

Kathryn M. Doiron

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Associations:

American Psychological Association,
Society for Industrial and Organizational
Psychology, Academy of Management,
International Positive Psychology
Association, Western Psychological
Association

Expertise:

Positive Psychology, Organizational
Behavior, Statistics, Research Methods,
Evaluation, Training, Organizational
Development, Leadership, Teams,
Organizational Culture, Diversity in Teams
and Organizations, Positive Relationships
at Work

Professional Interests:

Positive Psychology Team Research, Work
Relationships, Social Network Analysis,
Organizational Behavior in Nonprofit
Organizations

Software:

SPSS, Minitab, Qualtrics, Microsoft Word,
Powerpoint, Excel, Prezi, Google Docs,
Google Spreadsheets, Google Drive,
Dropbox, Atlas Ti, HyperResearch, MTurk

Publications:

- Kim, H., **Doiron, K. M.**, Warren, M. A., & Donaldson, S. I. (2018). The international landscape of positive psychology research: A systematic review.
- Hall, D. T., Yip, J., & **Doiron, K. M.** (2018). Protean careers at work: Self-direction and values orientation in psychological success. *Annual Review of Organizational Psychology and Organizational Behavior*, 5, 129-156.

Education:

**Positive Organizational Psychology and Evaluation
PhD Candidate**

Claremont Graduate University
Anticipated Graduation Date: May 2021,
GPA 3.954

Applied Statistics Certificate

Pennsylvania State University
Finished December 2010

**Industrial Organizational Psychology Master of
Professional Studies**

University of Maryland Baltimore Campus
(UMBC)
Graduated December 2010

Instructional Systems Design Certificate

University of Maryland Baltimore Campus
(UMBC)
Finished December 2010

Law School

Tulane University School of Law
Attended 2006-2007

BA Psychology / BA Communication

Wake Forest University
Graduated May 2006

- Rao, M. A., Donaldson, S. I., & **Doiron, K. M.** (2015). Positive psychology research in the Middle East and North Africa. *Middle East Journal of Positive Psychology*, 1, 60-76.

Presentations:

- **Doiron, K. M.**, Chen, C. L., Kolokowsky, E., & Sorenson, B. Evolving the Employee Experience: Exploring Career Climates that Enhance Potential. Presented in Symposium entitled Critical Considerations in Employee Development at 2018 Creating Healthy Organizations Conference.
- Chen, C. L., **Doiron, K. M.**, Kolokowsky, E., & Sorenson, B. Rethinking Values and Career Decision-Making: Enriching Protean Career Orientation Theory. Presented in Symposium entitled Charting Your Own Course: Exploring How Values Drive Career Decision-Making at 2018 Academy of Management Conference.
- **Doiron, K. M.**, Manongsong, A. M., Wang, W., Pisauro, B., Powers, K., & Sathyanarayanan, P. Value Affirmation and Future Best Self Interventions' Impact on Graduate Student Career Exploration. Presented in Symposium entitled Charting Your Own Course: Exploring How Values Drive Career Decision-Making at 2018 Academy of Management Conference.
- **Doiron, K. M.**, Putrov, C. E., Hong, S., & Aggarwal, S. Appreciation at work. Presented in symposium entitled Psychological Foundations for Positive Work Relationships at 2018 Academy of Management Conference.
- Putrov, C. E., **Doiron, K. M.**, Hong, S., & Aggarwal, S. Appreciation at work: An Exploratory Study. Presented in paper session at 2018 Western Positive Psychology Association conference.
- **Doiron, K. M.** Positive Habits and Relationship Maintenance. Presented in symposium entitled The Role of Habits within Positive Psychology at 2018 Western Positive Psychology Association conference.
- Kim, H., **Doiron, K. M.**, Salazar, M. R., Austill, A., & Gomez, E. Team Engagement toward Tasks and Members: Scale Development and Validation. Presented in symposium entitled Rethinking Engagement at Work at 2016 Academy of Management conference.
- Rao, M. A., Donaldson, S. I., & **Doiron, K. M.** Positive Psychology Research in the Middle East and North African. Presented in symposium entitled Positive Psychology in a Multicultural World: Toward More Diversity and Inclusion at 2016 Western Psychological Association Conference.
- Salazar, M. R., **Doiron, K. M.**, Falls, B., & Lugo, J. Facilitating Creativity: The Impact of Temporal Diversity and Task Type. Presented in symposium entitled Current State of Diverse Teams: Going beyond the Diversity-Performance Link at 2016 Society of Industrial Organizational Psychology conference.
- **Doiron, K. M.**, Gomez, E., & Schuman, C. Employee Involvement and Participation Scale Validation. Poster presented at 2016 Western Psychological Association Conference.

- **Doiron, K. M.** Conceptual Models and Theories in Positive Psychology. Presented in symposium entitled Scientific Advances in Positive Psychology at 2015 International Positive Psychology Fourth World Congress.
- Kim, H., **Doiron, K. M.**, Salazar, M. R. Team Work Engagement: Scale Development and Validation. Poster presented at 2015 International Positive Psychology Fourth World Congress.
- **Doiron, K. M.** Conceptual Models and Theories in Positive Psychology. Presented in symposium entitled Scientific Advances in Positive Psychology at 2015 Western Psychological Association Conference.

Conference Participation:

- Organized and chaired symposium entitled Charting Your Own Course: Exploring How Values Drive Career Decision-Making at 2018 Academy of Management Conference.

Lecturer:

- Introduction to Psychology (California State Polytechnic University, Pomona)
 - Fall 2019
- Human Sexuality: Relationships (California State Polytechnic University, Pomona)
 - Fall 2019

Teaching Assistant:

- Foundations of Positive Psychology (Dr. Jeanne Nakamura)
 - Spring 2019; Fall 2019
- Survey Research Methods (Dr. Jason Siegel)
 - Fall 2016-Spring 2017; Fall 2018-Spring 2019
- Interpersonal Dynamics in Organizations (Dr. Jeffrey Yip)
 - Fall 2018
- Doctoral Seminar in Positive Organizational Development (Dr. Stewart Donaldson)
 - Spring 2018
- Foundations of Positive Psychology (Dr. Mihaly Csikszentmihalyi; Dr. Jeanne Nakamura)
 - Fall 2017
- Positive Organizational Psychology (Dr. Jeffrey Yip)
 - Spring 2017

Research Activity:

Well-Being Lab (Dr. Saida Heshmati)

May 2019 to present, Claremont Graduate University

- Co-lead on a project investigating appreciation at work, using qualitative data to establish a theory of how and when appreciation goes right, and how and when it goes wrong. Current conducting a daily diary study of appreciation experiences between coworkers.
- Consultant on mindfulness intervention for first-year undergraduate and graduate students.

Research Associate (Dr. Maritza Salazar)**April 2018 to present, University of California Irvine**

- Lead on project looking into how diversity in interdisciplinary, grant-funded, medical research teams impacts team outcomes (met goals, novel insights, publications and presentations).
- Created a survey to assess team science climate at research institutions.
- Assisted in literature review regarding developmental networks.
- General administrative assistance on grant-funded projects.

Talent Science Lab (Dr. Jeffrey Yip)**May 2016 to May 2019, Claremont Graduate University**

- Research mentor: meets with PhD students to help advance their individual research by giving advice about their projects, future directions to pursue, and their research process.
- Research lead:
 - In conjunction with the Career Development Office at Claremont Graduate University, one research team is developing two positive psychology interventions designed to increase career exploration and use of the Career Development Office resources.
 - The second research team is currently developing a project focusing on the impact of values on career decision making, as in depth look at the values orientation component of the protean career orientation. We are also looking toward creating a scale for expanding the PCO into the organizational climate.
- Past research:
 - Created a database for a literature review of the protean career construct.
 - Participated in a lab-wide review of strengths-based talent management, focusing on debates and controversies.

Positive Psychology Database Lab (Dr. Stewart Donaldson)**June 2014 to May 2016, Claremont Graduate University**

- Performed analysis for an in-depth review of positive psychology articles with authors from the Middle East. Created tables and graphs for publication.
- Co-wrote a journal submission for project on cross-cultural positive psychology. This review paper compares methodology, research topics, and regional themes.
- Coded many positive organizational psychology articles in order to update a large database using an existing coding scheme. Compiled several databases into one, in order to increase ease of use for future projects.

Team Science Lab (Dr. Maritza Salazar)

September 2013 to May 2016, Claremont Graduate University

- **Lab manager in 2015 - 2016 school year. Duties included scheduling lab and project meetings, overseeing research projects, and onboarding new lab members.**
- Ran experimental sessions for creativity-based experiment. Created coding database and guidelines for coding creativity task data. Carried out quantitative analysis. Currently editing the final paper draft for journal submission.
- Co-team lead in scale development and validation for Team Engagement. Conducted five studies with separate samples, including a qualitative survey, focus groups of intact teams, and scale validation (exploratory factor analysis, confirmatory factor analysis, convergent, discriminant and predictive validity). Currently editing the final paper draft for journal submission.