

# Johnny Staley

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**Industrial/Organizational Psychology Graduate Student**

**View My Portfolio: [johnnystaley.com](http://johnnystaley.com)**

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## PROFILE SUMMARY

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- Strong foundation of applied graduate level work in HR & 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.

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## HR/IO EXPERIENCE

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|-----------------------------|---------------------------------------|--------------------------------|
| • Training & Development    | • Organizational Change & Development | • Data Visualization           |
| • Organizational Consulting | • Recruitment/Retention Strategies    | • Employment Law               |
| • Statistical Analysis      | • Public Speaking/Presenting          | • Performance Appraisals       |
| • Survey Development        | • Academic Research                   | • Written/Verbal Communication |

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## SKILLS

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| • R Programming Language         | • Python Programming Language        | • HTML Programming Language |
| • Microsoft Office Suite (Excel) | • Adobe Creative Cloud (Illustrator) | • SPSS Platform             |

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## EDUCATION

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### **NORTHERN KENTUCKY UNIVERSITY — Highland Heights, KY**

Master of Science, Industrial-Organizational 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

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## RESEARCH EXPERIENCE

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### **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.

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## PROFESSIONAL EXPERIENCE

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### 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.
- Investigated opportunities to enhance theming of qualitative data.
- Collaborated with data analytics experts to clean data & perform data analyses via RStudio.
- 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 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.

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## LEADERSHIP EXPERIENCE

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### 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*.

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## OF NOTE

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### **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).