Stephanie Johnstone

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Education

University of Texas at Austin — Austin, TX
Doctor of Philosophy, Major Educational Psychology — In Progress

Teachers College, Columbia University (TC,CU) — New York, NY
Masters of Education, Major: Educational Psychology — May 2023

Washington State University (WSU) — Online
Bachelor of Science, Major: Psychology — May 2019
Summa cum laude (3.98 GPA)

DeVry University — Online
Bachelor of Science, Major: Small Business Management/Entrepreneurship — May 2013
Dean's list

Renton Technical College (RTC) — Renton, WA
Associates of Applied Science and Certificate, Major: Musical/Band Instrument Repair — June 2009
President's and Vice President's Lists

Green River Community College (GRCC) — Auburn, WA
Associates of Arts and Associates Pre-Professionals, Majors: General Education and Communications/Broadcasting — June 2009

Marysville Pilchuck High School — Marysville, WA
and Sno-Isle Technical Skills Center — Everett, WA
High School Diploma and Certificate, Concentration: General Education and Culinary Arts — June 2005
Honors (3.95 GPA)

Relevant Certificate Courses

eCornell
Change Management

ERSI
Environment Rating Scales- Infant/Toddler Environment Rating Scale (ITERS-3) 101 and Early Childhood Environment Rating Scale (ECERS-3) 101

Coursera
Diversity and Inclusion in Education, Feedback and Coaching Specialization, Graphic Design Specialization, Philosophy and Cognitive Sciences, Dog Emotion and Cognition, Understanding Memory, Ubiquitous Learning and Instructional Technologies, Essential Design Principles for Tableau, Visual Analytics with Tableau, Fundamentals of Visualization with Tableau, Instructional Design Foundations and Applications, Learning Technologies Foundations and Applications

LinkedIn Learning
Data Visualization, R Essential Training, Data Science and Analytics, Data-Driven Project Management, Designing the Learners Journey, Learning Minitab, Learning Info Graphic Design, SQL Essentials, Statistics Foundations 1&2. In Progress: SPSS Statistics Essential Training and Adobe Captivate Essential Training

Research Experience

University of Texas at Austin — 2024
Graduate Research Assistant (Paid Position)
Transfer and Drawing – Research relevant articles, creating surveys in Qualtrics, running a test survey in Sona and Qualtrics, and analyzing data. *Supervisor: Dr. Veronica Yan*

Metacognition Beliefs – Joined existing research team on a project on student beliefs on metacondition. Tasks: Review paper, and review and run psychometric analysis. *Supervisor: Dr. Veronica Yan*

Washington University in St. Louis 2023- 2024
Assistant Researcher for Multiple Projects (Paid Position)
Using Retrieval Practice, Variability, and Spacing to Facilitate Understanding of Complex Information – Conducting a research project on how combining multiple learning strategies during initial practice affects transfer of learning. Tasks: Coding participant responses in spreadsheets, resolving coding conflicts, and cleaning data for analysis in R and Jamovi. *Supervisors: Rachel Smith-Peirce and Dr. Andrew Butler*

Chronic Absenteeism in Schools – Conducting a systematic literature review on chronic absenteeism in schools in support of local St. Louis city schools through the St. Louis Schools Research Practice Collaborative. Tasks: Reviewing article abstracts to assess whether they meet criteria for inclusion. *Supervisors: Dr. Margaret Wallace and Dr. Andrew Butler*

Teachers College, Columbia University 2020-2023
Research Project for Classes (Course Credit)
Integrative Project- Cueing Memory for Transfer – a literature review on how to help spontaneous transfer occur more reliable. The primary focus was on how to help initial recall the necessary information in new scenarios. It included teaching about transfer, metacognition, forward- and backward- reaching, abstraction, concreteness fading, noticing, comparing, analogy, and memory techniques at the learning stage. I began this project for another class's literature review (Educational Psychology) and expanded it for this project. Tasks included: literature search literature search in Google Scholar and Educat+, writing a literature review. *Faculty advisors: Dr. Robert Siegler, Dr. Catherine Chase, and Dr. Barbara Tversky*

Research Design Project- How Varying IQ Levels and Passion Levels Impact Academic Achievement – created for Neuroscience Applications in Education. This research design project was created to observe the differences in achievement for the combination of varying level of general IQ and interest/passion for a topic. For the neuroscience application component, it also suggested observation of brain function to detect any differences in brain function in noting the combination of level of IQ and passion. Tasks included: literature search literature search in Google Scholar and Educat+, review articles, designing research, and writing paper. Faculty advisors: *Dr. Lisa Levinson and Professor Anna Silberman*

Research Design Project- Transfer as a Mean to Increase Problem-Solving – For a course on the Transfer of Learning, this was a suggestion for longitudinal study using education on transfer and problem-solving to increase problem-solving and transfer of knowledge skills. The concept was to have regularly occurring workshops that taught students about these concepts and let them practice. It also was designed to determine which age groups might benefit most from these workshops and for how long. Tasks included: literature search in Google Scholar and Educat+, review articles, designing research, and writing paper. *Faculty Advisor: Dr. Catherine Chase*

Pennsylvania State University- Clearing House for Military Family Readiness 2019-2020
Research Support (Paid Position)
"Program Evaluation" Research comparing daycare systems through their ITERS and ECERS scores – I learned how to grade daycare classrooms based on ITERS-3 and ECERS-3. We practiced in PA, and I was assigned to WA and AZ daycares. Tasks: observing daycare classes for ages 0-5, taking notes, and scoring/coding materials, items, actions, and behaviors based on the established criteria. *Supervisor: Dr. Jennifer Karre*

Washington State University 2017-2019
Research Project for Classes (Course Credit)
Research Project: The Effect of Novel and Amusing vs. Useful and Logical Sentences in Learning Vocabulary – Do informational/logical sentences or novelty/humorous sentences increase the ability to learn new words? Tasks: design research project, literature review, and writing research paper, including results. *Faculty Supervisor: Professor Kendra Pass*

Research Project: Roots, Vocab, and Recall: The Effects of Word Roots and Order Received in Learning Vocabulary – Does the order of receiving word roots or the full word increase the ability to learn new words? Tasks: designing research project, receiving IRB approval, literature review, conduct research via Qualtrics, analyzing results with SPSS and Excel, reporting findings, writing research paper, and presenting findings at a conference. *Faculty Advisor: Dr. Lee Daffin*

Conference Presentations

Smith-Peirce, R. N., Johnstone, S. N., & Butler, A. C. (2024, November). Exploring Need for Cognition and Structure Building as Individual Differences in the Testing Effect Paradigm. Poster presented at 65th annual Psychonomics Society conference in New York City, NY.

Molloy, M.C., Wallace, M.K., Bevk, M., Johnstone, S. N., Medler, A.C., & Chhabra, P. (2024, November). Causes, Consequences, and Strategies that Address Chronic Absenteeism: A Systematic Literature Review. Poster Presentation at the Associate for Public Policy Analysis & Management Research Conference, in National Harbor, MD.

Wallace, M.K. , Chhabra, P., Molloy, M.C., Medler, A.C., Johnstone, S. N. (2024, July). Collaborative Approaches to Addressing Chronic Abesenteeism. Presented at the National Network of Education Research-Practice Partnerships session in Richmond, VA.

Johnstone, S (2019, April). "Roots, Vocab, and Recall: The Effects of Word Roots and Order Received in Learning Vocabulary" Poster presented at Washington State University's Showcase for Undergraduate Research and Creative Activities (SURCA) in Pullman, WA. https://surca.wsu.edu/past-surca/abstracts-2019/ (Poster number 175)

Honors and Awards

Recognition Award- Vice President- WSU	2019
Dean's List DU	2010-2013
President's Honor Roll RTC	2009
Vice President's Honor List RTC	2009
General Manager's Award GRCC	2007
Certificate of Recognition- leadership and achievement GRCC	2007
Matthew Chafe Memorial Scholarship	2007
Sandusky Radio Scholarship	2006
President's Education Awards Program MPHS	2005
Honors MPHS	2005
Who's Who Among American High School Students	2005
Everett Elks Lodge Scholarship	2005
National Technical Honor Society	2004

Professional Experience

University of Austin at Texas Austin, TX

Graduate Research Assistant, Office of Instructional Innovation 2024

- Create and conduct workshops related to instructional research
- Assist with problem-solving and answering questions of staff, faculty, and students for Canvas and other systems

Splainers, Inc Seattle, WA

Director of Operations December 2019 –

Finance Controller: *The costs have decreased, books have been organized, and there is more visibility in financial aspects. Team received expectations for how to spend their time and weekly updates on where they were in relation to these goals.*

- Creating budgets for projects to track expenses and make adjustments to processes based on analysis.
- Review company finances, in QuickBooks, to allow for better planning and cut costs.
- Analyzing costs, income, and time spent through the creation and review of reports (e.g., time spent on projects, money spent on overhead, average time for type of project, average time on specific tasks, etc.), through QuickBooks, Excel, and Google sheets.
- Streamline and clean up books in QuickBooks (e.g., utilizing features such as recurring charges, removing redundancies, and creating a schedule for reconciling).

Human Resources: *The team states they feel more heard and appreciated.*

- Created a review schedule and process, which was updated based on effectiveness.
- Hiring, altering roles, assisting salary decisions.
- Developed job descriptions, titles, and PTO schedules for team to know what was expected of them.
- Created employee handbook and various forms to allow team to be heard, the company to be legal.
- Research HR and employee laws as needed (e.g., what to do with out-of-state employees, posting content that employees need access to).

Business Operations: *The team feels there is more structure and better flow to the company.*

- Analyze and document process, procedure, and policy, created what was missing, especially for general business tasks and functions.
- Streamline processes by reviewing and revising processes, establishing best practices, primarily in project management, and production tasks.
- Ran HR, marketing, and operation teams to get employee input and buy-in, as well as a team to delegate tasks to, providing tasks for downtime and new experiences.
- Learned systems that were in place and found ways to either improve use or changed to new systems that were better suited (and often saved money).
- Created regular check-in meetings to discuss workflows and problem solve.
- Research business laws and practices to make sure the business is running properly and legally.
- Review progress and completed projects, how well did they meet the goals, what can we change.

Cascadia Art Museum Edmonds, WA

Temporary Office Administration and Operations Consulting January 2019 – September 2019

Projects: *The board members and volunteers appreciated the organization and structure brought to their duties, there were clarity in tasks and visible tracking.*

- Revised and documented processes and procedures, to streamline production and workflow.
- Created a project management system as part of a team.
- Researched opportunities for change and growth, including new programs and financial options.

WSU-Global Campus Student Senate Online

Vice President and Chair of the Senate April 2018 – May 2019

Chair: *Maintained the structure and professionalism required by the organization, it was very particular*

- Ran Senate meetings, created meeting agendas and packets, and conducted bylaw revision.
- This was a strict role that required follow rules and process precisely.

Vice President: *Gave the team growth opportunities that the position should be designed for. Was known as the shaker and mover of the executive team when it came to accountability and change in our discussion with University staff because it was the role that was needed.*

- Created training opportunities, since this was a leadership experience.
    - This included check-ins and goal setting.

- Supported team through check-ins and participation in their projects.
- Met with departments of University to discuss Senate and student needs.

Edmonds Chamber of Commerce Edmonds, WA
Operations and Finance Manager March 2016 – September 2018

Finances: *The board of directors and CPAs appreciated the organization I brought to the books, the team appreciated the goals created from the budgets.*

- Made finances more comprehensible and visible through the creation of budgets and reports.
- Cleaned up and streamlined the accounting system to make it more functional.
- Reduced costs by monitoring income and expenses, and looking for ways to receive discounts.

Operations: *Brought organization to our workflow by creating, implementing, and updating systems.*

- Provided greater functionality to operating systems we had in place.
- Revised the process for handling contracts to make sure they were tracked.
- Created and implemented system for organizing and tracking all documents and paperwork.

Project Management: *Through implementation of project management process and procedure, the team knew what to do and when, which created more clear direction and accountability*

- Created and implemented systems for all event and office tasks.

Other: *The Foundation met roughly annually only to delegate funds, I led the team to revise the purpose, create its own events and donations. We participated in community events for the betterment of the community and had our own scholarship for a local community college.*

- Revived Chamber Foundation- established purpose, started fundraising and initiated accountability.
- Researched various ideas to add value and improve the Chamber, ex. website design, live recordings of meetings, ways to support the community.
- Aided in marketing and all event needs.

Volunteer and Extracurricular Experience/Projects

Forever Home Pet Rescue Dog training and volunteer outreach
Took dogs for hikes and assisted with training. Created a volunteer outreach plan (provided to staff for implementation).

Pasado's Safe Haven Education team
Assisted with education for youth on animal safety and health. Trained to assist with removing animals from abuse situations and assisting in their veterinary facilities.

Paws Education team
Assisted with educating public and youth on animal safety and Paws.

Friend of the Lynnwood Library Member – support role
Saturday cleaned, stocked, and organized the library book sale. Attended monthly meetings to decide policy, projects, and which programs we will finance.

North Shore SD- Kenmore Junior High Math Volunteer – support role
For a couple of hours a week, helped 7th graders with their math and their instructor with keeping the students focused.

WSU, DeVry and Green River Team Leader
As a team leader for class projects (groups ranging from 3-10 students), led meetings, kept communications between members strong, organized tasks, delegated work, kept group on task, picked up roles as needed, reviewed work, wrote weekly reports, and submit assignments.

Green River Program Director
At KGRG1, I was in charge of all on-air content, playlists, communication, meetings, hiring, scheduling, reports, students (10+) while at the radio station, marketing, over-seeing all that was connected to the station.

Green River Radio Specialty Show

As leader of my own college specialty show- communicated with management, did research, made sure all team members were on task and helped as needed, helped with our marketing, trained new students, submitted our reports, and hired and fired staff.

Sony BMG Intern

At Sony BMG I organized papers, CDs, and other items and sent out mail and faxes. I also did some ordering when supplies were low.

Memberships and Clubs

Psychonomics	2024
Women in Cognitive Science	2023+
Society for Applied Research in Memory and Cognition – Affiliate	2023+
Society for Research on Educational Effectiveness	2023+
Project Management Institute	2023+
American Educational Research Association	2022+
Kappa Delta Pi (Honor Society)	2022-2023
Columbia Toastmasters	2022-2023
Teachers College, Columbia University Clubs (Coaching Club, Data Science and Education Assoc.)	2000-2023
Society for Human Resources Management	2019-2022
Psi Chi (Honor Society)	2019+
Psychology Club	2019
National Society for Leadership and Success (Honor Society)	2018+
NASPA	2017
American Psychological Association	2017-2019
National Technical Honor Society	2004