

SIDNEY TAYLOR THOMAS

PEOPLE ANALYTICS INTERN, PHD, SUMMER 2022

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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

Data management, cleaning, & manipulation in SQL, R, Excel, & Python

R Studio (descriptive statistics, mean comparisons, linear & hierarchical regression, LPA, cluster analysis, ONA, CHAID, CFA)

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

Data visualization & reporting with Tableau & RMarkdown

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

INTERESTS

People analytics

Diversity, equity, & inclusion

Organizational change & development

Employee motivation

Leadership & decision-making

HONORS

INCLUSIVE EXCELLENCE ADVISORY COUNCIL
Graduate Student Representative

PROFESSIONAL PROFILE

Highly adaptive and reliable third-year Ph.D. student in Industrial-Organizational Psychology and director of student-led consulting firm, AROS. Skilled in statistical analyses using R, SPSS, and Excel. Nearly three years of experience with internal and external consulting projects. Several of these involve analyzing, climate data, report-writing, and presenting the results and research-driven recommendations. Current dissertation research involves organizational readiness to change toward greater diversity, equity, and inclusion. Concludes Ph.D. comprehensive qualifying exams in January 2022 and expected to graduate summer 2022.

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; 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 on decision making processes

RECENT & UPCOMING PRESENTATIONS

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