

W. Jackeline Torres

Curriculum Vitae

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ADDRESS

Rice University
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EDUCATION

- 2019 (expected) Ph.D., Psychology
Rice University – Houston, TX
Industrial/Organizational Psychology
- 2016 Master of Arts, Psychology
Rice University – Houston, TX
Industrial/Organizational Psychology
Thesis: Course participation, performance, and completion by adult learners in a Massive Open Online Course (MOOC): Trait complexes, interest, and non-ability determinants
Committee: Dr. Margaret E. Beier, Ph.D. (advisor), Dr. Mikki Hebl, & Dr. David Lane
- 2011 Master of Education, Education and Human Resource Studies
Colorado State University – Fort Collins, CO
Specialization: Career Development
- 2006 Bachelor of Science, Psychology
Colorado State University – Fort Collins, CO

GRANTS, HONORS, & SCHOLARSHIPS

- April 2016 Travel Fund Recipient – recipient of a \$400 travel grant to present first-author conference presentation from the Department of Psychology at Rice University
- April 2015 Travel Fund Recipient – recipient of a \$400 travel grant to present first-author conference presentation from the Department of Psychology at Rice University
- Fall 2015 Barry Rand Fellow – selected from a nationwide group of professionals to receive a \$20,000 fellowship from AARP and Life Reimagined Program

- based on my previous innovative work, social entrepreneurship, and engaging in groundbreaking projects
- 2002-2006 First Generation Scholarship – selected based on merit and diversity to receive a \$20,000 scholarship to use toward undergraduate tuition and student fees
- 2002-2006 Colorado Distinguished Scholar – selected to receive a \$10,000 merit award based on academic performance toward undergraduate tuition and student fees

LANGUAGES

Spanish - Fluent
English - Fluent

RESEARCH EXPERIENCE

- 2014-Current Researcher
Adult Skills and Knowledge Lab
Lab Director: Dr. Margaret E. Beier
Rice University
Department of Psychology
- Research project: Develop a measure to assess the extent to which nurses use prosocial responses to stressful situations encountered in the workplace. Nurse interviews serve to inform measure development. Collaborated with Houston area hospitals. (Spring 2015 – current)
Project status: Data collection
Investigators: Dr. Mona Cockerham, Dr. Stephan J. Motowidlo, Dr. Margaret E. Beier, Robin Howe, MSN
 - Research project: Examined the impact of ability and job demands fit on work and health outcomes for older workers by using a sample from the Cognition and Aging in the USA study. Created an index of job demands by using O*NET database. (Fall 2016 – current)
Project status: Data analysis
Investigators: Dr. Margaret E. Beier, Dr. Gwenith G. Fisher, Dr. Lauren Cotter
 - Research project: Adult intellectual development across the lifespan using investment theories of adult intelligence is studied. Predictors included trait complexes and intellectually active prior experiences. The outcome examined was the formation of general knowledge. (i.e., technology, biology, American Literature, American History). (Fall 2014 – current)
Project status: Data analysis
Investigators: Dr. Margaret E. Beier and Dr. Phillip Ackerman
 - Research project: Funded by the Howard Hughes Medical Institute (HHMI) grant, investigated the impact of active engagement

opportunities on undergraduate STEM students' persistence, including examining individual differences in self-efficacy, self-concept, and hoped-for future scientific self. (Fall 2014 – Spring 2016)

Investigators: Dr. Margaret E. Beier, Ann Saterbak, Sandra Bishnoi, Veronica Leautaud, and Rebecca R. Richards-Kortum

Fall 2014

Researcher

Lab Director: Dr. Mikki Hebl

Rice University

Department of Psychology

- Research project: Explored the role of stereotype threats and cognitive reappraisals in technology use and performance for older adults. (Fall 2014)

Project status: Data analysis

Investigators: Dr. Mikki Hebl, Carlos A. Moreno, Jacqueline M. Gilberto

2013-2014

Research Assistant

Lab Director: Dr. Janet Peters

Rice University

Department of Psychology

- Research project: Project SCOPE (Student Consultations for Outcomes, Persistence, and Engagement) focused on the evaluation of a psychological intervention, including goal planning strategies and relationship building, to an educational setting.

Investigator: Dr. Janet Peters

TEACHING EXPERIENCE

Fall 2016

Instructor

Research Development and Training

Department of Psychology

Rice University

Designed and co-taught course

Fall 2016

Teaching Assistant

Personality Theory and Research

Department of Psychology

Rice University

Professor: Dr. Margaret E. Beier

Spring 2016

Instructor

Introduction to R

Department of Psychology

Rice University

Designed and co-taught course

Fall 2015 Teaching Assistant
 Personality Theory and Research
 Department of Psychology
 Rice University
 Professor: Dr. Margaret E. Beier

Fall 2014 Teaching Assistant
 Introduction to Psychology
 Department of Psychology
 Rice University
 Professor: Dr. Anton Villado

PUBLICATIONS

- Beier, M. E., **Torres, W. J.**, & Gilberto, J. M. (2016). Activities matter: Personality and resource determinants of activities and their effect on mental and physical well-being and retirement expectations, *Work, Aging, and Retirement*. doi: 10.1093/workar/waw034
- Torres, W. J.**, & Beier, M. E. (2016). It's time to examine the nomological net of job knowledge. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 51-55. doi:10.1017/iop.2015.116
- Beier, M. E., **Torres, W. J.**, & Gilberto, J. M. (in press). Continuous development throughout a career: A lifespan perspective on autonomous learning. In R. Noe & J. Ellingson (Eds.), *Autonomous Learning in the Workplace*. Taylor & Francis.

SCHOLARLY CONFERENCE PRESENTATIONS

- Torres W. J.**, & Beier M. E., & Gilberto, J. M. (2017, April). *Well-being and retirement expectations: The role of activity variety*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Torres W. J.**, & Beier M. E. (2017, April). *Determinants of autonomous learning using investment theories of adult intelligence*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Chen, A. J., Cunningham, R. L., **Torres, W. J.**, Gilberto, J. M., & Beier, M. E. (2017, February). *Personality and students' preferences for active learning*. Poster presented at the Industrial/Organizational and Organizational Behavior Conference, Houston, TX.
- Torres, W. J.**, & Beier, M. E. (2017, February). *Determinants of autonomous learning using investment theories of adult intelligence*. Paper presented at the Industrial/Organizational and Organizational Behavior Conference, Houston, TX.
- Saterbak, A., **Torres, W. J.**, & Beier, M. E. (2016, June). *Long-term impact of an elective, first-year engineering design course*. Paper presented at the 26th Annual Conference of the American Society for Engineering Education, New Orleans, LA.
- Torres, W. J.**, & Beier, M. E. (2016, May). *The effect of project-based learning (PBL) courses on students' self-appraisals toward science, technology, engineering, and mathematics (STEM) majors*. Poster presented at the Houston Association for Industrial and Organizational Psychology (HAIOP), Houston, TX.
- Torres, W. J.**, & Beier, M. E. (2016, April). Gender, self-efficacy, self-concept, and persistence in STEM. In V. N. Streets & K. N. Miner (Chairs), *Preparing the next STEM generation:*

Minding the gender gap. Symposium conducted at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Bishnoi, S., Leautaud, V., Saterbak, A., **Torres, W. J.**, Beier, M. E., Gilbertson, M., & Richards-Kortum, R. (2016, March). *Sustaining excellence in research educational programs: Authentic research experiences throughout the curriculum.* Poster presented at the 2016 Freshman Research Initiative Conference, Austin, TX.

Torres W. J., Beier M. E., & Ackerman, P. L. (2015, May). *An exploration of trait complexes influence on adult intellectual development.* Poster presented at the 27th Annual Conference of the Association for Psychological Science, New York, NY.

MANUSCRIPTS IN PREPARATION

Beier, M. E., Gilberto, J. M., & **Torres, W. J.** *Effectiveness of Active Learning Strategies as Indicated by Course Syllabi.*

Beier, M. E. & **Torres, W. J.** *Examining Cognitive and Non-Cognitive Determinants of Knowledge Domains.*

Torres, W. J., & Beier, M. E. *Examining Non-Cognitive Determinants of Adult Learners' Participation, Performance, and Completion in a Massive Open Online Course (MOOC).*

Torres, W. J., Beier, M. E., Wallace, L. & Fisher, G. *Ability and Job Demands Fit on Work and Health Outcomes.*

COMPUTER, STATISTICAL, AND WEB-BASED SKILLS

SPSS Statistics Software – statistical package

R - programming language and software environment

JMP - computer program for statistics

Microsoft Access - relational information management tool

Qualtrics - online survey program

Survey Monkey – web-based surveys

Google Sheets, Microsoft Excel – spreadsheets and collaborative spreadsheets

Powerpoint – presentation graphics package

Tableau – data visualization software

WordPress - online website creation tool

HTML - Hypertext Markup Language for web pages

APPLIED EXPERIENCE

2016-Current

Data Management Consultant

Rice Office of STEM Engagement

Houston, TX

- Developing and building a relational database for 34,000+ surveys completed by teachers and students across Houston elementary, middle, and high schools
- Importing, cleaning, and transforming survey and participant data
- Providing database management and technical knowledge training to a team of research assistants

- 2015-2016 • Communicating project progress to client
Organizational Development Consultant
AARP: Life Reimagined
Washington, D.C.
- Interviewed employees, management, and stakeholders to learn more about the needs of the organization
 - Worked as part of team to propose program development strategies
 - Presentations and written reports presented to staff, executives, and thought leaders
- 2016 Training Consultant
School of Fine Arts
Houston Baptist University
Houston, TX
- Reviewed, evaluated, and revised a student worker training program for the School of Fine Arts as part of a training team
 - Carried out research and data collection to understand needs of the organization
 - Interviewed employees and management
 - Communicated progress and project status to organization
 - Written reports and training materials presented to staff, directors, and staff of the School of Fine Arts
- 2007-2014 Senior Employment Specialist
Larimer County Workforce Center
Fort Collins, CO
- Provided employment related counseling, labor market information, job referrals, client management, and community based referral services
 - Conceptualized and developed tools for program evaluation, client assessments, and external technical assistance requests
 - Promoted to team mentor and provided training for new and ongoing staff
 - Collected, evaluated, and presented employment data to improve program impact and outcomes
 - Improved policies and processes as part of internal and community committees
 - Created tables and graph reports to document committee work and progress
 - Managed data entry of confidential information, using state system and Excel
 - Used project management theories to plan, execute, and evaluate pilot projects
 - Planned and built employment services to refugee clients, while working collaboratively and strategically with Lutheran Family Services
- 2012-2013 Community Program Developer

Bridges to Success
Fort Collins, CO

- Identified and applied interventions that increase employee retention, satisfaction, and motivation
- Maintained positive relationships with project partners, including the Larimer County Workforce Center, Columbine Health Systems, and Bohemian Foundation
- Expanded applied project in the region due to improvements in employee performance
- Created employee assessment and interviewing tools
- Administered and collected employee surveys
- Conducted and used literature research for best practices in employee program development
- Used project management skills to plan and manage short term and long term project goals
- Examined and assessed client database used to keep track of demographic information, interventions performed, and outcomes

2006-2007

Lead Program Advocate
A Woman's Place
Greeley, CO

- Assisted as a bilingual advocate for victims of domestic violence
- Conducted crisis interventions and client intakes
- Performed community outreach through educational presentations
- Promoted to lead advocate with increased responsibility, including assisting with the hiring, evaluation, training, and supervision of volunteers and interns
- Collaborated with local community businesses and officials to increase fundraising and program knowledge

COMMUNITY AND UNIVERSITY SERVICE

2015-Current

Graduate Student Volunteer
Rice Industrial and Organizational Professional Association
Rice University

- Work with a team of graduate students to promote involvement in the field of industrial and organizational psychology
- Assist with planning of events that promote positive relationships for alumni and current students in the psychology department
- Identified and maintained online alumni and current student network
- Disseminated information to undergraduate students and university professors to encourage participation in the 2017

Industrial-Organizational and Organizational Behavior
Conference

2011-2012

Board Member and Program Advisory Committee Chair
Education and Life Training Center
Fort Collins, CO

- Member of executive committee responsible for overseeing the vitality and strengthening of services offered at ELTC, a nonprofit organization that provides employment skills training to adults in Northern Colorado.
- Oversaw and guided the direction and efforts of the organization, to meet strategic visions and goals
- Developed and directed a program advisory committee, made up of local employers and community leaders, to seek assistance in monitoring and assessing the services offered at ELTC

PROFESSIONAL AFFILIATIONS

2014-Current

Society for Industrial and Organizational Psychology (SIOP)