

Jonathan R Staley, MSIO

Dayton, KY 41074 ♦ 217-264-6773 ♦ johnnystaley.io@gmail.com ♦ [linkedin.com/in/johnny-staley](https://www.linkedin.com/in/johnny-staley)

Industrial/Organizational Psychologist

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.
- Expertise in data-based storytelling, learned through a unique combination of experience in sales & education in statistics.

EDUCATION

NORTHERN KENTUCKY UNIVERSITY — *Highland Heights, KY*

Master of Science, I/O Psychology, 2023, **3.80 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, SPSS, and Snowflake (SQL)
- ♦ Microsoft Excel, Power BI, Power Query, & Office Suite

Relevant Coursework:

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

Skills:

- ♦ Regression Analysis, ANOVA, & ANCOVA
- ♦ Multivariate Statistics & Measurement Techniques
- ♦ Pivot tables, VLOOKUP, DAX, & Excel Functions

ORGANIZATION DEVELOPMENT

Tools:

- ♦ Adobe Illustrator, Photoshop, Premiere, & After Effects
- ♦ HTML/CSS Web Development

Relevant Coursework:

- ♦ Job Analysis & Staffing
- ♦ Selection & Performance Appraisal
- ♦ Training & Development
- ♦ Organizational Change & Development

Skills:

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

PROFESSIONAL EXPERIENCE

REYES HOLDINGS

Workforce Analytics Intern – Remote May 2023 – Present

- Developed & launched a workforce analytics dashboard comprising headcount, retention, turnover, and tenure metrics in Microsoft Power BI.
- Conducted an analysis of the annual organizational survey to discover potential insights and relationships between different workforce metrics.
- Collaborated with stakeholders and the BI team to determine preferences and best practices for the workforce analytics dashboard.

VHA NATIONAL CENTER FOR ORGANIZATION DEVELOPMENT

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.

BURGER CHRYSLER JEEP

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

- Bolstered automotive sales productivity & customer engagement by negotiating & closing an average of 14 deals per month.
- Maintained more than 50 active customer relationships through routine internet & telephone communications.
- Proposed and launched a plan to source new automotive inventory through online marketplaces.

RESEARCH EXPERIENCE

NKU PSYCHOLOGY DEPARTMENT (Dr. Kinsey Bryant-Lees)

Research Assistant – Highland Heights, KY August 2022 – May 2023

- Assisted Dr. Kinsey Bryant-Lees in research regarding personality measurement in item response tree models.
- Conducted data cleaning & analysis of student responses through an EFA of survey items in Rstudio & Excel.
- Analyzed data regarding sources of stress and psychological health outcomes for remote aircraft operators.

ISU BIOLOGY DEPARTMENT (Dr. Shaad Ahmad)

Research Associate – Terre Haute, IN January 2018 – December 2019

- Accompanied Dr. Shaad Ahmad and associates in collecting and analyzing data involving developmental genetics.
- Presented research involving cardiac progenitor cell division to The Center for Genomic Advocacy at ISU.
- Examined and recorded cardiovascular cell development through application of PCR testing and antibody staining.

LEADERSHIP EXPERIENCE

SOCIETY FOR HUMAN RESOURCES MANAGEMENT (NKU 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 (ISU ETA UPSILON CHAPTER)

President & Founding Father – January 2019 – January 2020

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

INTERFRATERNITY COUNCIL EXECUTIVE BOARD (ISU 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 & oversaw fraternity adherence to university policy.
- Developed and organized events for the launch of IFC's inaugural *2018 Sexual Assault Awareness Month*.

OF NOTE

Certifications:

Dashboard in a Day – Hitachi Solutions Canada

People Analytics Masterclass Series – Orgnostic

Data Analytics Professional Certificate – Google (In Progress)

Awards & Honors:

Lake Land College

- Presidential Scholar
- Cum Laude

Indiana State University

- ISU President's Cup
- Magna Cum Laude

Northern Kentucky University

- Magna Cum Laude

Projects:

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).
- 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.

Recruitment & Selection White Paper – PSY 635 Selection and Performance Appraisal

- Utilized the job analysis from PSY 620 to develop a recruitment & selection plan.
- Assembled a 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.

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.

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.
- *This course also included:* multiple regression, covariance analysis, multiple analysis of variance and covariance, logistic regression, canonical correlation analysis, and structural equation modeling (SEM).