Ryan is interested in examining how changing applications and increasing adoption of data analytics are shaping the future of work and organizations. In her current research, she seeks to illuminate the ways in which assumptions and values of data analysts are embedded in analytic practices and how this shapes data insights and decisions. Her previous research has examined the impact of perceived analytic ability on HR performance evaluations and the emergence of HR analytics. Ryan has lived in Hong Kong, Thailand, Singapore, France, and South Korea. She enjoys repurposing vintage doors, bouts of gardening, and eating gourmet takeout.