

SIDNEY TAYLOR THOMAS, PHD

Austin, TX | 318.527.2633 | sidtaytho@gmail.com | [linkedin.com/in/sidneytaylorthomas](https://www.linkedin.com/in/sidneytaylorthomas)

PROFESSIONAL PROFILE

Results-oriented Industrial-Organizational Psychologist specializing in advanced analytics, data-driven consulting, organizational transformation, and compelling data storytelling. Expert in leveraging statistical modeling, data visualization, and narrative communication to inform strategic decisions and enhance organizational performance.

EXPERIENCE

Senior Consultant II, Advanced Analytics

Allstate | Austin, TX (Remote)

April 2022 – Present

- Performed advanced statistical analyses and predictive modeling in R and Python across various HR functions, presenting strategic insights to stakeholders and senior leadership.
- Led advanced analytics projects, including engagement survey analyses, Organizational Network Analysis (ONA) and Natural Language Processing (NLP), directly influencing policy and HR interventions.
- Developed dynamic dashboards in Power BI and Tableau, significantly improving stakeholder comprehension and engagement with complex datasets.
- Initiated and built a department-wide HR data literacy initiative, developing and tracking metrics to assess and improve stakeholder analytics capabilities.

Director

AROS Consulting | Ruston, LA

May 2021 – May 2022

- Directed comprehensive organizational transformation strategies to align mission, vision, and enhance organizational effectiveness.
- Conducted competency assessments to optimize recruitment and staffing processes.

Project Lead, Consultant

AROS Consulting | Ruston, LA

August 2019 – May 2021

- Developed and administered a university climate survey, conducting focus groups and analyzing quantitative data to identify climate trends; created a codebook for best practices in qualitative data analysis.
- Designed and built a dashboard for Kansas' state education department using RMarkdown & R Shiny to report annual teacher retention data.

EDUCATION

PhD, Industrial-Organizational Psychology

Louisiana Tech University | Ruston, LA

May 2024

- Proposed and defended a dissertation titled *Exploring the Relationships Between Motivations, Beliefs, Emotions, and Behaviors in the Context of Organizational Change Readiness*.
- Conducted NSF-funded research on organizational readiness for diversity, equity, and inclusion.
- Developed and implemented leadership development programs for university and nonprofit organizations.
- Inclusive Excellence Advisory Council, Graduate Representative.

BS, Psychology

Louisiana State University | Baton Rouge, LA

May 2019

- Conducted research examining personality traits, organizational support, and employee engagement.
- Investigated cognitive biases and decision-making processes influencing workplace behaviors.
- Tiger Twelve Award, Class of 2019.

CORE SKILLS

Technical Skills

- Statistical Programming: R, Python, SPSS
- Data Management & Manipulation: SQL, Alteryx, GitHub, Domino, Excel
- Data Visualization: Power BI, Tableau, R Shiny
- HRIS Systems: Workday, SAP SuccessFactors

Research & Analytical Skills

- Research Design & Statistical Methodology: Experimental design, regression analysis, multilevel modeling
- Advanced & Predictive Analytics: Organizational Network Analysis (ONA), predictive modeling, clustering
- Survey Development & Psychometric Methodology: Factor analysis, reliability analysis, item response theory
- Qualitative Research Methods: Thematic analysis, sentiment analysis, structural equation modeling

Soft Skills

- Data Storytelling & Strategic Communication
- Organizational Consulting & Stakeholder Engagement
- Project & Program Management
- Leadership & Collaborative Teamwork

PROFESSIONAL AFFILIATIONS

- Society for Industrial-Organizational Psychology (SIOP)
- Society for People Analytics (SPA)

RECENT & UPCOMING PRESENTATIONS/PUBLICATIONS

Thomas, S. T., Somaraju, A. V., & DeYoung, M. L. (2025). *Leveraging Geolocation Data to Analyze and Optimize Distributed Workforce Strategies* [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Thomas, S.T. (2024). *Exploring the Relationships between Motivations, Beliefs, Emotions, and Behaviors in the Context of Organizational Change Readiness*. 1013. [Doctoral dissertation, Louisiana Tech University]. Digital Commons.

Thomas, S.T. (2024). *Exploring the Relationships between Motivations, Beliefs, Emotions, and Behaviors in the Context of Organizational Change Readiness*. Reversal Theory Conference, [Virtual]

McKnight, S. T., Johnson, M. B., **Thomas, S. T.**, Green, P., & Patton, C. B. (2022). *Conducting Heartbeat Analysis: A How-To Guide for a Novel Sentiment Analysis Method* [Master Tutorial]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.

Thomas, S. (2022), *Book Review: DeVellis, Robert F. & Thorpe, Carolyn T. (2022) Scale development: Theory and applications*. California: SAGE Publications, Inc., *Personnel Psychology*, 75: 243-244.

Thomas, S.T. (2021). *Reversal Theory & Readiness to Change Toward Diversity, Equity, and Inclusion*. Reversal Theory Conference, Paris, France.