

# Ally Gutierrez

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815-451-0392

Houston, TX

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## Education

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### Doctor of Philosophy in Industrial/Organizational Psychology

University of Houston | Houston, TX | August 2022 – Expected May 2026

### Master of Arts in Industrial/Organizational Psychology

University of Houston | Houston, TX | August 2022 – Expected May 2024

### Education Specialist in School Psychology

Baylor University | Waco, TX | August 2015 – May 2018

NASP-Approved Program | NCATE-Accredited Program

GPA: 4.0

### Bachelor of Science

Harding University | Searcy, AR | August 2009 – December 2012

Major: Psychology | Minor: Sociology

GPA: 4.0

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## Graduate Honors and Awards

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- Mont H. Jr. and Jane Goldston Graduate Fellowship

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## Undergraduate Honors and Awards

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- Summa Cum Laude
- Graduate of the Honors College with Distinction
- Arkansas Eta Chapter of Alpha Chi
- Psi Chi National Psychology Honor Society
- Behavioral Sciences Department “Spirit of the Profession” Annual Award

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## Publications

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Beaujean, A., & **Gutierrez, A.** (2020). Cross-sectional studies. In R. Summers, C. Golden, L. Lashley, & E. Ailes (Eds.), *Essays in Developmental Psychology*. Retrieved from <https://www.assessmentpsychologyboard.org/edp/>

Beaujean, A., & **Gutierrez, A.** (2020). Experimental studies. In R. Summers, C. Golden, L. Lashley, & E. Ailes (Eds.), *Essays in Developmental Psychology*. Retrieved from <https://www.assessmentpsychologyboard.org/edp/>

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### Technical Reports

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Buchanan, C., Ditmore, E., Donohue, A., **Gutierrez, A.**, Herndon, I., McBride, K., . . . Beaujean, A. A. (2017). *Neurologically effective ways for trauma-affected children (NEW TAC): Program evaluation for year 1 (2016--2017)* (BPL--2017+NEW TAC-1). Waco, TX: Baylor Psychometric Laboratory.

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### Project Reports

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Spitzmueller, C., Madera, J., Henderson, E., Penn-Marshall, M., Lindner, P., Edema-Sillo, E., **Gutierrez, A.**, & Gu, W. (2023, February). *External review letters in promotion and tenure decision making: Validity and fairness*. Project report Alfred P. Sloan Foundation Sloan G-2021-16750. University of Houston.

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### Presentations

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Masters-Waage, T. C., Gu, W., Spitzmueller, C., Lindner, P., Werner, C., **Gutierrez, A.**, & Madera, J. (2024, April 17-20). Association with diversity, equity, and inclusion harms underrepresented minority faculty success in the promotion and tenure process. In Wessel, J. L. (Co-Chair) & Kuvaeva, A. (Co-Chair), *In Our Own Backyard: Diversity Science in Academic Work Contexts*. [Symposium]. Accepted at Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Granillo-Velasquez, K. E. **Gutierrez, A. D.**, Paterson-Roberts, A. Z. & Reyes, D. L. (2024, April 17-20). *The impact of professional rejection on willingness to perform and affectivity*. Poster accepted at Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

**Gutierrez, A.**, Madera Juan M., Spitzmueller, C., Henderson, E., Edema-Sillo, E., & Lindner, P. (2023, August 4-8). External review letters reflect writer characteristics that influence promotion and tenure decisions. In K. M. Kniffin (Chair), *New Insights into the Science of Science and Scientists*. [Symposium]. Academy of Management. Boston, MA.

Kniffin, K. M., **Gutierrez, A.**, Madera Juan M., Spitzmueller, C., Henderson, E., Edema-Sillo, E., & Lindner, P. (2023, August 4-8). Are dual-appointed faculty evaluated differently than single-appointed faculty? In K. M. Kniffin (chair), *New Insights into the Science of Science and Scientists*. [Symposium]. Academy of Management. Boston, MA.

Edema-Sillo, E., **Gutierrez, A.**, & Thomas, K. (2023, April 27). *External review letters in promotion and tenure decisions reflect reviewer characteristics* [Poster presentation]. Departmental Diversity Poster Day, Houston, TX.

Alonso, N., Grossberg, I. R.,\* **Gutierrez, A. D.**,\* Hsu, C.,\* Ng, V., Porter, C., & Wilson, D. (2023, April 19-22). *Trauma-informed Compassionate Leader Behaviors: Compassion for Employees with Trauma* [Poster presentation]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

\*Denotes equal authorship

- Gutierrez, A. D.**, Tipton, R., & Ivey-Hatz, J. (2018, February 13-16). *Engage first-year students: Build and implement a "level one" practica* [Poster presentation]. National Association of School Psychologists Annual Convention, Chicago, IL.
- Ivey-Hatz, J., **Gutierrez, A. D.**, Tipton, R. (2018, February 13-16). *"Take me to camp": Creating successful university-based autism camps* [Poster presentation]. National Association of School Psychologists Annual Convention, Chicago, IL.
- Howland, O., Hase, A., **Gutierrez, A. D.**, Robinson, E. L. (2018, February 13-16). *Role of school psychologists in university disability centers* [Poster presentation]. National Association of School Psychologists Annual Convention, Chicago, IL.
- Gutierrez, A. D.**, Tipton, R., & Ivey-Hatz, J. (2017, November 2-4). *Comprehensive first year practica: Incorporating school and clinic engagement* [Poster presentation]. Texas Association of School Psychologists Annual Convention, Dallas, TX.
- Ivey-Hatz, J., **Gutierrez, A. D.**, Tipton, R. (2017, November 2-4). *Implementing evidenced-based camps for children with developmental disabilities* [Poster presentation]. Texas Association of School Psychologists Annual Convention, Dallas, TX.
- Howland, O., Hase, A., **Gutierrez, A. D.**, Robinson, E. L. (2017, November 2-4). *How many school psychologists work in university disability centers?* [Poster presentation]. Texas Association of School Psychologists Annual Convention, Dallas, TX.
- Phipps, L., **Gutierrez, A.**, Padilla-Mainor, K., Williams, G., & Beaujean, A. (2017, February 13-16). *Evidence-based interventions for school psychologists*. [Mini-skills presentation]. National Association of School Psychologists Annual Convention, San Antonio, TX.
- Gutierrez, A. D.** & Ivey-Hatz, J. (2017, February 13-16). *The Puzzle in our hands: Autism and sign language* [Poster presentation]. National Association of School Psychologists Annual Convention, San Antonio, TX.
- Gutierrez, A.**, Padilla-Mainor, K., Phipps, L., Williams, G., & Beaujean, A. (2016, October 19-21). *What works in school psychology* [Mini-skills presentation]. Texas Association of School Psychologists Annual Convention, Houston, TX.
- Gutierrez, A. D.** & Ivey-Hatz, J. (2016, October 13-21). *The use of sign language for individuals with autism spectrum disorders* [Poster presentation]. Texas Association of School Psychologists Annual Convention, Houston, TX.
- Gutierrez, A. D.** (2012, December). *Multicultural counseling: People with disabilities* [Honors Capstone Project presentation]. Harding University, Searcy, AR.
- Gutierrez, A. D.** (2012, April). *Effect of scenario religiosity and scenario Facebook use on perception of marital communication* [Conference presentation]. Arkansas Symposium for Psychology Students, Conway, AR.

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### Supervised Student Research

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Countess, G. (2023, April). *Professional shame as experienced by pre-professional accountants*. PowerPoint presented at Harding University as Honors Thesis Project, Searcy, AR.

**Role:** Thesis Advisory Committee Member

**Thesis Advisor:** Dr. James Huff

Hawkins, K. (2022, April). *The effect of a narrative intervention on gender attitudes in students at a Christian university*. PowerPoint presented at Harding University as Honors Thesis Project, Searcy, AR.

**Role:** Thesis Advisory Committee Member

**Thesis Advisor:** Dr. Jeremiah Sullins

Richmond, M. (2022, April). *Differences in student classification regarding perceptions of success*. PowerPoint presented at Harding University as Honors Thesis Project, Searcy, AR.

**Role:** Thesis Advisory Committee Member

**Thesis Advisor:** Dr. Jeremiah Sullins

Zehner, K. (2022, April). *The effect of listening to music on working memory*. PowerPoint presented at Harding University as Honors Thesis Project, Searcy, AR.

**Role:** Thesis Advisory Committee Member

**Thesis Advisors:** Dr. Todd Patten and Dr. Usenime Akpanudo

Long, G. (2021, November). *The effects of twitter posts regarding Covid-19 information on the viewer's perception of credibility: A study on misinformation*. PowerPoint presented at Harding University as Honors Thesis Project, Searcy, AR.

**Role:** Faculty Advisor

**Co-advisor:** Jeremiah Sullins, Ph.D.

Renner, B. (2021, July). *COVID-19 and child/adolescent abuse*. Poster presented at McNair Scholars Eighteenth Annual Research Presentations & Poster Session, Searcy, AR.

**Role:** Faculty Advisor

Renner, B. (2021, July). *COVID-19 and child and adolescent abuse in Arkansas*. PowerPoint presented at McNair Scholars Eighteenth Annual Research Presentations & Poster Session, Searcy, AR.

**Role:** Faculty Advisor

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### Supervised Student Projects

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Makenna, R. (2022, March). *Harding Academy school climate survey report*. Report and PowerPoint presented at Harding Academy as Honors Capstone Project, Searcy, AR.

**Role:** Faculty Advisor

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## Research Experience

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### Research Assistant

University of Houston | Houston, AR | August 2022 – Present

- **PIs:** Christiane Spitzmueller, Juan Madera, Erika Henderson, and Michelle Penn-Marshall
- **Project Scope:** The Fairness and Bias for Tenure and Promotion Project utilizes external review letter (ERL) data from 10 universities to explore bias in the promotion and tenure process based on ERLs, candidate characteristics, and letter-writer characteristics.
- Analyze and visualize data using R Studio.
- Submit research presentations and present at meetings and conferences.
- Write and submit articles, manuscripts, and reports.
- Co-coordinate External Review Board meetings.
- Seek funding and facilitate grant applications.
- This research was supported with funding from the National Science Foundation (NSF ADVANCE IT Grant #1409928 and NSF EHR research grant #2100034 to the University of Houston) and the Alfred P. Sloan Foundation.
- 20 hours per week.

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## Teaching Experience

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### Instructor in the College of Sciences, Department of Behavioral Sciences

Harding University | Searcy, AR | August 2018 – Present (Currently on Educational Leave)

- Teach 12-15 hours per semester. Courses include General Psychology, Honors General Psychology, Developmental Psychology, History and Systems, and Psychology Internship I and II.
- Serve as an academic advisor to 30+ students each semester.
- Supervise student projects, including McNair Scholar research projects, Honors College thesis projects, and Honors College capstone projects.

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## Professional Experience

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### District Behavior Interventionist; School Psychology Intern

Waco Independent School District | Waco, TX | April 2017 – June 2018 (Full-time)

- Evaluated district-wide systems and practices surrounding positive behavior interventions and supports using the PBISApps *Tiered Fidelity Inventory (TFI)*.
- Provided support for campuses in behavior management, training, and documentation for high-risk students with behavioral problems in the general education population.
- Assisted in the development and implementation of behavior intervention plans.
- Worked with teachers, administrators, parents, and students to improve behavior, with an emphasis on students at risk for out-of-school disciplinary placements.
- Administered and scored psychological and psychoeducational assessments for Other Health Impairment, Autism, Learning Disability, and Intellectual Disability.
- Provided individual counseling services to students receiving special education services.

### Certified Mental Health Paraprofessional

The Pointe Outpatient Behavioral Health | Searcy, AR | February 2013 – July 2014 (Full-time)

- Provided behavioral health interventions and community support services to adolescents and children in an outpatient setting.
- Assisted with the development and implementation of special therapeutic programs at the clinic.

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## Consultation Experience

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### Organizational Effectiveness Consultant

Volunteer Program Assessment (VPA), Houston Affiliate | Houston, TX | October 2022 – Present

- Provide consultation services for non-profit organizations on the effectiveness of their volunteer programs.
- Administer and analyze online engagement survey (the Volunteer Program Assessment) for non-profit volunteers.
- Deliver customized reports and evidence-based recommendations for improving organizational effectiveness and retention.

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## Practicum and Internship Experience

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### School Psychology Practicum Student

China Spring Independent School District | China Spring, TX | August 2016 – April 2017

- Administered and scored psychological and psychoeducational assessments (Learning Disability, Intellectual Disability, Emotional Disturbance, Autism).
- Collected progress data on student goals.
- Provided individual counseling services to students.
- Total: 257 hours.

### Graduate Mentor

Baylor University | Waco, TX | September 2015 – May 2016

- Met weekly with an undergraduate student with an autism spectrum disorder to provide support and troubleshoot social, academic, and daily living challenges of college.
- Total: 13 hours.

### Social Circles Facilitator

Baylor Autism Resource Clinic | Waco, TX | August 2015 – April 2016

- Co-led a weekly social skills group for children and adolescents with autism spectrum disorders.
- Developed intervention goals and plans, monitored progress, and provided feedback to parents.
- Total: 178 hours.

### Baylor Autism Resource Center Summer Camp Counselor

Baylor University | Waco, TX | June 2015 & June 2016

- Co-counseled a weeklong day-camp for a group of children with autism spectrum disorder. This group focused on developing and maintaining communication and social skills.
- Total: 30 hours.

### Graduate Mentor

Bells Hill Elementary School | Waco, TX | September 2015 – April 2016

- Fostered the development of emotional and academic skills of an at-risk fifth grade student during weekly mentoring meetings.
- Total: 46 hours.

### **Student Intern**

Sunshine School and White County Group Home | Searcy, AR| August 2012 – December 2012

- Assisted teachers in monitoring behavior, reporting behavior, working with a group of students, and working one-on-one with students to develop and assess skills.
- Helped disabled adult residents engage in daily and “quality of life” activities.
- Guided adult residents through goal-focused tasks, while mediating occasional conflicts.
- Total: 128 hours.

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## **Related Employment**

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### **Academic Mentor; Graduate Assistant**

Baylor University Academic Support Programs | Waco, TX| July 2015 – July 2017 (Part-time)

- Met with students, most of whom were on academic probation, to facilitate academic growth and development.
- Guided students through goal-setting, progress monitoring, and skill acquisition.
- 20 hours per week.

### **Test Administrator**

Pearson Professional Center | Waco, TX| October 2014 – October 2015 (Part-time)

- Delivered a diverse range of professional tests to candidates.

### **Administrative Assistant**

Harding University Counseling Center | Searcy, AR| May 2012 - December 2012 (Part-time)

- Managed the reception area by receiving clients, overseeing the transition of marriage and family therapy (MFT) students in therapy rooms, filing paperwork, training new assistants, and maintaining confidentiality.

### **Teaching Assistant**

Harding University Behavioral Sciences | Searcy, AR| August 2012 - December 2012 (Part-time)

- Electronically updated rosters, made class lists, graded papers, recorded scores, reported grades online, copied documents, and scanned documents.

### **Statistics Lab Assistant**

Harding University Behavioral Sciences | Searcy, AR| August 2011 – December 2011 (Part-time)

- Helped students with psychological statistics assignments.
- Checked and collected the assignments.

### **Resident Assistant**

Harding University Student Life | Searcy, AR| August 2010 - May 2012 (Part-time)

- Established positive relationships with students and maintained the overall operations of the residence halls.
- Looked for signs of distress and referred students to professional services.

### **Accounts Receivable, Sales, and Customer Service Temporary Worker**

Chemtool Incorporated | Rockton, IL| May 2010 – December 2011 (During university holidays)

- Reviewed outstanding accounts and called customers to arrange payment.
- Filed paperwork and collected files for review.
- Audited expenses reports.
- Reviewed and reformatted price list changes.

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## Certifications

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### **Nationally Certified School Psychologist (NCSP)**

Certification Number: 52076

Expiration Date: 07/31/2024

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## Professional Affiliations and Leadership

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### **Academy of Management (AOM)**

- Student Member | Since 2023

### **Society for Industrial and Organizational Psychology (SIOP)**

- Student Member | Since 2022

### **National Association of School Psychology (NASP)**

- Member | Since 2018
- Student Member | Since 2015

### **Graduate Association for I/O Psychology (GAIOP)**

- Alumni Relations Officer | Fall 2023 – Spring 2024
- Webmaster | Fall 2023 – Spring 2024
- Member | Since 2022

### **Diversity, Equity, and Inclusion for Graduate Students (DEIGS)**

- Representative | Fall 2023 – Spring 2024
- Member | Since 2022

### **Graduate Association of School Psychology, Baylor University (GASP)**

- Chapter President | Fall 2016 – Spring 2017
- Student Member | Fall 2015 – Spring 2018

### **Psi Chi: The International Honor Society in Psychology, Harding University**

- Chapter President | Fall 2012
- Student Affiliate | Since 2011