

# MAKAI A. RUFFIN

Industrial-Organizational Psychology Doctoral Student

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## EDUCATION:

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**Rice University**, Houston, TX 2021-2026 (expected)  
Ph.D. – Industrial-Organizational Psychology

**Rice University**, Houston, TX 2021-2024 (expected)  
M.A. – Psychology

**Proposed Title:** Motivational predictors of knowledge structures in online self-directed learning for workplace skill development.

**Bowling Green State University**, Bowling Green, OH 2018-2021  
B.A. – Psychology; *Magna Cum Laude*

## RESEARCH INTERESTS:

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- Individual differences predictive of workplace learning
- Technology-enhanced learning experiences and outcomes
- Changes in abilities, knowledge, motivation, and skills across the lifespan

## AWARDS AND RECOGNITION:

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Ford Foundation Predoctoral Fellowship 2023  
*Honorable Mention*

Rice University Graduate and Postdoctoral Studies Research Grant 2023  
Award amount: \$1,000

## REFERRED PUBLICATIONS:

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2. Davenport, M. K., **Ruffin, M. A.**, Oxendahl, T. A., McSpedon, M. R., & Beier, M. E. (2022). “Small” effects, big problems. *Work, Aging and Retirement*, 8(3), 468-370. <https://doi.org/10.1093/workar/waac012>
1. Courey, K. A., & **Ruffin, M. A.** (2022). The new age of ethics: University-led education and student-led discussion. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(2), 250-254. <https://doi.org/10.1017/iop.2022.11>

## BOOK CHAPTERS AND OTHER PUBLICATIONS:

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1. Oxendahl, T. A., Courey, K. A., **Ruffin, M. A.**, Fattoracci, E. S. M. & King, E. B. Considerations for the future of human resource management: Cultivating a sense of

belonging in the aging workforce. (Recently accepted for publication). In B. Murray, J. H. Dulebohn, D. Stone, & K. Lukaszewski. (Eds.), *The future of human resource management*. Charlotte, NC: Information Age Publishing.

2. **Ruffin, M. A.**, Courey, K. A., Stewart, D., Hebl, M., Seged, L., Townsend, M. A., & Williams, J. Seven strategies to reduce gender disparities through the generative interactions framework. (Recently accepted for publication). In B. Murray, J. H. Dulebohn, D. Stone, & K. Lukaszewski. (Eds.), *The future of human resource management*. Charlotte, NC: Information Age Publishing.
3. Bebko, M. E., Goff, D. R., Kammeyer, E. J., **Ruffin, M. A.**, & Turos, J. M. (Recently accepted for publication). Student learning analyst assessment report: Academics during COVID-19 [Infographic]. To appear in D. Mertler (Ed.), *Disseminating your action research: A practical guide to sharing the results of practitioner research*.
4. Courey, K. A., **Ruffin, M. A.**, Hebl, M., Stewart, D., Townsend, M. A., Seged, L., Williams, J., Patterson, C., Mei, Y., & King, E. B. (2022). Gender in organizations. *The Oxford research encyclopedia of psychology (ORE)*, 1-30. Oxford University Press. <https://doi.org/10.1093/acrefore/9780190236557.013.862>

#### **SELECTED WORKS IN PROGRESS:**

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\* Undergraduate student collaborator

1. **Ruffin, M. A.**, Davenport, M. K., & Beier, M. E. Attitudes, threat appraisal, and self-efficacy trajectories across technology changes at work. (**Writing**). Target: *Journal of Business Psychology*.
2. **Ruffin, M. A.**, Tudor, R.\*, & Beier, M. E. Cognitive learning strategy prompts: An experimental approach. (**Writing**). Target: *Journal of Psychology and Behavioral Sciences*.
3. Beier, M. E., Davenport, M. K., **Ruffin, M. A.**, & McSpedon, M. R. A person-centered approach to learning across the working lifespan: A review. (**Writing**). Target: *Academy of Management Learning and Education*.
4. Wu, F., **Ruffin, M. A.**, Oswald, F. L., & Beier, M. E. Technology affordances, online presences, and workplace learning: An introduction to an integrated framework. (**Writing**). Target: *Journal of Applied Psychology*.
5. **Ruffin, M. A.**, Beier, M. E., & Borle, S. Motivational predictors of knowledge structures in online self-directed learning for workplace skill development. (**Data collection**). Target: *TBD*

**RESEARCH PRESENTATIONS:**

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\*Undergraduate student collaborator

1. **Ruffin, M.A.** (Co-Chair), Beier, M. E. (Co-Chair), & Kraiger, K. (Discussant). (in progress). Self-directed learning inside and outside of work: Conceptual and empirical advances. [Symposium under review]. *Society for Industrial and Organizational Psychology 39<sup>th</sup> Annual Conference*, Chicago, IL, United States.
2. **Ruffin, M. A.**, Davenport, M. K., & Beier, M. E. (2024). Attitudes, threat appraisal, and self-efficacy trajectories across technology changes. [Poster under review]. *Society for Industrial and Organizational Psychology 39<sup>th</sup> Annual Conference*, Chicago, IL, United States.
3. Davenport, M. K. (Co-Chair), McSpedon, M. R. (Co-Chair), & **Ruffin, M. A.** (Co-Chair). (2024). Aging at work open space: Opportunities and challenges for research and practice. [Alternative session under review]. *Society for Industrial and Organizational Psychology 39<sup>th</sup> Annual Conference*, Chicago, IL, United States.
4. Iriondo, I.\*, **Ruffin, M. A.**, Davenport, M. K., & Beier, M. E. (2023, July). Understanding the relationship between person-level variables and technology acceptance in mandatory-use environments. Poster presented at *Rice University's Summer Undergraduate Research Fellowship Symposium*, Houston, TX, United States.
5. **Ruffin, M. A.**, Davenport, M. K., & Beier, M. E. (2023, April). Learning during technology change: Individual and motivational factors. Poster presented at *Society for Industrial and Organizational Psychology 38<sup>th</sup> Annual Conference*, Boston, MA, United States.
6. **Ruffin, M. A.**, Davenport, M. K., & Beier, M. E. (2023, February). Motivation during involuntary technology changes. Project presented at *Rice University's Industrial-Organizational Psychology Research Seminar*, Houston, TX, United States.
7. **Ruffin, M. A.**, Davenport, M. K., & Beier, M. E. (2022, May). Learner self-directedness in the workplace: Investigating predictors and relationships to self-reported knowledge. Poster presented at *34<sup>th</sup> Annual Convention of the Association of Psychological Science*, Chicago, IL, United States.
8. Davenport, M. K., Beier, M. E., & **Ruffin, M.A.** (2022, April). Who is resilient to ineffective technology rollout? Poster presented at *Society for Industrial and Organizational Psychology 37<sup>th</sup> Annual Conference*, Seattle, WA, United States.

**TEACHING EXPERIENCE:**

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**Teaching Assistant:**

1. **Rice University** – PSYC 231: Industrial and Organizational Psychology      Spring 2023

**Guest Lecturer:**

1. **Rice University** – PSYC 231: Industrial and Organizational Psychology      Fall 2023  
Title: *Theoretical and Practical Implications of Widespread Technology Change*  
Invited by Cassandra Phetmisy, M.A.
2. **Rice University** – PSYC 231: Industrial and Organizational Psychology      Spring 2023  
Title: *The Application of VIE Theory on Workplace Learning*  
Invited by Felix Wu, M.A.
3. **Rice University** – PSYC 340: Psychological Research Methods      Spring 2023  
Title: *Measuring Knowledge Structures in Educational and Workplace Contexts*  
Invited by Dr. Chase Lesane-Brown.

**APPLIED EXPERIENCE:**


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<b>The Association of American Medical Colleges (AAMC)</b> <i>Subject Matter Expert Consultant</i>	July 2022 – June 2023
<b>Volunteer Program Assessment</b> <i>Organizational Effectiveness Consultant</i>	Jan 2022 – April 2023
<b>Development Corps</b> <i>External Performance Management Consultant</i>	June 2022 – July 2022
<b>Bowling Green State University</b> <i>Student Learning Analyst – Office of Academic Assessment</i>	Sep 2020 – Apr 2021

**UNIVERSITY AND DEPARTMENT SERVICE:**


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<b>GPS Pathways Program</b> <i>Leadership Council: <a href="https://graduate.rice.edu/pathways-mentors/makai-ruffin">https://graduate.rice.edu/pathways-mentors/makai-ruffin</a></i>	July 2022-Current
<b>Psychological Graduate Student Association at Rice University</b> <i>Diversity, Equity, and Inclusion Representative</i>	Apr 2022 – April 2023
<b>Industrial-Organizational Psychology Association at Rice University</b> <i>Vice President</i>	Oct 2021- Sep 2022

**PROFESSIONAL AFFILIATIONS:**


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<b>Association of Psychological Science</b> <i>Graduate Student Member</i>	Mar 2022 - Current
<b>Blacks in I/O</b> <i>Student Member</i>	Jan 2022 - Current
<b>Society for Industrial and Organizational Psychology</b> <i>Student Member</i>	Aug 2021- Current
<b>UNCC Organizational Science Summer Institute</b> <i>Fellow</i>	May 2020

**TECHNICAL SKILLS:**

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- R Studio
- JASP
- Jamovi
- JMP
- Mplus
- NVivo
- Qualtrics