

KAUSHIK RAM

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RESEARCH INTERESTS

- How does creative thinking develop, and how do organizational contexts support it?
- How does creative thinking transfer into well-being across life domains?
- How can creative thinking be directed toward other people's needs?

EDUCATION

Doctor of Philosophy (PhD), Business Administration | University of Illinois Urbana-Champaign Expected May 2031

SPECIALIZATION: *Organizational Behavior*

RELEVANT COURSEWORK: *Qualitative Research Methods, LLM & GNN Research Methods*

Master of Science (MS), Industrial Organizational Psychology | San Jose State University May 2026

RELEVANT COURSEWORK: *Psychometrics, Training & Development, Seminar in Industrial Organizational Psychology, Multivariate Analysis, Organizational Development, Groups at Work*

GPA: 4.00

Bachelor of Arts (BA), Psychology and Cognitive Science | University of California, Merced May 2024

RELEVANT COURSEWORK: *Social Psychology, Psychological Tests, Culture & Cognition, Cognitive Neuroscience, I/O Psychology*

RELEVANT ACTIVITIES: *Study Abroad Semester at Maastricht University*

GPA: 3.96

RESEARCH POSITIONS

Lab Manager – Workplace and Occupational Wellness Lab August 2024 – May 2026

San Jose State University

San Jose, CA

- Managed a team of graduate and undergraduate researchers, guiding development in organizational psychology research.
- Led trainings during lab meetings on IRB submissions, Qualtrics programming, poster presentations, and abstract development.
- Coordinated recruitment and onboarding procedures for lab members, creating new standardized procedures.
- Maintained the lab website and created a Slack organization to assist with lab collaboration.
- Supervised and executed studies covering topics including incivility, leadership, belonging, artificial intelligence, and loneliness.

Research Assistant – Marghetis Lab, Cognitive and Information Sciences Department August 2023 – May 2024

University of California, Merced

Merced, CA

- Analyzed and coded research data to contribute findings for a comprehensive data bank.
- Conducted behavioral studies on creativity and problem-solving, ensuring accurate participant engagement.
- Performed data analysis using R and developed a poster presentation to showcase study outcomes.
- Assisted with writing a training manual for undergraduate researchers on gesture tracking research.

THESIS

Ram, K. (2026). Does Creativity at Work Spillover to Improve Personal Relationships [Thesis].

CONFERENCE PRESENTATIONS

Ram, K., Brady, J. M., & Wu, S. (2026, April) When inclusive leadership backfires: Incivility and LGBTQ+ worker belonging [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Ram, K. (2026, April). Networked Trust: Simulating Idea Theft, Leadership, and Creativity [Poster]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States.

Ram, K. (2026, April). Effective communication in a globally distributed team: An agent-based model [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, New Orleans, LA, United States. *Selected by SIOP Program Committee from among top-rated proposals for inclusion in the Groups/Teams Content Area Theme Track.*

Moya, J.M., Barron, H., Wall, T., **Ram, K.**, Brady, J.M., Bodidasa, J (2026, April). To Reveal, or to stay stigmatized: Contextual decisions of those with ADHD that shape belongingness in the workplace [Poster]. Western Psychological Association Convention, Tacoma, WA, United States

Bansal, R., **Ram, K.**, Moya J.M., Wall, T., Chen, C., Sisan, N.A., Brady, J.M., (2026, April). Not So Inclusive Afterall: The Critical Role of Psychological Safety in the Relationship between Inclusive Leadership and Employee Belonging. [Poster]. Spartan Psychological Association Research Conference, San Jose, CA, United States.

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Moya, J. M., Barron, H., Wall, T., **Ram, K.**, Brady, J. M., Ph.D., & Bodidasa, J. (2026, April). ADHD Stigma and Belonging: Understanding the Pathway Through Revealing Behavior [Poster]. Spartan Psychological Association Research Conference, San Jose, CA, United States.

Ram, K., Tamayo, R., Samineni, T., & Brady, J.M., Wu, S. (2025, April). Remote Work, Workplace Incivility, and Subsequent Well-Being among LGBTQ+ Individuals [Poster]. Spartan Psychological Association Research Conference, San Jose, CA, United States.

Ram, K. & Niehorster-Cook, L. (2025, April). An Investigation of Productivity Through Social Networks [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States

RELEVANT EXPERIENCE

People Operations and Strategy Manager <i>BuiltByBit</i>	May 2022 – July 2026 <i>Remote</i>
- Managed the people function from the ground up, developing scalable systems and processes to support growth. - Enhanced workforce planning and decision-making by leveraging MySQL to provide key employee engagement insights. - Applied organizational psychology principles to enhance workforce relations and optimize team dynamics. - Improved productivity and organizational effectiveness by documenting new tools and operation policies. - Recruited, trained, and mentored over 30 team members to shape organizational culture and improve key efficiency metrics.	

COMPETITIVE RESEARCH PRESENTATIONS

Ram, K. (2026, April) *The process of how workplace creativity can improve romantic relationship satisfaction*. SJSU Graduate Slam Competition. (Selected semi-finalist)

Ram, K. (2026, February) *When inclusive leadership isn't enough: Incivility against LGBTQ+ employees*. SJSU Student RSCA Competition

COMMUNITY SERVICE

Regional Committee Member <i>Destination Imagination</i>	August 2018 – July 2026 <i>Bay Area, CA</i>
- Served on the board to help come up with plans and decisions to serve the community better and promote the program. - Mentored children K-12 on problem-solving, creativity, and teamwork skills. - Co-directed the regional tournament to ensure smooth event operations for over 1000 kids and their families.	
Staff Member <i>Kids Against Hunger</i>	October 2019 – March 2024 <i>Pleasanton, CA</i>
- Aided in running meal-packing events intended to provide humanitarian relief. - Coordinated and assisted other staff members to ensure all volunteers were helped. - Trained new packers and ensured meals were packed correctly and efficiently.	

AWARDS AND GRANTS

Spitze Endowment for Psychology (\$1004) <i>San Jose State University</i>	August 2025
Psychology Department Student Travel Award (\$750) <i>San Jose State University</i>	March 2025
College of Social Sciences Student Research, Scholarship, and Creative Activities Award (\$500) <i>San Jose State University</i>	March 2025
Chancellor's Honor List <i>University of California, Merced</i>	May 2022, May 2023, May 2024
Dean's Honor List <i>University of California, Merced</i>	December 2021, December 2022, December 2023
Presidential Volunteer Service Award <i>Corporation for National and Community Service President of the United States Points of Light Foundation</i>	April 2020

ADDITIONAL INFORMATION

Honor Societies: Psi Chi, Phi Kappa Phi