

Joseph Sherwood, Ph.D.

Research Associate, Pacific Research and Evaluation, LLC

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Education

2021	Ph.D.: Applied Psychology Portland State University, Portland, Oregon
2015	M.S.: Applied Psychology Portland State University, Portland, Oregon
2011	B.A.: Psychology Utah State University, Logan, Utah

Professional Experience

3/2022-Current Research Associate

Pacific Research & Evaluation, LLC, Portland, Oregon

- Conduct complex program evaluations using qualitative and quantitative research methods
- Design and implement research projects, data collection and analysis plans to assess program effectiveness
- Manage multiple evaluation projects simultaneously, ensuring timely and budget-conscious delivery of results
- Develop mutually beneficial mentor and learning relationships with team members to facilitate professional growth and development across the team
- Utilize advanced statistical software to analyze data and interpret results, including R, SPSS, and Excel
- Build positive relationships with stakeholders and collaborate with multidisciplinary teams to deliver meaningful and actionable results.

11/2021-1/2023 Talent Management Advisor

Afognak Native Corporation, Anchorage, Alaska

- Assisted with development of strategic talent and change management plan
- Consulted and advised organizational leaders on workforce management strategy
- Assisted with development and implementation of training evaluation plan, including change management
- Conducted qualitative training needs assessments
- Summarized, translated, and communicated research findings to diverse stakeholder audiences with visualization and actionable insights

6/2014-11/2016 Talent Management Researcher

SAP SuccessFactors, San Francisco, California

- Conducted and disseminated original applied research on future of work topics (e.g., employee lifecycle management strategy and trends, diversity and inclusion, employee health and wellness, employee learning and development, change management, program evaluation, etc.) to develop a comprehensive point of view and contribute to SAP product and market strategy
- Managed projects and teams, collaborating cross-functionally with UX, Product Strategy, Innovation GTM, and Marketing to align research, product strategy, product design, and sales and marketing activities to SAP business and innovation strategy

- Consulted organizational and HR leaders on talent and change management strategy, integrated with the deployment of HRIT systems, giving presentations on workforce trends at professional and industry conferences, and SAP customer forums

8/2012-6/2016 Research Assistant

Center for Work-Family Stress, Safety and Health, Portland, Oregon

- Designed, implemented, and validated quantitative and qualitative data collection tools
- Coordinated and conducted survey data collection with large government and private organizations
- Supervised and facilitated managerial and team-based training sessions, leading to improvements in team functioning and employee health
- Managed multiple complex, multi-source, multi-level datasets
- Designed and conducted data analyses, including supervising a team of undergraduate student research assistants with data entry, preparation, and analysis, including meta-analysis, hierarchical linear modeling, multi-level modeling, and structural equation modeling
- Presented and published results of research and evaluation projects to diverse audiences, from executives to communities

5/2012-7/2013 Research Assistant

Utah State University, Logan, Utah

- Developed independent research projects from beginning to end
- Conducted systematic literature reviews
- Developed research questions and hypotheses to fill research gaps
- Prepared and submitted successful IRB applications
- Designed research projects, including methods, survey selection and development
- Recruited research participation through development of diverse research recruitment materials
- Coordinated and conducted survey-based data collection
- Prepared and led presentations and publications of research results to diverse audiences

Publications & Presentations

Publications:

Hunt, S. T., **Sherwood, J. A.**, Pytel, L. M. (2019). Innovations in the use of 360 for performance management. In D. S. Rose, A. H. Church, D. W. Bracken, & J. W. Fleenor (Eds.), *Handbook of Strategic 360 Feedback*. New York, NY: Oxford University Press.

Sherwood, J. A. (2017). What's Behind the Work Stress Epidemic? *Forbes*. Retrieved from <https://www.forbes.com/sites/sap/2017/10/23/what-to-do-about-the-work-stress-epidemic/#5e8df65544f1>

Sherwood, J. A. (2017). You Snooze You... Win? Why Sleep Matters and What Organizations Can Do About It. *HR Technologist*. Retrieved from <https://www.hrtechnologist.com/articles/workforce-management-2/you-snooze-you-win/>

Sherwood, J. A. (2017). Getting Leaders and Managers to "Buy In" to Continuous Performance Management. *HR Technologist*. Retrieved from <https://www.hrtechnologist.com/articles/performance-management/getting-leaders-managers-and-employees-to-buy-in-to-continuous-performance-management/>

Sherwood, J. A. (2017). Getting People to Talk: Creating a culture of feedback. White paper retrieved from <https://www.sap.com/documents/2019/01/e0b88959-6f7d-0010-87a3-c30de2ffd8ff.html>

Sherwood, J. A. (2017). Continuous performance management: Creating a culture of feedback. *HR.com's Talent Management Excellence Essentials*,5(11).

Sherwood, J. A. (2016). Five Common Myths of Employee Feedback. *Forbes*. Retrieved from <https://www.forbes.com/sites/sap/2016/04/29/5-common-myths-of-employee-feedback/#3f5033dc227b>

Sherwood, J. A. (2015). Big Data or Big Brother: Using Data to Measure Employee Productivity Without Creating Mistrust. *Forbes*. retrieved from <https://www.forbes.com/sites/sap/2015/08/14/should-big-data-be-used-to-measure-employee-productivity/#5a8cfb5b10a5>

Presentations:

Hammer, L. B., Rineer, J. R., Truxillo, D. M., Bodner, T., Pytlovany, A., **Sherwood, J. A.**, & Hicks, L. (2015, April). LMX and work-family intervention effects. In R. Matthews and D. Major (Chairs), *Understanding the Work-Family Implications of Relationships with Leaders*. Paper presented at the 2015 Society for Industrial and Organizational Psychology Conference, Philadelphia, PA.

Hammer, L. B., Johnson, R. C., & **Sherwood, J. A.** (2014, June). A meta-analysis examining the relationships between the work-family interface and health/behavior outcomes. Paper presented at the semi-annual meeting of the Work Family Researchers Network, New York, NY.

Sherwood, J. A., **Hammer, L. B.**, Truxillo, D. M., & Bodner, T. (2014, May). Supervisor adaptability, training effectiveness, and employee job satisfaction. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.

Sherwood, J. A., Crosby, J. M., Dehlin, J. P., & Twohig, M. P. (November, 2011). Acceptance versus distraction for unwanted thoughts. Poster presented at the annual convention of the Association for Behavioral and Cognitive Therapies in Toronto, ON

Sherwood, J. A., & Hunt, S. T. (2017). Moving to continuous performance management: How to create an ongoing coaching culture. Webinar delivered at Gartner.

Hunt, S. T., Burlacu, G., **Sherwood, J. A.**, & Pytel, L. M. (2017). Creating organizational agility: Three methods to build a responsive workforce. 4-part webinar series delivered at ASUG.

Sherwood, J. A., & Burlacu, G. (2017). Creating an agile workforce. Webinar delivered at Argyle.

Sherwood, J. A., (2017). Health and wellness: HR's new call to action. Radio interview on Coffee Break with Game Changers, hosted by Bonnie D. Graham. Retrieved from <https://www.voiceamerica.com/episode/99313/health-and-wellness-hrs-new-call-to-action>

Sherwood, J. A., & Hunt, S. T., (2016). 3 Keys to Rethinking Performance Management. 4-part online course delivered to the Northern California Human Resources Association (NCHRA).

Professional Affiliations

Society for Industrial Organizational Psychology (SIOP)

Society for Occupational Health Psychology (SOHP)

Portland Industrial Organizational Psychology Association (PIOPA)