
Paul G. Curran, Ph.D.

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Abstract

My main research focuses on the improvement of measurement in the science of psychology. This ranges from improving test data through unique applications of partial credit to improving low-stakes psychological inventory data through a better understanding of respondents' motivations and state of mind as indicated by their response patterns.

My background in Industrial/Organizational psychology (I/O Psychology: The study and understanding of human performance and welfare at work) further provides a wide range of skills relating to job selection, job analysis, program evaluation, assessment, training, mission & vision planning, teams & teamwork, leadership, organizational change & development, and more.

In addition, my diverse undergraduate educational background in both psychology and physics provides a unique perspective on, and strong foundation for, the mathematics, statistics, and research methodologies that are inherent and integral to all of the sciences. My wide ranging consulting experience within the fields of workplace, statistical, and academic consulting demonstrate my ability to work out of the box and produce interdisciplinary solutions. I am a problem solver.

Education

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| 2012 | Ph.D., Industrial and Organizational Psychology
Michigan State University, East Lansing, MI
Dissertation: "Building a Better Test with Confidence (Testing)."
Chair: Dr. Steve W. J. Kozlowski |
| 2008 | Master of Arts, Industrial and Organizational Psychology
Michigan State University, East Lansing, MI
Thesis: "Exploration and Exploitation: A New Explanation of Differential Goal-Setting Effects."
Chair: Dr. Richard P. DeShon |
| 2004 | Bachelor of Arts, Psychology
Bachelor of Arts, Physics
Illinois Wesleyan University, Bloomington, IL
Honor's Thesis Chair: Dr. John M. Ernst |

Professional Positions

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| 2014- | <i>Research & Evaluation Consultant, Institutional Research, Kenyon College, Gambier, OH</i> |
| 2013- | <i>Visiting Assistant Professor of Mathematics & Statistics, Kenyon College, Gambier, OH</i> |
| 2012- | <i>Visiting Assistant Professor of Psychology, Kenyon College, Gambier, OH</i> |
| 2012- 2014 | <i>Senior Research Analyst, Institutional Research, Kenyon College, Gambier, OH</i> |
| 2008-2012 | <i>Statistical Consultant, Center for Statistical Training and Consulting (CSTAT), Michigan State University, East Lansing, MI</i>
Provided problem-specific statistical consultation for clients (faculty, grad students, research staff, alumni, & external) with high autonomy. Clients spanned all colleges of the university and provided a diverse problem set ranging from experimental design and implementation to analysis and |

interpretation of results.

Directors: Dr. Steven Pierce & Dr. Brian Silver

- 2008-2009 *Research and Development Intern, Denison Consulting, Ann Arbor, MI*
Served as an intern in the research and development department. Dealt with internal projects and client inquiries as they emerged, covering a range of topics. Used experience with invalid responding to help with improvement of data quality.
Directors: Dr. Lindsey Kotrba & Dr. Daniel Denison
- 2005-2008 *Graduate Research Associate, Department of Psychology, Michigan State University, East Lansing, MI*
Executed research studies; analyzed and interpreted results of statistical analyses. Presented results of research in conference papers and presentations. Supervised a number of undergraduate research assistants per semester, including hiring, scheduling, managing, and mentoring.
Directors: Dr. Steve W.J. Kozlowski & Dr. Richard P. DeShon

Consulting Experience

- 2013 *Google, Mountain View, CA.*
Worked as a temporary analyst assisting on data transformation, analysis, and interpretation.
- 2013 *Kenyon College Center for Innovative Pedagogy, Gambier, OH*
Performed data transformation, data management, statistical analysis and reporting on a survey of faculty teaching goals related to a number of factors.
- 2011-2012 *Manneken-Brussel Imports, Austin, TX*
Consulted with marketing department to develop, administer, analyze, and report on customer survey to inform future strategy in U.S. markets.
- 2010-2012 *MSU Summer Research Opportunity Program, East Lansing, MI*
Worked with Summer Research Opportunity organizers and other Center for Statistical Consulting staff to organize a week-long statistical workshop for undergraduates for three summers. Served as a teaching assistant during workshops, providing guidance and direction for undergraduates.
Coordinators: Dr. Kim Meier, Dr. Brian Silver, Marcus Coleman & Paul Curran
- 2007-2011 *Telamon Corporation, Lansing, MI*
Evaluated and modified a survey about vitamin distributions in migrant worker camps under a March of Dimes grant in collaboration with administrators. Three years of cross-sectional analyses and summary of longitudinal results at close of project.
Technical Reports:
Curran, P. G. & Kuljanin, G. (2011). Results of March of Dimes Healthy Mothers/ Healthy Babies vitamin survey: The year after.
Kuljanin, G. & Curran, P. G. (2009). Results of March of Dimes Healthy Mothers/ Healthy Babies Vitamin Survey: Year three of three.
Curran, P. G. & Kuljanin, G. (2008). Results of March of Dimes Healthy Mothers/ Healthy Babies vitamin survey: Year two of three.
Kuljanin, G. & Curran, P. G. (2007). Results of March of Dimes Healthy Mothers/ Healthy Babies vitamin survey: Year one of three.
- 2007 *Telamon Corporation, Lansing, MI*
Analyzed existing recruitment, selection, and retainment strategies to redesign the hiring process, heightening focus and efficiency
Technical Report: Curran, P., Kuljanin, G., & Wang, H. (2007). Recruitment and selection: An analysis. Telemon Corporation, Michigan Office, Lansing, MI.
- 2007 *Kalamazoo County Sheriff's Department, Kalamazoo, MI*
Built and administered a custom selection system to select for a high ranking civilian administrative position. Selection system included a custom in-basket task as well as an interview panel and role play.
Researchers: Curran, P., Grand, J. & Ryan, A.
- 2006 *Foote Hospital Systems, Jackson, MI*

Collected data from focus groups; used data to develop/present strategic plan.

Technical Report: Ford, J.K., & Curran, P. (2006). Healthy Initiative Organization: Focus group report. Foote Hospital Systems, Jackson, MI.

2006 *Catholic Diocese of Lansing, Lansing, MI*

Developed and facilitated a workshop on collaboration and team-building.

Workshop: Foster-Fishman, P., Ford, J.K., Sinha, R., & Curran, P. (2006). Workshop on collaboration. Catholic Diocese of Lansing, Lansing, MI.

2005-2006 *Haworth, Inc., Holland, MI*

Validated a series of math and reading tests used for personnel selection.

Technical Report: Curran, P., Pachulicz, S., Schmitt, N. (2006). Criterion-related validation of Haworth Reading and Math Tests. Haworth, Inc., Holland, MI.

Publications

Pigg, S., Grabill, J.T., Brunk-Chavez, B., Moore, J.L., Rosinski, P., & **Curran, P.G.*** (In Press) Ubiquitous Writing, Technologies, and the Social Practice of Literacies of Coordination. *Written Communication*.

Blythe, S., Lauer, C., & **Curran, P.G.*** (2014, In Press). Professional and Technical Communication in a Web 2.0 World: A Report on a Nationwide Survey. *Technical Communication Quarterly*, 24(4).

Hughes, A.K., Rostant, O.S., & **Curran, P.G.*** (2014). Improving Sexual Health Communication Between Older Women and Their Providers: How the Integrative Model of Behavioral Prediction Can Help. *Research on Aging*, 36(4), 450-466.

Annear M.J., Mowat F.M., Bartoe J.T., Querubin J., Azam S.A., Basche M., **Curran P.G.***, Smith A.J., Bainbridge J.W., Ali R.R., Petersen-Jones S. (2013). Successful gene therapy in older Rpe65-deficient dogs following subretinal injection of an adeno-associated vector expressing RPE65. *Human Gene Therapy*, 24, 883-893.

Huang, J. L., **Curran, P.G.**, Keeney, J., Poposki, E. M., & DeShon, R. P. (2012). Detecting and Deterring Insufficient Effort Responding to Surveys. *Journal of Business and Psychology*, 27, 99-114.

Curran, P., Kotrba, L., & Denison, D. (2011). Careless Responding in Surveys: Applying Traditional Techniques to Organizational Settings. *Personnel Testing Council Quarterly*, 7, 9-13.

Annear, M. J., Bartoe, J. T., Barker, S. E., Smith, A. J., **Curran, P.G.***, Bainbridge, J. W., Ali, R. R. & Petersen-Jones, S. M (2011). Gene therapy in the second eye of RPE65 -/- dogs improves retinal function. *Gene Therapy*, 18, 53-61.

Rumbeiha, W.K., Agnew, D., Maxie, G., Hoff, B., Page, C., **Curran, P.*** & Powers, B. (2010). Analysis of a Survey Database of Pet Food-Induced Poisoning in North America. *Journal of Medical Toxicology*, 6, 172-184.

* Worked as statistical consultant

Books

Curran, P.G. (2014). *Quantifying Star Wars: An Exercise in Uncommon Measurement*. Gambier, OH: Self-published.

Works in Progress

Merritt, S., Sinha, R., **Curran, P.G.**, Ilgen, D. (Under Review). Attitudinal predictors of relative reliance on human vs. automated advisors.

[Author list] (Under review). Sildenafil suppresses rod-mediated ERG responses in dogs heterozygous for a functional null mutation in Pde6a.

Moore, J., Rosinski, P., Peebles, T., Pigg, S., Rife, M.C., Brunk-Chavez, B., Lackey, D., Rumsey, S.K., Tasaka, R., **Curran, P.***, Grabill, J.T. (Under Review). Revisualizing Composition: How First-Year Writers Use Composing Technologies.

* Worked as statistical consultant

Other Technical Reports and White Papers

Curran, P.G. (2013). Report on the Results of the Course Goals Inventory. Kenyon College Center for Innovative Pedagogy, Gambier, OH.

Kassens-Noor, E, Vertalka, J., Sojka, A., **Curran, P.*** & Maguire, A. (2010). Report on preferences of Michigan communities along the Wolverine Corridor for the future of Michigan's high speed rail service. East Lansing, MI: Institute for Public Policy and Social Research.

Grabill, J., Hart-Davidson, W., Pigg, S., **Curran, P.***, McLeod, M., Moore, J., Rosinski, P., Peeples, T., Rumsey, S., Rife, M. C., Tasaka, R., Lackey, D., & Brunk-Chavez, B. (2010). The writing lives of college students: A WIDE survey and whitepaper.

Curran, P. G. (2009). Careless responding in organizational culture survey data: Summary of findings. Internal Report, Denison Consulting, Ann Arbor, MI.

Kotrba, L. & **Curran, P. G.** (2009). Denison Culture Survey: Linkage to performance for [Company]. Technical Report, Denison Consulting, Ann Arbor, MI.

Guidroz, A.M. & **Curran, P. G.** (2009). Denison Organizational Culture Survey: Overview of 2009 Normative Database. Internal Report, Denison Consulting, Ann Arbor, MI.

Curran, P. G. (2009). Summary of the use of difference scores on reverse worded item pairings as a method of invalid data detection. Internal Report, Denison Consulting, Ann Arbor, MI.

Curran, P. G. (2009). User's Guide to Custom Syntax for Creation of Invalid Response Detection Statistics. Internal Report, Denison Consulting, Ann Arbor, MI.

Curran, P. G. (2009). Recommendations for the use of invalid response detection techniques on OCS data. Internal Report, Denison Consulting, Ann Arbor, MI.

Kozlowski, S. W. J., DeShon, R. P., Park, G., **Curran, P.**, Kuljanin, G., & Firth, B. (2007). Dynamic resource allocation and adaptability in teamwork. (Final Report, Grant No. FA9550-05-100065). Arlington, VA: Air Force Office of Scientific Research.

* Worked as statistical consultant

Symposia Chaired

Curran, P. & Carter, N. (2012). Invalid data in surveys: Antecedents, detection, and consequences. Symposium to be presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, April 26-28, 2012.

Recent Presentations, Posters, and Invited Talks (Inquire for Full Listing)

Curran, P.G. (2014) The art of data visualization: A discussion of Mike Bodge's NSKYC. Invited talk at Kenyon College's Gund Art Gallery, Gambier, OH, April, 2014.

Curran, P.G. (2013) Building a better test with confidence testing. Invited talk at Thomas More College, Crestview Hills, KY, October, 2013.

Curran, P.G. (2012). Building a better test with confidence testing. Invited talk at Kenyon College Common Hour Colloquium Series, Gambier, OH, October, 2012.

Curran, P. & Kotrba, L. M. (2012). The impacts of invalid responding: A simulation study. Presented at the 27th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA, April 26-28, 2012.

Huang, J. L., **Curran, P. G.**, Keeney, J., Poposki, E. M., & DeShon, R. P. (2011). Detecting insufficient effort responding to

surveys: Convergent validity and psychometric impact. Paper presented at the 71st Annual Convention of the Academy of Management Association, San Antonio, TX, August 12-16, 2011.

Curran, P.G. (2010). Opportunities and experiences with CSTAT: Michigan State University's Center for Statistical Training and Consulting. Invited talk at Michigan State University Organizational Psychology Brownbag Series, East Lansing, MI, October, 2010.

Curran, P., Kozlowski, S. W. J, Firth, B., Kuljanin, G., Park, G. & DeShon, R. P. (2010, August). Metacognition and frequency of feedback: Effects on self-regulation. Paper presented at the 70th Annual Convention of the Academy of Management Association, Montreal, Quebec, Canada, August 6-10, 2010.

Curran, P., Kotrba, L.[^], & Denison, D. (2010, April). Careless responding in surveys: Applying traditional techniques to organizational settings. Poster presented at the 25th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta, GA, April 8-10, 2010.