

Philip Simmons

(203) 525-6570 • psimmons@unomaha.edu • in/philippsimmons

PROFESSIONAL EXPERIENCE

Data Science Intern

Caterpillar Inc.

May 2017—Present, Peoria, IL

- Led research on employee engagement that informed management strategies and intervention development.
- Examined the relationship between workplace environments and employee satisfaction/productivity.
- Designed a variety of measurement instruments for employee engagement, customer satisfaction, and product development.
- Worked with large datasets and applied analytical techniques using SAS and R.
- Acted as Lead Tableau Developer on projects that required interactive visualizations of large, complex datasets involving hundreds of millions of data points.

Graduate Research Assistant

UNL Center on Children, Families, and the Law

December 2016—Present, Lincoln, NE

- Contributed to a \$15 million grant project from the U.S Department of Health and Human Services Administration.
- Conducted extensive literature reviews on employee performance and turnover.
- Co-developed methods designed to recruit and retain welfare workers across the United States.

People Analytics Intern

Tesla

May 2016—August 2016, Palo Alto, CA

- Applied advanced analytical techniques (Multivariate, GLM, factor analysis) to a variety of large datasets.
- Provided expertise in survey development, research design, and data collection to answer specific organizational questions.
- Updated Tesla's annual engagement survey to provide more meaningful information to executives and managers.
- Conducted research studies aimed at promoting top talent, improving productivity, and decreasing employee turnover.

Human Capital Consulting Associate

SilverStone Group

March 2015—May 2016, Omaha, NE

- Developed a pre-employment assessment that accurately predicted employee tenure and performance (SPSS, SAS).
- Created reports summarizing research and statistical findings as well as technical manuals for clients.
- Conducted the data collection and statistical analysis of employee engagement surveys.
- Conducted adverse impact studies and EEOC analyses to ensure fairness of selection systems.
- Provided literature reviews and recommendations for clients on employee motivation, morale, and culture.

EDUCATION

Doctor of Philosophy (PhD) in Industrial Organizational Psychology

University of Nebraska at Omaha • Omaha, NE • ABD May 2018

Masters of Arts (MA) in Social and Personality Psychology

University of Nebraska at Omaha • Omaha, NE • 2017

Thesis: Examining the Effects of Management Support, Reactive Proximity, and Cynicism on Diversity Training Effectiveness

Bachelor of Arts (BA) in Psychology

Rowan University • Glassboro, NJ • 2013

RESEARCH EXPERIENCE

Stereotyping, Culture, and Intergroup Processes Lab (SCIP)

University of Nebraska at Omaha • Omaha, NE

SCIP examines issues concerning ethnic and gender stereotypes, culture, and intergroup relations. My work in this lab has primarily focused on organizational factors that affect the effectiveness of workplace diversity training with a primary interest in employee attitudes.

Aggression, Substance, and Sexuality Research Team (ASSeRT)

Rowan University • Glassboro, NJ

ASSeRT conducts empirical research on sexually aggressive and sexually risky behaviors. My work in this lab examined factors that predict deviant sexual behavior among American college students abroad and benevolent sexism in the perceptions of sexual assaults.

RELEVANT SKILLS

M-Plus • SAS • SPSS • Tableau • R • Multivariate Analysis • Psychometrics • Regression • ANOVA • Structural Equation Modeling (SEM) • Logistic Regression • Assessment Development • Performance Appraisal • Research Methods • Employee Engagement and Motivation • Employee Selection • Leadership Development • Experimental Designs • Sampling Methods

RESEARCH PRESENTATIONS

Simmons, P. P., Rutz, D. B., & Ryan C. S. (2017, May). *Cynical Towards What? Cynicism Towards Management and Cynicism Towards Diversity Training Differentially Relate to Post-Diversity-Training Measures*. Presented at the 29th Association for Psychological Science Annual Convention, Boston, MA.

Simmons, P., Folberg, A., Cerizo, M., & Ryan, C. S. (2016, June), *Perceptions of Diversity Training: A Mixed Methods Study*. Presented at the 10th Biennial Convention of the Society for the Psychological Study of Social Issues, Minneapolis, MN.

Simmons, P., Cerizo, M., Folberg, A., & Ryan, C. S. (2015, May), *Management support, employee cynicism, and diversity training effectiveness*. Poster presented at the Midwestern Psychological Association Annual Meeting, Chicago, IL.

Simmons, P., Glover, A., & Ryan, C. S., (2014, June). *Effects of management support and rationale on diversity training effectiveness*. Presented at the 10th Biennial Convention of the Society for the Psychological Study of Social Issues, Portland, OR.

Ashley Schaffer, Tiffany Marcantonio, DJ Angelone, & **Philip Simmons** (2012, November). *Predicting Risky Sexual Behaviors of Students Traveling Abroad*. Poster presented at the 2012 Annual Meeting of the Society for the Scientific Study of Sexuality, Tampa, FL.

Tiffany Marcantonio, Ashley Schaffer, DJ Angelone, & **Philip Simmons** (2012, March). *Study Abroad: School, Studies.....Sex?* Poster Presented at the 2012 Convention of the Eastern Psychological Association, Pittsburgh, PA.

Laura Grossi, DJ Angelone, Damon Mitchell, **Philip Simmons**, & Wendy Shinkarow (2011, November). *Perceptions of Sexual Assault: Relationship and Resistance*. Poster presented at the 2011 Annual Meeting of the Society for the Scientific Study of Sexuality, Houston, TX.
