20%

WORK EXPERIENCE

Founder and Owner, A Pig's Ear, LLC, 2015

- Recognized a market opportunity and founded a small business that produces and sells donut holes that are dairy-free and gluten-free

Consultant, Scientific Organizational Solutions, LLC, 2014

- Developed a proposal for a selection instrument focused on sales positions (with Dr. Adam Meade and Anna Kurtz)
- Wrote non-technical explanations about situational judgement tests, personality traits, and methods of scoring selection tests
- Conducted a competitors analysis and created a table of KSAOs based on O*NET data

Consulting Internship, Praxis HR, May-August 2012

- Strategized project tasks and timeline with Praxis HR's President and briefed him on relevant insights from I/O research

Consulting Internship, Edge Learning Institute, May-August 2011

- Completed facilitator training and presented findings from leadership data to Edge's CEO

Data Analyst Contractor, O*NET, 2011-2012

- Coordinated with team members to ensure deliverable goals are met on time in a national-level work analysis project, analyzed thousands of job tasks for reorganization

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Store Manager, Schmetzer's Sporthaus, 2009-2010

- Solely responsible for the store's performance in sales and growth.
- Created job descriptions before selecting and training two new employees
- Researched and developed goal-setting processes to motivate Tacoma sales team
- Created customer survey from which 50 consumer responses identified awareness levels, trial behavior and unaddressed needs in our target market
- Created Sporthaus's Facebook page, promoting a social media presence
- Researched and developed a Google Adwords campaign
- Fostered partnerships with local businesses utilizing cross-promotion

TEACHING EXPERIENCE

Research Assistant, North Carolina State University, 2014-present

- Co-taught (with Anna Kurtz and Dr. Adam Meade) an online social psychology course (50 students), created assignments and exams, gave feedback, posted grades to Moodle
- Guest instructor for two graduate-level labs about Item Response Theory. I demonstrated to students how to calculate and interpret effect sizes of differential functioning using VisualDF. Using MODFIT, I demonstrated how to choose the IRT model that best fits the data.

Teaching Assistant, North Carolina State University, 2010-2013

- Primary instructor of a core psychology course for 5 semesters, 10 sections, and 846 students
- Coordinated guest lectures, designed course content, syllabus, and integrated electronic response cards into the class
- Organized tasks for T.A.s to manage administrative responsibilities

Guest Lecturer, 2011

- Gave 1 hour 15 minute lecture about organizational change in an Applied Psychology course

Tutor, Loyola Marymount University, 2007-2008

- Taught psychology/marketing concepts, corrected APA format in international student papers
- Personalized explanations of psychology and marketing concepts to each student, approximately 5 students every week
- Corrected APA formatting in undergraduate and graduate student papers, approximately 4 students every week

STATISTICAL COURSEWORK AND SOFTWARE

R Statistical Software	R
Multilevel Modeling	SAS
Structural Equation Modeling II	SAS
Structural Equation Modeling	Mplus
Item Response Theory	Multilog, Bilog, VisualDF, MODFIT
Psychometrics	SAS
Multiple Regression	SPSS
Functional Magnetic Resonance Imaging (Duke)	Matlab
Quantitative Methods in Psychology	SPSS

AWARDS & RECOGNITION

- Thayer Travel Award, 2015

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- NCSU Psychology Department Travel Award, 2015
- APSSC Student Research Award, 2014
- SIOP Student Travel Award, 2014
- Southeast SAS Users Group student scholarship, 2012
- North Carolina State University Graduate Fellowship, 2010-2011

SERVICE

- Ad-hoc conference submission reviewer for Academy of Management, 2014-2015
- Vice President, Graduate Association for Students in Psychology, NCSU, 2011-2012
- Panelist and Volunteer in NCSU's I/O Psychology Graduate Student Orientation, 2011-2015

REFERENCES

1. Adam Meade
Department of Psychology
640 Poe Hall, Campus Box 7650
Raleigh, NC 27695-7650
awmeade@ncsu.edu
Voice: (919) 513-4857
Fax: (919) 515-1716
2. Bart Craig
Department of Psychology
640 Poe Hall, Campus Box 7650
Raleigh, NC 27695-7650
bart_craig@ncsu.edu
Voice: (919) 513-0518
3. Jeffrey Pollack
Department of Management, Innovation, & Entrepreneurship
Poole College of Management
North Carolina State University
Raleigh, NC 27695
Email: jmpolla3@ncsu.edu
Voice: (804) 397-0818
Webpage: www.jeffreypollack.com
4. William Becker
Texas Christian University
Department of Management, Entrepreneurship, & Leadership
Neeley School of Business
TCU Box 298530
Fort Worth, TX 76129
w.becker@tcu.edu
Voice: (817) 257-7567

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