Jonathan R Staley

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Industrial/Organizational Psychology Graduate Student

View My Portfolio: **johnnystaley.com**

PROFILE SUMMARY

- Strong foundation of applied graduate level work in I/O psychology concepts such as job analysis, staffing & training.
- Diverse educational background that supports a creative and analytic approach to problem solving.
- Advanced statistics and people analytics capabilities. Experience in survey design, psychometrics, and appraisals.
- Years of experience in customer/client-facing roles relating to sales, marketing, and customer service.
- Expertise in data-based storytelling, learned through a unique combination of experience in sales & education in statistics.
- Knowledge of foundational programming concepts and their application towards statistics and data analysis insights.

EDUCATION

NORTHERN KENTUCKY UNIVERSITY — *Highland Heights, KY* | Master of Science, I/O Psychology, 2023, **3.818 GPA**

INDIANA STATE UNIVERSITY — *Terre Haute, IN* | Bachelor of Science, Biology & Psychology, 2020, **3.89 GPA**

LAKE LAND COLLEGE — *Mattoon, IL* | Associate of Science, Biology, 2017, **3.53 GPA**

KNOWLEDGE AND SKILLS

DATA ANALYSIS

Tools:
- R, Python, and SPSS
- Microsoft Excel & Google Sheets

Relevant Coursework:
- Univariate Statistics
- Multivariate Statistics & Research Design
- Psychological Testing, Measurement, & Survey Methods
- Statistics in Psychology
- Analytical Geometry & Calculus

Skills:
- Linear, Multiple, & Logistic Regression Analysis
- Structural Equation Modeling (SEM)
- Canonical Correlation Analysis & Covariance Analysis
- Exploratory Factor Analysis

ORGANIZATION DEVELOPMENT

Tools:
- Microsoft Office & PowerPoint
- Adobe Illustrator, Premiere, & After Effects
- HTML Web Development

Relevant Coursework:
- Job Analysis & Staffing
- Selection & Performance Appraisal
- Training & Development
- Organizational Change & Development
- Organizational Psychology

Skills:
- Organizational Consulting & Business Analysis
- Communication, Presentation, & Public Speaking
- Research Report Writing & Literature Review

RESEARCH EXPERIENCE

NKU PSYCHOLOGY DEPARTMENT (Dr. Kinsey Bryant-Lees)
Dr. Kinsey Bryant-Lees is an Assistant Professor at NKU whose research focuses on personality measurement.
Research Assistant – **Highland Heights, KY** August 2022 – Present

- Assisted Dr. Kinsey Bryant-Lees in research regarding personality measurement in item response tree models.
- Conducted data cleaning & analysis of student responses through an exploratory factor analysis of survey items.
- Utilized RStudio and Microsoft Excel to perform analyses and clean data.
- Partnered with faculty members to produce a formal draft for publishing (Ongoing).
- Analyzed data regarding sources of stress and psychological health outcomes for remote aircraft operators (Ongoing).

ISU BIOLOGY DEPARTMENT (Dr. Shaad Ahmad)
The Ahmad Genomic Research Lab focuses on cardiovascular developmental systems genetics.
Research Associate – **Terre Haute, IN** January 2018 – December 2019

- Accompanied Dr. Shaad Ahmad and associates in collecting and analyzing data involving developmental genetics and systems biology of the common fruit fly (Drosophila melanogaster).
- Presented research involving cardiac progenitor cell division to the Department of Biology and The Center for Genomic Advocacy at Indiana State University.
- Screened and sorted fly progeny through a variety of phenotypical genetic markers.
- Examined and recorded cardiovascular cell development through application of PCR testing and antibody staining.
- Prepared and maintained lab resources including test tubes, fly food, and PCR equipment.

VHA NATIONAL CENTER FOR ORGANIZATION DEVELOPMENT

NCOD supports and delivers organizational health services for the U.S. Department of Veterans Affairs

Survey Analyst Research Intern – Cincinnati, OH May 2022 – August 2022

- Conducted survey analysis through the application of qualitative theming to over 15,000 item responses from the annual VHA NCOD organizational survey to provide analytical insights into organizational inquiries.
- Investigated opportunities to enhance theming and measurement of qualitative data.
- Collaborated with data analytics experts to clean data & perform data analyses via RStudio and Excel.
- Assisted colleagues in individual application of theming guidelines to item responses.

BURGER CHRYSLER JEEP

A Chrysler and Jeep automotive dealership located in Terre Haute, IN

Sales Consultant – Terre Haute, IN January 2021 – July 2021

- Bolstered automotive sales productivity by fostering customer engagement & coordinating sales processes.
- Maintained more than 20 active customer relationships through routine internet & telephone communications.
- Provided cutting edge knowledge and marketing of the newest Stellantis products and services.
- Sourced and negotiated pricing of new inventory through online marketplaces.

BALLYHOO TAVERN

An iconic bar frequented by students at Indiana State University

Bartender – Terre Haute, IN April 2019 – February 2021

- Prepared a variety of alcoholic beverages while providing customer service to guests.
- Performed customer transactions and balanced register.
- Conducted routine facility maintenance and cleaning.
- Catered weddings and social events on a monthly basis.

SOCIETY FOR HUMAN RESOURCES MANAGEMENT

Northern Kentucky University Student Chapter

Vice President – September 2021 – September 2022

- Aided the student chapter with finding and recruiting speakers for campus events.
- Collaborated with the executive board to oversee chapter operations.

DELTA SIGMA PHI

Indiana State University Eta Upsilon Chapter

President – January 2019 – January 2020

- Presided over a chapter of more than fifty members to oversee all external & internal fraternity operations.
- Organized and conducted weekly chapter and executive board meetings.
- Operated as key spokesman for fraternity relations on campus and at national events.
- Rallied chapter members to achieve *The Indiana State University President's Cup* as well as *Delta Sigma Phi's National Pyramid of Excellence Award.*

INTERFRATERNITY COUNCIL EXECUTIVE BOARD

Indiana State University Fraternity & Sorority Life

Vice President – January 2018 – January 2019

- Directed inter-council meetings and relations for more than twenty campus organizations.
- Served as a member of the judiciary board for fraternity operations.
- Developed and organized events for the launch of IFC's inaugural *2018 Sexual Assault Awareness Month.*

Projects:

Organizational Consulting Project (DAV) - PSY 685 Applied Research Study (Ongoing)

- Developed a marketing and recruitment plan for the DAV (Disabled American Veterans).
- Organized a community outreach program to improve the application rate for DAV scholarships.
- Designed resources directed toward improving volunteer rates for DAV charity events.
- Established relationships between community groups and DAV representatives.

Training Needs Assessment & Training Design - PSY 640 Training and Development

- Designed a survey and interview questions to collect data in regard to organizational training needs.
- Evaluated data to assess and design evaluation tools for a simulated workplace training.
- Implemented the principles of adult learning in the construction of a training design.
- Presented and conducted the proposed workplace training with a team of students.

Morale as a Social Contagion Scale Development Project – PSY 625 Psychological Testing and Measurement

- Developed a scale to measure a novel psychological construct (morale as a social contagion).
- Performed a literature review of morale and social contagion concepts.
- Constructed a Qualtrics survey to administer to 300+ students enrolled in NKU's psychology program.
- Executed an exploratory factor-analysis in SPSS to determine if our proposed dimensions were reflected in the real-world data.

Job Analysis – PSY 620 Job Analysis and Staffing

- Interviewed SMEs using a semi-structured method to collect information regarding the role in question.
- Constructed task statements and KSAOs from interview responses while integrating standard language from O*NET.
- Implemented a combination job analysis ratings matrix in which SMEs rated KSAOs and task statements.
- Designed a full job posting based on the combination job analysis findings to be used for future hiring purposes.

Recruitment & Selection Whitepaper – PSY 635 Selection and Performance Appraisal

- Utilized the job analysis from PSY 620 to develop a recruitment & selection plan.
- Assembled the whitepaper using Adobe Illustrator to effectively communicate a marketable recruitment & selection plan.
- Incorporated key descriptions of the recruitment strategy, recruitment process, selection methods and predictors of success.
- Integrated locality-based factors to provide a variety of practical recruitment options.

Performance Appraisal Whitepaper – PSY 635 Selection and Performance Appraisal

- Utilized the job analysis from PSY 620 to develop a performance appraisal plan.
- Developed ratings standards based on the expectations of the SMEs from the job analysis.
- Combined task ratings & KSAOs into dimensions which could be rated during the appraisal process.
- Assembled the whitepaper using Adobe Illustrator to communicate a marketable performance appraisal plan.

Research Proposal – PSY 616 Multivariate Statistics and Research Design

- Conducted a literature review of the relationship between financial risk-taking and ease of use in human-computer interactions.
- Proposed a research study in which participants would interact with different computer interface simulations while gambling.
- Constructed a study design, materials, and analytic approach through which the study should be approached.
- *Course also included:* multiple regression, covariance analysis, multiple analysis of variance and covariance, logistic regression, canonical correlation analysis, and structural equation modeling (SEM).