# RYAN J. RUSSELL, PhD

**PSYCHOLOGY | LEARNING & DEVELOPMENT | RESEARCH & PROGRAM LEADERSHIP | AI EVALUATION | COACHING**

Kansas City, Missouri | drryanjrussell@gmail.com | linkedin.com/in/ryanjrussell1 | DrRyanJRussell.com

## PROFESSIONAL PROFILE

PhD-trained psychology, learning, research, coaching, and program-leadership professional with experience translating behavioral science and evidence into usable programs, assessments, learning systems, products, and decisions. Background spans adult learning, psychometrics, product strategy, qualitative research, AI evaluation, nonprofit development, workforce operations, career readiness, and public education. Known for diagnosing the actual need, clarifying complex information, and building practical structures that move work forward.

## CORE CAPABILITIES

Learning & Development • Leadership Development • Psychology & Behavior Change • Research & Evaluation • Psychometrics & Assessment • Product Strategy • Organizational Effectiveness • AI Evaluation & Quality Review • Program Design • Coaching • Facilitation • Professional Writing

## SELECTED EXPERIENCE

**AI Trainer / PhD & Academic Expert** | micro1 | 2026–Present

- Evaluate AI-generated academic, research, business, learning, presentation, and general-knowledge outputs for factual accuracy, reasoning quality, evidence use, source quality, instruction following, audience fit, clarity, and usefulness.
- Apply structured rubrics and expert judgment to compare outputs, identify material weaknesses, and write concise, defensible improvement rationales under deadline.
- Use AI-enabled workflows for research synthesis, content development, prompt refinement, quality review, and iterative improvement while maintaining source verification and human oversight.

**Psychology & Product Strategy Consultant** | Psychometrica | Dec 2022–Sept 2024

- Applied Big Five personality and psychometric knowledge to user-facing assessment content, interpretation, and product strategy, balancing psychological meaning with clarity and usability.
- Contributed to UX/community concepts, positioning, engagement, growth, and monetization strategy for a psychology-based digital product.
- Worked across psychology, product, community, and technical considerations rather than treating assessment content as a standalone writing task.

**Founder & Board Member** | Full Living Disability Initiative (FLDI) | 2026–Present

- Founded and organized an incorporated Missouri nonprofit focused on full adult lives for people with significant disabilities across work, relationships, independence, and community.
- Built governance, program architecture, research/innovation planning, partnership development, assistive-technology collaborations, and external university/nonprofit relationships.
- Established the founding board, EIN, banking, policies, partnership pipeline, and early research/program priorities; IRS 501(c)(3) recognition confirmed Nov. 3, 2026.

**Founder / Coach** | Resilient Growth Academy | 2026–Present

- Built a public coaching practice focused on growth, leadership, resilience, behavior change, goal execution, and practical next steps for individuals and organizations.
- Designed a six-step coaching method, service architecture, pricing/application workflow, coaching playbook, and supporting educational content.
- Position the practice around capability-building and defined outcomes rather than indefinite client dependence.

**Director of Family Support & Education** | Family, Friends & Duchenne | 2022–Present

- Lead education, recurring group facilitation, mentoring, content development, and disability/family support; translate complex scientific, behavioral, and practical information into usable guidance.
- Support adult-life, transition, independence, relationships, health, and quality-of-life programming for the Duchenne community.
- Help redesign recurring community discussions into a more coherent host-and-guest format; co-host, interview guests, moderate complex topics, and adapt live delivery.

**Founder, Consultant & Health/Mindset Coach** | Life on Positivity / Ryan & Angela Resilient Health | 2017–Present

- Design psychology-informed coaching, education, and behavior-change programs from needs assessment and goal definition through implementation, progress tracking, feedback, reinforcement, and revision.
- Create presentations, guides, videos, assessments, worksheets, digital resources, website content, and practical performance-support materials for client and public use.
- Manage concurrent initiatives across coaching, websites, educational content, scheduling, communications, client support, and process improvement; adapt delivery based on feedback and observed outcomes.
- Apply behavioral science, adult-learning principles, structured questioning, and practical measurement to identify barriers, improve engagement, and sustain behavior change.

## ADDITIONAL EXPERIENCE

**Founder & Principal Consultant** | Ryan J. Russell Consulting | 2006–Present
- Provide consulting, program development, research/evaluation, writing, education, and strategy support across education, disability/health, nonprofit, advocacy, and small-business settings.
- Translate literature, interviews, organizational information, and qualitative/quantitative evidence into reports, presentations, learning resources, and implementation recommendations.

**External Dissertation Committee Member** | University of Dayton | 2026–Present
- Review doctoral research for methodological rigor, conceptual coherence, measurement, evidence quality, scholarly writing, and alignment among research questions, methods, findings, and conclusions.
- Provide detailed written feedback supporting defensible interpretation, stronger research design, and academic quality.

**AI Domain Reviewer** | Mercor | Aug–Sep 2026
- Reviewed AI-generated documents, spreadsheets, presentations, and business analyses for logic, evidence, assumptions, consistency, organization, usability, and implementation value.
- Documented concise, actionable improvement rationales for complex business and knowledge-work outputs.

**Home Care Operations & Caregiver Team Manager** | Private Household / Self-Directed Family Care | 2018–2024
- Managed a caregiver workforce for six years across recruiting, interviewing, hiring, onboarding, training, scheduling, coaching, performance correction, termination/replacement, and backup-coverage planning.
- Redesigned scheduling, documentation, signature, folder, and role-clarity processes into standardized workflows that reduced confusion and recurring operational problems.
- Translated changing care requirements into task guidance, schedules, handoffs, documentation, and role expectations while balancing staffing capacity, urgent coverage, service continuity, and quality.

**Job Coach / Life Skills Teacher / Career Counselor** | Safford High School / Safford Unified School District | 2008–2011
- Designed and delivered recurring career-readiness, life-skills, self-advocacy, and transition instruction for 100+ adolescents, including students with disabilities.
- Coordinated with students, families, school teams, employers, and community stakeholders; supervised student workers, coached performance, and supported workplace success and independence.
- Created instructional materials, exercises, presentations, and individualized support plans for learners with varied needs.

**Internet Consultant** | Freedom Ford | 2003–2008
- Built the dealership website and managed digital inventory, vehicle-listing, photography, and online-content workflows as platforms and business needs changed.
- Helped implement a digital platform transition, coordinated supporting staff, and established repeatable processes for keeping online information current and usable.

**Online Content & Search Quality Evaluator** | Appen / Lionbridge | 2011–2012; 2016–2022
- Performed guideline-based evaluation of search results, websites, social media, and online content for relevance, accuracy, context, quality, appropriateness, and user experience.

## RESEARCH, EVALUATION & PROGRAM LEADERSHIP

- Doctoral dissertation: “Examining the Lived Experience Mothers Have with Social Media” (2020), a qualitative phenomenological study using literature review, semi-structured interviewing, thematic analysis, research ethics/IRB, evidence synthesis, and APA-style scholarly reporting. Full text: hdl.handle.net/20.500.11803/5623.
- Future Horizons (proposal stage, 2026): designed a multi-study research program examining disability disclosure and generative-AI guidance, including matched-prompt audit design, adult qualitative work, mitigation testing, ethics/recruitment planning, staffing, workplan, risk register, and grant-budget scenarios.
- Program/evaluation work spans needs analysis, research synthesis, rubric design, qualitative review, program assessment, implementation planning, stakeholder communication, and decision-support materials.

## SPEAKING, WRITING & PROFESSIONAL LEADERSHIP

- Published author and experienced speaker/facilitator with 100+ speeches, classes, workshops, panels, keynotes, briefings, and educational sessions across professional, education, nonprofit, health, disability, and community settings.
- Critical Path Institute Patient Advisor (2023–Present); additional advisory/community leadership includes Jett Foundation Ambassador, Parent Project Muscular Dystrophy advisory service, and All Wheels Up Wheelchair Advisory Committee (2022–2023).
- Selected public engagement includes CureDuchenne FUTURES “Embracing OUR Future” (2024), disability-and-relationships education, Jett Foundation community education, and national disability panels and briefings.

## METHODS & APPLIED TOOLS

- Research methods: qualitative and quantitative design, semi-structured interviewing, thematic analysis, literature synthesis, statistics, tests and measurement, research ethics/IRB, survey/assessment interpretation, and program evaluation.
- Applied tools/workflows: Microsoft 365, Teams, Google Workspace, Moodle/LMS, NVivo, Zoom, Canva, WordPress, web publishing/SEO, structured rubrics, AI evaluation platforms, ChatGPT, Claude, Gemini, and remote collaboration/documentation systems.

## EDUCATION & CREDENTIALS

PhD, General Psychology | Northcentral University (now National University) | 2020
M.Ed., Counseling & Human Relations | Northern Arizona University | 2008
BA, Liberal Studies - Arts & Letters | Northern Arizona University | 2006
AA, Anthropology Studies | Eastern Arizona College | 2004
Certified Health Coach | OPTAVIA (now Trilivy)