

Karen R. Young, Ph.D.

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PROFESSIONAL EXPERIENCE

Assistant Dean for Academic Affairs and Director of Undergraduate Programs, NCSU College of Humanities and Social Sciences (CHASS), December 2011 – present

Interim Assistant Dean for Academic Affairs, NCSU College of Humanities and Social Sciences (CHASS), January 2010 – December 2011

Coordinator of Advising and Teaching Assistant Professor, NCSU Psychology Department, January 2005 – December 2009

Assistant Professor, UAH Psychology Dept., Huntsville, AL, August 2002 – May 2004

Graduate Teaching Assistant, NCSU Psychology Department, August 1997 – May 2002

Instructor, Peace College, August 2001 – May 2002

Human Factors Intern, Nortel Networks, May 2000 – January 2001

EDUCATION

Ph.D., Psychology (Ergonomics), 2002
North Carolina State University

M.S., Psychology (Ergonomics), 1999
North Carolina State University

B.A., summa cum laude, Psychology Major, Management Minor, 1996
Northern Arizona University

HONORS AND ACHIEVEMENTS

NACADA Certificate of Merit - Outstanding Advising Administrator (2010)

NC State University Academic Advising Administrator Award (2009)

Graduate of NC State University Adviser's Development Institute (2008)

Friends of ASPSA Award (2007)

CHASS Outstanding Academic Adviser Award (2006)

CHASS Award for Excellence (2006)

Recipient of the Psychology Emeritus Fund Research Award from the Department of Psychology, NC State University (2002)

Awarded Status of "Student Member with Honors" in the Human Factors and Ergonomics Society (2001)

John O. Cook Dissertation Fellowship from the Department of Psychology, NC State University (2001)

Certificate of Appreciation for Outstanding Service to the Human Factors and Ergonomics Society (2001)

University Graduate Student Association Outstanding Teaching Assistant Award, NCSU (2001)

Runner-up for the K.U. Smith Student Paper Award from the International Ergonomics Association (2000)

NAU Honors Program (1992-1996)

NAU Dean's Honor List (1992-1996)

NAU Award for Outstanding Scholarship (1992-1996)

NAU College of Social and Behavioral Sciences Academic Achievement Award (1992-1996)

COURSES TAUGHT

NC State	Introduction to Psychology - PSY 200 Psychobiology of Success – PSY 208 Orientation to Psychology – PSY 220 Ergonomics - PSY 340 Perception - PSY 400 Learning and Motivation – PSY 410 Introduction to Humanities and Social Sciences – HSS 120 Leadership and Coalition Building in Diverse Communities – USC 240
UAH	General Psychology II - PY 102 Learning - PY 314 Perception - PY 316 Industrial/Organizational Psychology - PY 402/502 Human Factors Psychology - PY 403/503 Human Research I (senior capstone class) - PY 498 Research Methods - PY 610
Peace College	General Psychology - PSY 101 Applied Psychology - PSY 200

PEER-REVIEWED PUBLICATIONS and PRESENTATIONS*

- Young, K.R., Schaffer, H., James, J.B., & Gallardo-Williams, M.T. (2020). Tired of failing students? Improving student learning using detailed and automatic individualized feedback in a large introductory science course. *Innovative Higher Education*. <https://doi.org/10.1007/s10755-020-09527-5>
- Young, K.R., Leeder, D.L., Kotter-Gruehn, D., Seiling, E., Lamb, S., Lewald, C.A., Zuckerman Hyman, C. (October, 2020). *A welcoming port in the information storm: Flipped orientation advising*. Lecture accepted for presentation at the NACADA Annual Conference but unable to present due to COVID-19.
- Young, K.R., Powless, M., Seiling, E., Wright, M. (October, 2020). *Port of calm: Leveraging the rich ports of flipped advising to manage large advising caseloads*. Pre-conference workshop accepted for presentation at the NACADA Annual Conference but unable to present due to COVID-19.
- Petrovich, L., Young, K.R., & Schaffer, H.E. (February, 2020). *Shrinking a large STEM class: Providing small class benefits in a large class*. Lecture presented at the Annual NC State University Teaching and Learning Symposium, Raleigh, NC.

- Young, K.R., Schaffer, H., James, J.B. & Gallardo-Williams, M.T. (February, 2019). *Timely, detailed, and automatic individualized feedback for a large class: Does it make a difference*. Poster presented at the annual NC State University Teaching and Learning Symposium, Raleigh, NC.
- Young, K.R., Joines, J., Standish, W. R., & Gallagher, V. J. (2019). Student evaluations of teaching: The impact of faculty procedures on response rates. *Assessment & Evaluation in Higher Education*, 44(1), 37-49. <https://doi.org/10.1080/02602938.2018.1467878>
- Johnson, J.W. & Young, K.R. (2018, April). *Using a T.E.A.M. mentoring approach to support at-risk students*. Lecture presented at the Annual NC State ASPSA Drive-In Conference, Raleigh, NC.
- Standish, W.R., Joines, J., Young, K.R., & Gallagher, V.J. (2018). Improving SET Response Rates: Synchronous Online Administration as a Tool to Improve Evaluation Quality. *Research in Higher Education*, 59, 812-823. <https://doi.org/10.1007/s11162-017-9488-5>
- Schaffer, H., Young, K.R., Ligon, E.W., & Chapman, D. (2017). Automating individualized formative feedback in large classes based on a directed concept graph. *Frontiers in Psychology*, 8. doi: 10.3389/fpsyg.2017.00260
- Young, K.R. & Johnson, J.W. (2016). Using a new multidisciplinary T.E.A.M Mentoring approach to foster student success. *Proceedings of the UNM Mentoring Institute's 9th Annual Conference*. Albuquerque, NM: UNM Mentoring Institute.
- Schaffer, H., Young, K.R., Ligon, E.W., & Chapman, D. (April, 2014). *Exam Questions: Aligning with the desired cognitive processes and knowledge levels*. Poster presented at the annual NC State University Teaching and Learning Symposium, Raleigh, NC.
- Young, K.R. & Leeder, D. L. (June, 2013). *Curriculum integration decisions for a new course: How assessment changed the conversation*. Paper presented at the NASPA Assessment & Persistence Conference, Denver, CO.
- Young, K.R. and Zelna, C. L. (April, 2013). *Instructor use of electronic progress reports: A snapshot from Spring 2012*. Poster presented at the annual NC State University Teaching and Learning Symposium, Raleigh, NC.
- Nelson, J., Young, K.R., Margolin, R., Vermuelen, S., & Brown, L. (March, 2013). *First to Know—Campus Responses to Students in Psychological Distress*. Roundtable session presented at the annual meeting of ACPA (College Student Educators International), Las Vegas, NV. Handouts can be downloaded from www4.ncsu.edu/~kryoung/FTK.html.
- Young, K. R. (June, 2011). *Use of an article presentation assignment to foster the development of communication skills and content knowledge in psychology*. Poster session presented at the Eastern Conference on the Teaching Psychology, Staunton, VA.

- Young, K.R. (October, 2007). Capstone experiences in psychology at NCSU. In Foushée, R. D., Newman, L. C., Roberts, J. E., Young, K., & McCartney, J. S., *One size does not fit all: Comparing capstone experiences across universities*. Symposium presented at the 6th Annual Best Practices in Teaching of Psychology Conference, Atlanta, GA.
- Young, K.R., Smith, J.J., Wogalter, M.S., Mayhorn, C.B., Baucom, J.G. (2006). Are students learning about human factors and ergonomics in introductory psychology textbooks? *Proceedings of the Human Factors and Ergonomics Society 50th Annual Meeting* (pp. 789-793). Santa Monica, CA: Human Factors and Ergonomics Society.
- Devine, P. J., Barron, S., Young, K. R., & Toner, I. (2003, March). *The senior capstone course: A diversity of approaches*. Symposium given at the 49th annual meeting of the Southeastern Psychological Association, New Orleans, LA.
- Martin, D. W. & Young, K. R. (2003, February). *The effect of working memory on irrelevant color singletons in visual search*. Paper presented at the annual meeting of the North Carolina Cognition Group, Durham, NC.
- Young, K. R., Shapiro, R. G., Andre, A. D., Lund, A. M., Robertson, M. M., Bass, E. J., Karsh, B. & Lin, J. (2002). Maximizing your career opportunities in a competitive market. *Proceedings of the Human Factors and Ergonomics Society 46th Annual Meeting* (pp. 1759-1763). Santa Monica, CA: Human Factors and Ergonomics Society.
- Young, K. R., Mershon, D. H., & Hicks, L. J. (2002). The far-anchor effect: Errors in the perception of motion and implications for aviation safety. *Human Factors*, 44, 133-143.
- Young, K. R., & Wogalter, M. S. (2002, March). *Several frequency-of-encounter measures contribute to the judgment of product familiarity*. Paper presented at the Sandhills Regional Psychology Conference, Fayetteville, NC.
- Young, K. R., Shapiro, R. G., & Lund, A. M. (2001). Quick tips for finding a Human Factors/Ergonomics job in industry: Interact with the authors and lead consultant. *Proceedings of the Human Factors and Ergonomics Society 45th Annual Meeting* (pp. 784-785). Santa Monica, CA: Human Factors and Ergonomics Society.
- Martin, D. W., & Young, K. R. (1999). Favorability towards nuclear power: The role of the availability heuristic and knowledge. *Proceedings of the Human Factors and Ergonomics Society 43rd Annual Meeting* (pp. 926-930). Santa Monica, CA: Human Factors and Ergonomics Society.
- Tillman, K., Hopkins, T. & Hunt, L. (1996). *Gender differences in sense of direction: Horizontal rotation has no effect*. Poster presented at the annual meeting of the Rocky Mountain Psychological Association, Park City, Utah.

* K. Tillman is now K. R. Young

NON-PEER-REVIEWED PUBLICATIONS

Young, K. R. (September, 2004). How the Education Technical Group Can Contribute to National Ergonomics Month. *ETG News*. (Available from the Human Factors and Ergonomics Society at <http://hfes.org>)

Cuevas, H. M., Young, K. R., & Shapiro, R. G. (2004). Get Ready for NEM 2004! *HFES Bulletin*, 47(8), 5.

Young, K. R., Cuevas, H. M., & Shapiro, R. G. (2003). National Ergonomics Month is here! *HFES Bulletin*, 46(10), 3.

Young, K. R., Shapiro, R. G., & Cuevas, H. M. (2003). NEM: What you can do. *HFES Bulletin*, 46(9), 6.

Cuevas, H. M., Shapiro, R. G., & Young, K. R. (2003). National Ergonomics Month coming soon! *HFES Bulletin*, 46(8), 1.

Young, K. R. (2002). A report on human factors career issues and answers: Choosing and preparing for a career that works for you. In R. G. Shapiro (Ed.), *Preparing for a Career in Human Factors/Ergonomics: A Resource Guide*. Santa Monica, CA: Human Factors and Ergonomics Society.

Young, K. R., & Shapiro, R. G. (2001). *Quick tips for finding a Human Factors/Ergonomics job in industry*. [Brochure]. Santa Monica, CA: Human Factors and Ergonomics Society. (<http://www.hfes.org/PublicationMaintenance/QuickTips/QuickTips.pdf>)

INVITED PRESENTATIONS

Young, K.R. & Koehler, M.G. (2017, August). *Improving your unit's advising awards nomination process*. Invited Adviser Development Institute Workshop. NC State University, Raleigh, NC.

Young, K.R. (2017, August). *First in family? It is an asset, not a liability*. Invited address given at the annual First in Family Luncheon. NC State University, Raleigh, NC.

Young, K.R. & Hudson, T. D. (2013, February) *Developmental Advising*. Invited Adviser Development Institute Workshop. NC State University, Raleigh, NC.

Young, K.R. & Hudson, T. D. (2012, November) *Developmental Advising*. Invited Adviser Development Institute Workshop. NC State University, Raleigh, NC.

- Young, K.R. & Hudson, T. D. (2011, November) *Developmental Advising*. Invited Adviser Development Institute Workshop. NC State University, Raleigh, NC.
- Wingo, B.L. & Young, K.R. (2011, April) *Developmental Advising*. Invited Adviser Development Institute Workshop. NC State University, Raleigh, NC.
- Wingo, B.L., Young, K.R., & Gayles, J. (2010, September) *Developmental Advising*. Invited Adviser Development Institute Workshop. NC State University, Raleigh, NC.
- Young, K. R. (2004, March). *Human Factors Psychology: Applying psychology to make life safer and easier*. Invited address given at the annual conference for the Alabama chapter of Teaching of Psychology in the Secondary Schools, Birmingham, AL.
- Young, K. R. (2003, October). *Investigations of the Visual Perception of Motion and Implications for Transportation Safety*. Invited address given to the UAH chapter of Sigma Xi.
- Mayer, C. M., Young, K. R., & Mershon, D. H. (2000). *Visual factors affecting pilots' judgments of trajectory-to-touchdown during emergency landings: Current findings and proposed research*. Presentation made July 27th at NASA-Ames Research Center, Moffett Field, CA.
- Young, K.R. (2001). *Careers in human factors and ergonomics*. Invited presentation made to the NCSU Psi Chi student chapter on April 25th in Raleigh, NC.

UNDERGRADUATE RESEARCH PROJECTS SUPERVISED

- James, J.B., Young, K.R., Schaffer, H.E., & Gallardo-Williams. (2019). *Improving student learning in Organic Chemistry using formative assessment*. Poster session presented at the Annual Biomedical Research Conference for Minority Students, Anaheim, CA.
- James, J.B. & Young, K.R. (2018). *Student perspectives on a formative assessment tool*. Poster session presented at the annual Spring NC State University Undergraduate Research Symposium, Raleigh, NC.
- Young, K. R., Martin, D. W., Burton, J. E., & Nyeste, P. (2004, March). *Effects of working memory and highlighting predictiveness on visual search*. Poster session presented at the annual meeting of the Southeastern Psychological Association, Atlanta, GA.
- Westfall, J.M., Peltier, C., Burton, J. E., & Young, K. R. (2004, March). *Is the central executive really the CEO of our attention?* Poster session presented at the annual meeting of the Southeastern Psychological Association, Atlanta, GA.
- Clark, J. C., Frasier, B., & Young, K. R. (2003, March). *Spatial working memory and the color advantage effect: Are they related?* Poster session presented at the annual meeting of the Southeastern Psychological Association, New Orleans, LA.

REPRESENTATIVE COMMITTEES (sampling)

Council on Undergraduate Education (2013-2016)
Intensive English Program Advisory Board (2013-present)
Global Perspectives Certificate Advisory Board (2013-present)
University Academic Advising Council (2013-2015)
University Advising Awards Committee (2010-2011, 2011-2012, 2012-2013)
University Strategic Plan Goal One: Student Success Implementation Team (2011-2012)
University College Implementation Team (2014-2015)
CHASS Advising Awards Committee, Chair (2010-present)
CHASS Course & Curriculum Committee, now part of Undergraduate Committee (2010-present)
CHASS Directors of Undergraduate Advising (2005-present, Led committee since 2010)
CHASS Enhancement Fund Committee, Chair (2011-present)
CHASS Merit Scholarship Committee (2010-present)
CHASS Undergraduate Research Award Committee, Chair (2014-present)
Psychology Department Senior Awards Committee (2007-2009)
Psychology Department Undergraduate Program Committee (2007-2009)

PROFESSIONAL AFFILIATIONS

College Student Educators International (ACPA)
Council of Colleges of Arts and Sciences (CCAS)
Human Factors and Ergonomics Society (HFES)
 Director, (Carolina regional chapter) 2011
 Editor, NEM (National Ergonomics Month) 2003
 Editor, COTG (Council of Technical Groups) Digest, 2001-2004
 Newsletter Editor (Carolina regional chapter), 2000-2002
 President (NCSU student chapter), 1998
 Program Chair, Education Technical Group, 2006-2007
 Secretary/Treasurer (Tennessee Valley regional chapter) 2002-2004
 Treasurer (Carolina regional chapter), 2000
 Webmaster (Carolina regional chapter), 2000-2002
 Webmaster (Tennessee Valley regional chapter) 2002-2004
NASPA: Student Affairs Administrators in Higher Education
National Academic Advising Association (NACADA)
National Coalition Building Institute (NCBI)
 NCSU Chapter (Team Member since 2011, Leadership Team member from 2013-2015)
Psi Chi National Honor Society
Phi Kappa Phi National Honor Society
Sigma Xi