

# CURRICULUM VITAE

## Alejandro Ramos

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### **Academic History:**

Western Michigan University, Kalamazoo, MI  
*Ph.D. Student, Industrial/Organizational Behavior Management*

September 2014 - Present  
**GPA: 4.0**

Kalamazoo Valley Community College, Kalamazoo, MI  
*Student of Psychology*

May 2013 – April 2014

University of Michigan, Ann Arbor, MI  
*BSE, Industrial & Operations Engineering; Certificate of Entrepreneurship*

June 2006 – May 2010

### **Awards and Honors:**

Fall 2016	Stephen P. Brosnan Memorial Scholarship (Western Michigan University)
Fall 2015	Stephen P. Brosnan Memorial Scholarship (Western Michigan University)
August, 2013	Academic Honors (Kalamazoo Valley Community College)
April, 2010	Dean's List (University of Michigan)
April, 2010	University Honors (University of Michigan)
April, 2010	Rosalie Ginsberg Service Award (University of Michigan)
December, 2009	Dean's List (University of Michigan)
December, 2009	University Honors (University of Michigan)
April, 2009	Dean's List (University of Michigan)
April, 2009	University Honors (University of Michigan)

### **Relevant Courses:**

#### Western Michigan University

Psychology 5490: Instructional Design  
Psychology 6050: Professional & Research Ethics  
Psychology 6440: Personnel Training & Development  
Psychology 6450: Psychology of Work  
Psychology 6484: Psychological Foundations of Computer-Assisted Instruction  
Psychology 6494: Advanced Instructional Design & Training Practicum  
Psychology 6510: Behavioral Systems Analysis  
Psychology 6520: Systems Analysis Practicum  
Psychology 6900: Behavioral Approaches to College Education  
Public Administration 6290: Supervisory Skills for Administrators

#### Kalamazoo Valley Community College

Psychology 150: Introductory Psychology  
Psychology 270: Honors Educational Psychology Teaching Assistantship

#### University of Michigan

Technical Communications 380: Technical Communications in Industrial & Operations Engineering  
Industrial & Operations Engineering 436: Human Factors

### **Skills:**

Trained as Six Sigma Black Belt  
Proficient with Lean, 5S, and Systems Analysis  
Proficient with Microsoft Access, Excel, Outlook, PowerPoint, and Word  
Well-versed in Visual Basic and familiar with object-oriented programming  
Fluent in Spanish, conversational in French, and beginner in Japanese

### **Professional Experience:**

Instructor of Record Fall 2017 – Spring 2018, Fall 2020 - Present  
*PSY 3000, Statistics for the Behavioral Sciences, Western Michigan University*

- Develop study objectives and practice sheets to facilitate student learning
- Create, administer, and grade weekly examinations to ensure the effectiveness of course materials and to provide insight regarding needed improvements/modifications to those materials
- Lecture twice each week, with an emphasis on active participation with practice problems and applications of the various tests and analyses
- Manage two undergraduate teaching assistants each semester, who in turn hold office hours and review sessions, and help with attendance, grading, and examinations
- Help students one-on-one outside of class with conceptualization and practice
- Teach students how to use Minitab statistical software for basic t-tests and descriptive statistics

Production Engineer October 2010 - Present  
*Systex Products Corporation, Battle Creek, MI*

- Plan for, coordinate, and oversee preparations for new product launches with respect to workstations, assembly and checking fixtures, layouts, and more
- Conduct hand-time and motion studies on existing products and procedures; optimize where feasible, accounting for return-on-investment, time to implement, and overall impact of changes
- Facilitate communications between production, quality, engineering, maintenance, sales, and accounting groups where production, equipment, and personnel are involved
- Conduct scrap reduction activities by analyzing scrap data, monitoring processes, and coordinating with quality, engineering, production, and maintenance groups
- Work with quality group to conduct corrective action investigations and implement solutions where feasible

Graduate Assistant Fall 2019 – Spring 2020  
*PSY 6340, 6350, and 6360, Experimental Design & Analysis, Correlation, and Regression, Western Michigan University*

- Held office hours and review sessions bi-weekly with students, both in-person and online via WebEx
- Graded bi-weekly in-class and take-home exams
- Kept gradebooks throughout the semester for professor to later submit for final grades
- Aided with conversion to distance learning during the semester due to CoViD-19 pandemic

Instructor of Record Fall 2018 – Spring 2019  
*PSY 2444, Organizational Psychology, Western Michigan University*

- Worked together with faculty supervisor and two graduate students to develop new framework for course, which was being offered for the first time
- Developed analytic tools and documents for student use throughout the semester, as well as the PowerPoints, lectures, readings, study objectives, and exams that were given to students
- Created and oversaw six organizational scenarios which student groups uncovered to practice and hone their skills in behavioral systems analysis
- Trained and guided six pairs of undergraduate teaching assistants with respect to their duties in day-to-day course procedures as well as their fictional roles in the organizational scenarios in which the students interviewed and interacted

Graduate Assistant Fall 2015 – Spring 2017  
*PSY 4600, Survey of Behavior Analysis Research, Western Michigan University*

- Proctored and graded nine unit exams for 35 – 50 students per semester
- Gave lecture if professor could not attend class, or at least two chosen lectures per semester
- Supervised undergraduate teaching assistants
- Conducted instructional assistance hours for students prior to exams
- Assisted professor with administrative aspects of class

Psychology 6494: Advanced Instructional Design & Training Practicum  
*WMU Cooley Law School, Grand Rapids, MI*

Fall 2015 & Spring 2017

- Redesigned syllabi for clarity of expectations, grading, and timelines
- Modified instructional methods and assessments to ensure student learning and retention
- Developed flashcards, in collaboration with professors, for student use
- Analyzed in-class and homework activities for engagement and learning, and made suggestions for improvements that would enhance outcome measures for students

Teaching Assistant

Fall 2013

*Introductory Psychology, Kalamazoo Valley Community College*

- Tutored and engaged students on relevant coursework
- Led review sessions prior to major exams
- Aided professor with grading and monitoring student progress

Academic Chair

2009 - 2010

*Society of Hispanic Professional Engineers, University of Michigan*

- Pioneered Collaborative Study Tables between SHPE, three largest minority engineering societies at U of M, and U of M Engineering Learning Center staff.
- Worked with Director of Undergraduate Recruitment Initiatives regarding recruitment of underrepresented minority high school students in Michigan and Chicago.

### **Professional Presentations:**

**Ramos, A.** & Dickinson, A. M. (February 2020). *The effects of tiered goals, fixed pay, and incentive pay*. Presentation at Research Day, Western Michigan University, Kalamazoo, MI

**Ramos, A.** (July 2017). *Safety is everyone's business*. Invited presentation at the Organizational Behavior Management: Origins, Applications, and Advantages Conference, Kinneret Academic College, Israel.

### **References:**

Dr. Alyce Dickinson, Professor of Psychology  
*Western Michigan University, Kalamazoo, MI*

alyce.dickinson@wmich.edu

Stephen Louisell, Professor of Psychology  
*Kalamazoo Valley Community College, Kalamazoo, MI*

slouisell@mail.kvcc.edu

Ken Ludwig, Professor of Entrepreneurship  
*University of Michigan, Ann Arbor, MI*

kludwig@umich.edu