

SIDNEY TAYLOR THOMAS

INDUSTRIAL - ORGANIZATIONAL PSYCHOLOGY

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EDUCATION

PH.D., INDUSTRIAL-
ORGANIZATIONAL
PSYCHOLOGY
Louisiana Tech University
2019 – Present

B.S., PSYCHOLOGY
MINORS: Leadership
Development; Sociology
Louisiana State University
2015 – 2019

KEY SKILLS

Organizational consulting &
project management

Survey development, deployment,
& analysis in Qualtrics, Survey
Monkey, & Google Forms

Conduct & interpret univariate &
multivariate data in R Studio,
Python, SPSS, & Excel

Data visualization, spreadsheets, &
reporting

Considerable experience with
Microsoft Office, Google
Platforms, and Apple Computers

HONORS

INCLUSIVE EXCELLENCE
ADVISORY COUNCIL
Graduate Student Representative
2021-Present, LA Tech

TIGER TWELVE
Cohort Member
2019, LSU

UNIVERSITY STUDENT
LEADERSHIP CABINET
Cabinet Member
2017-2019, LSU

RELEVANT WORK EXPERIENCE

DIRECTOR

AROS Consulting / Ruston, LA / 2021 – Present

- Set the tone, vision, and overall mission of AROS
- Initiation and implementation of an organizational transformation
- Solicit and assess the needs of individuals through a competency survey; use results to inform project staffing and acquisition
- Administer, score, and share results of annual climate survey; discuss and implement changes as necessary

CONSULTANT, PROJECT LEAD

AROS Consulting / Ruston, LA / 2019 – Present

- Assessment services: business development strategy research and creation of an assessment center for public safety personnel
- State education dashboard: building of a dashboard in RMarkdown of annual teacher retention report for Kansas education department
- 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. and presented results to grant team

SUBJECT MATTER EXPERT (CONTRACT)

SkillSource Learning Partner / San Francisco, CA (Remote) / 2020 – Present

- Piloted a virtual project for Amazon.com, Inc.
- Rated interpersonal skills by listening to audio recording and transcripts

RELEVANT RESEARCH EXPERIENCE

RESEARCH ASSISTANT

Louisiana Tech University / I-O Psychology / 2019 – Present

- NSF Aspire IChange grant project assessing readiness for change toward greater diversity, equity, and inclusion in higher education
- Developed and facilitated leadership programs for University and non-profit entities (i.e., LA Tech Leadership Institute, LA Tech Athletics Leadership Institute, LA Tech Student Leadership Institute, & Easterseals LA Explore)

RESEARCH ASSISTANT

Louisiana State University / I-O Psychology / 2017 – 2019

- Created a model on the effects of conscientiousness and perceived organizational support have on boredom at work and potential outcomes
- Experimentation on loss aversion and the influence of information presentation

RESEARCH & ORGANIZATIONAL INTERESTS

- Diversity, equity, and inclusion
- Organizational change management
- Employee motivation
- Leadership and decision making
- People analytics