# Moira E. Hanna, Ph.D.

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http://www.ioresearch.net

## **Objective:**

Obtain a challenging job that will utilize my skills in selection, assessment, recruitment, performance appraisal, training design and implementation, and employment law.

#### **Education:**

PhD in Industrial-Organizational Psychology, Clemson University (GPA 4.0/4.0)

May 2008

Master of Science in Applied Psychology, Clemson University (GPA 4.0/4.0)

Bachelor of Science in Psychology, Furman University (GPA 3.32/4.0)

December 2005

June 2003

### **Professional Experience:**

Visiting Lecturer Clemson University, Clemson, SC August 2008 – Present

- Design and implement curriculum for 2 sections of Introductory Psychology, 2 sections of Industrial Psychology, and 1 section of Research Methods.
- Identify student-learning outcomes for each course and identify methods (other than course grades) for capturing data demonstrating that these outcomes have been met.
- Provide feedback to students about learning goals and course grades.
- Supervise a Graduate Teaching Assistant (GTA) and delegate tasks to be completed by the GTA.

### **Training Consultant**

June 2008 – July 2008

e-Portfolio Assessment, Clemson University, Clemson, SC

- Design and administer evaluations and obtain participant reactions on the e-Portfolio scoring process being implemented at Clemson University.
- Observe the training process with the purpose of later providing suggestions and notes about the process and places for improvement.
- Lead discussions at the conclusion of the training and again at the end of each scoring day to determine areas for improvement as well as positive aspects of the training and process.
- Integrate and analyze the feedback received.
- Provide a report on the feedback received as well as any observations made during the training and scoring process.

### **Assessment Consultant**

October 2007 – Present

e-Cruiser Program, Clemson University, Clemson, SC

- Design a research study using control and experimental groups to determine the effects of the e-Cruiser educational program on elementary school children.
- Integrate and analyze the survey data and standardized test results gathered to answer the research questions outlined in the study design.
- Report the findings for several audiences including funding agencies, corporate sponsors, academic reviewers, and the general public.

### Graduate Research Assistant/Program Assistant

August 2003 – May 2008

Office of Institutional Assessment and Effectiveness, Clemson University, Clemson, SC

- Develop web-based surveys, which includes identifying the purpose of the survey and developing items.
- Collaborate with the students, faculty, and administrative personnel who will ultimately use the data in order to optimize surveys and assessments.
- Analyze data using SPSS to develop a presentation of the findings for all interested audiences.
- Adhere to FERPA and IRB guidelines as they relate to participants and data security.
- Balance up to five clients at any given time.

## Moira E. Hanna, page 2

Graduate Research Assistant (Contractor)

October 2006 - May 2008

Center for the Advanced Study of Language, Clemson, SC

- Conduct literature searches and write literature reviews on a variety of topics and fields.
- Develop presentations of literature review findings for use at quarterly team meetings.
- Analyze data collected from team research projects.
- Guide the team on research study designs that are being implemented.
- Participate in bi-weekly conference calls to discuss the progress of the team and discuss any problems that may
  have arisen.

#### Recruiting Summer Intern

May 2005 - August 2005

Michelin North America, Greenville, SC

- Supervised the revision of the employee satisfaction survey and recommended outsourcing companies to provide data analysis and report writing for this survey.
- Developed and wrote a telecommuting policy for Michelin Americas Research Center and the North American Headquarters.
- Gathered information on each Michelin facility in the USA and Canada and produced information packets detailing the history, products, environmental and community initiatives for each facility.

Consultant

March 2005 - May 2005

Public Service & Agriculture (PSA), Clemson University, Clemson, SC

- Developed, scheduled, and conducted structured interviews with department heads in the College of Agriculture, Forestry, and Life Sciences.
- Researched the ideas and goals of PSA and South Carolina state government in order to align the proposal with current trends.
- Proposed a new way of organizing the public service activities offered by Clemson.

Recruiting Summer Intern

May 2004 - July 2004

Greenville Hospital System (GHS), Greenville, SC

- Assisted with the implementation of the Prove It!® clerical testing for job applicants, including validation study design.
- Assessed the usefulness of a variety of interview procedures and participated in the adoption process of a uniform interview procedure, using DDI's Targeted Selection.
- Collaborated with the VP of Human Resources to revise GHS Policy on Inclement Weather.
- Aided the Director of Employment in revising contracts for temporary employment agencies.
- Designed and implemented a validation study looking at the relation between GPA and performance of new graduate nurses.

Consultant [pro bono]

February 2004 - May 2004

Brains on Fire, Greenville, SC

- [as part of a class project for Psychology of Training and Evaluation].
- Conducted job analysis interviews with job incumbents and supervisors.
- Conducted focus groups to determine key areas of concern for future training.
- Developed a training program focused on the key areas identified through focus groups and job analysis.

Human Development Psychology Research Assistant

September 2002 - August 2003

Furman University, Greenville, SC

- Completed an undergraduate research thesis examining the types and amount of television watched by infants less than 2 years of age.
- Developed a mail-out survey and recruited participants for the study.
- Conducted data analysis and presented the research findings to a research committee.
- Named second author on a poster presented at the International Society for Infancy Studies 2004 Conference.

## Moira E. Hanna, page 3

Furman Advantage Internship Cherokee Nation, Tahlequah, OK June 2002 - August 2002

First Nations Development Institute, Fredericksburg, VA

- Aided in the development of the Cherokee Nation Leadership Class Facilitator's Manual.
- Conducted preliminary research on predatory lending in Native American Communities assessing the amount and types of predatory lending present, and collaborated on an outline and draft of the findings for First Nations Development Institute. This paper, entitled, "Predatory Lending in Native American Communities" can be found at http://www.firstnations.org under the Publications section.

### **Computer Skills:**

Experience with PC and Macintosh. EQS, SPSS, Perseus Survey Solutions, Survey Monkey, Windows, PowerPoint, Excel, Word, Access, Outlook, Eudora, Search Engines, Microsoft Works.

#### **Professional Affiliations:**

Academy of Management, Member American Psychological Association, Member Society for Industrial and Organizational Psychology, Member Society for Human Resource Management, Member

### **Relevant Coursework:**

Advanced Personnel Selection Advanced Social Psychology Advanced Studies in Systems and Theories Cross-Cultural Issues **Individual Differences** Judgment and Decision Making Legal Issues in Psychology Motivation Occupational Health (Independent Study)

Organizational Development Performance Appraisal Personnel Psychology Psychological Tests and Measurement Psychology of Training and Evaluation Research Design and Quantitative Methods I, II, & III Structural Equation Modeling Teams and Teamwork

### **Honors and Awards:**

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Clemson University Graduate Assistantship	2003 - present
Furman Advantage Internship	Summer 2002
Furman University Academic Scholarship	1999 - 2003
Furman University Music Scholarship	1999 - 2003
Furman University Boda Flute Scholarship Recipient	2001 - 2002
FEEA Academic Scholarship	1999 - 2000