

Christina Thompson

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EDUCATION

Louisiana Tech University

Doctor of Philosophy in Industrial-Organizational Psychology

Master of Arts in Industrial-Organizational Psychology

Ruston, Louisiana

Expected August 2023

Expected May 2022

PROFESSIONAL EXPERIENCE

DCI Consulting

Employment & Litigation Services Intern

Washington D.C. / Remote

June 2021 to Present

- Conducting and supporting focus groups for job analyses and selection reviews.
- Met with project managers to discuss data issues, review statistical results, and draft reports.
- Creating client facing presentations and reports in PowerPoint and Word.
- Conducting quality control checks, analyzed data in R, Excel, and SPSS.
- Documenting technical processes so they may be understood by a nontechnical audience.
- Gathering, synthesizing, and acting on information to solve issues using effective critical thinking skills.
- Managing multiple projects and prioritizing competing tasks to meet tight deadlines.
- Working effectively in a virtual environment as a member of a team and with significant autonomy, self-discipline, and organization skills.

Applied Research for Organizational Solutions

Project Manager

Ruston, Louisiana

September 2019 to January 2022

- Assessment services: business development strategy research and creation of an assessment center for public safety personnel
- University climate survey: developed and administered a climate survey; conducted focus groups/interviews; analyzed quantitative data to find climate trends, created a codebook for best practices in analyzing qualitative data
- External evaluation of NSF grant: managed a team of three; coordinated with project investigators; gathered and analyzed work done by project team; wrote a technical report to document project processes and findings, evaluated and formative feedback; presented results to grant team
- Facilitated discussions to learn about the client's business challenges and technologies to identify existing problems and inefficiencies.
- Defined problems concisely, elaborated on areas needing improvement, and hypothesized proposed solutions.
- Outlined the scope of the work and identified and mapped out schedules, milestones, and required resources to meet the project objectives.
- Determined and communicated the work product or results that would be delivered to the client upon project completion.
- Reviewed internal client company data or collected data using various methods such as interviewing company personnel or administering surveys.
- Performed qualitative and quantitative analyses to drive proposed solutions.
- Consolidated the findings from the analyses and presented recommendations to the client; provided feedback to company stakeholders.
- Developed and presented a plan to implement the recommended changes; followed up with the client to ensure the provided solution was working.

RESEARCH & LEADERSHIP EXPERIENCE

Igou Research Group

Project Coordinator

Ruston, Louisiana

September 2019 to Present

- Coordinate and conduct research studies related to adverse impact, diversity & inclusion, and psychometrics.
- Hire and supervise undergraduate research assistants.
- Prepare and administer research tools including surveys and assessments.
- Perform and interpret quantitative and qualitative statistical data analyses using software including SPSS and R
- Assist with the preparation of grant applications and research reports

Study of TRAumatic Experiences, Signs, and Symptoms Lab

Project Coordinator

Denton, Texas

April 2018 – May 2019

- Coordinated and conducted research study related to PTSD, positive memories, and trauma related events.
- Performed and interpreted quantitative and qualitative statistical data analyses using software including SPSS and R.
- Assisted in coding of archival data and entering data into Excel.
- Participated sessions to reconcile rating differences.
- Presented research at local conference in poster format.

Adult Development & Aging Lab

Lab Manager

Denton, Texas

April 2018 – May 2019

- Coordinated and conducted multiple research projects related to emotional labor, compassion fatigue, and generational differences.
- Interviewed and evaluated RAs and coordinated personnel decisions with lab director.
- Hired and supervised 25 undergraduate research assistants.
- Mentored 8 research assistants in writing manuscripts and running statistical analyses.
- Prepared and administered research tools including surveys and assessments.
- Performed and interpreted quantitative and qualitative statistical data analyses using software including SPSS and R.
- Presented multiple posters and papers at national and local conferences.

SKILLS

Skills: Microsoft Office, IBM SPSS, R Programming, Google Suite, statistics, visualizations, quantitative and qualitative analysis

PUBLICATIONS

Castillo, M., **Cantu, C.**, & Igou, F. (2021). Assessing and reconciling between-group differences in job analysis ratings. *Journal of Business Diversity*.

Barnett, M. D., Hayes, K. N., & **Cantu, C.** (2019). Compassion Fatigue, Emotional Labor, and Emotional Display Among Hospice Nurses. *Death Studies*.

Barnett, M. D., Van Vleet, S. & **Cantu, C.** (2019). Gratitude Mediates Perceptions of Previous Generations' Prosocial Behaviors and Prosocial Attitudes Toward Future Generations. *Journal of Positive Psychology*.

- Barnett, M. D., Archuleta, W. P. & **Cantu, C.** (2019). Politics, Concern for Future Generations, and the Environment: Generativity Mediates Political Conservatism and Environmental Attitudes. *Journal of Applied Social Psychology*.
- Barnett, M. D. & **Cantu, C.** (2019). Choice of and confidence in health care proxies among older adults: Hierarchical compensation and perceived similarity in values. *Death Studies*. doi: 10.1080/07481187.2019.1626940
- Barnett, M. D., **Cantu, C.** & Galvan, A. M. (2018). Politics, religion, health care, and death: Hospice nurses' attitudes toward euthanasia. *Death Studies*. doi: [10.1080/07481187.2018.1539050](https://doi.org/10.1080/07481187.2018.1539050)
- Barnett, M. D., **Cantu, C.**, & Clark, K. (2018). Emotion regulation of self and others among hospice nurses. *Death Studies*. doi: 10.1080/07481187.2019.1586790

POSTER PRESENTATIONS

- Cantu, C.**, Castillo, M., Martin, S., LeBruyere, R., & Igou, F. (2021, April). Attrition Related Loss of Utility & Adverse Impact in a Simulated Law Enforcement Candidate Pool. Accepted for presentation to Society for Industrial and Organizational Psychology Conference 2021.
- Cantu, C.**, Barnett, M. D., & Igou, F. (2020, June). Hospice Nurses Workplace Social Support, Compassion Fatigue, and Work-Family Balance. Society for Industrial and Organizational Psychology Virtual Conference.
- Castillo, M., **Cantu, C.**, & Igou, F. (2020, May) Structured Oral Interview Rating Errors and Demographic Groups Differences: Two Applied Examples. Association for Psychological Sciences.
- Hightower, D., Schroeder, A. N., & **Cantu, C.** (2019, April). Me or my friends? Examining SNS friend activity's impact on applicant perceptions. Society for Industrial and Organizational Psychology Conference, Washington, DC.