

Ryne Sherman, PhD

Executive Profile



Ryne Sherman, PhD
Chief Science Officer
Data Science

Background

As the chief science officer at Hogan Assessments, Ryne Sherman, PhD, is responsible for managing the primary functions within Hogan's industry-leading data science department, including talent analytics, product innovation, business intelligence, and Hogan's research archive and infrastructure.

Ryne's research in personality has examined the role of personality in daily life, career pursuits and workplace performance, and the assessment and measurement of personality and individual differences. Ryne is also an expert on modern approaches to personality assessment, including unobtrusive assessment, such as voice prosody, word use, and affective responses to stimuli. He is also an expert in data analytics, including the use of artificial intelligence and machine learning in conjunction with personality assessment.

Prior to joining Hogan, Ryne was a professor of psychology at Texas Tech University and Florida Atlantic University, where he was recognized as the FAU College of Science Distinguished Teacher of the Year in 2013. His research on the psychological properties of situations and their interaction with personality was awarded federal support from the National Science Foundation, and in 2016 he was named an APS Rising Star by the Association for Psychological Science. In addition, he received the SAGE Young Scholars Award in 2018 for his research concerning person-situation transactions and how people navigate their social worlds on a daily basis.

Ryne has authored more than 50 scientific papers, of which several have received significant national and international media exposure. He is the cohost of the Science of Personality podcast and regularly writes or speaks about issues related to personality, leadership, and the use of personality assessments in the workplace.

Professional Experience

Chief Science Officer, Hogan Assessments

Associate Professor of Psychology, Texas Tech University

Associate Professor of Psychology, Florida Atlantic University

Assistant Professor of Psychology, Florida Atlantic University

Degrees and Institutions

Doctor of Philosophy – Personality and Social Psychology, University of California, Riverside

Master of Arts – Personality and Social Psychology, University of California, Riverside

Bachelor of Arts – Psychology and History, Monmouth College

Personality Psychology
Industrial/Organizational Psychology
Leadership
Artificial Intelligence
Psychological Assessment