

Brian M. Bonness, Ph.D.
Consultant, Assessment and Selection
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EDUCATION

- Ph.D.** Industrial Organizational Psychology, University of Missouri-St. Louis, 2007
M.A. Industrial Organizational Psychology, University of Missouri-St. Louis, 2004
B.S. Psychology, Truman State University, 2000

PROFESSIONAL EXPERIENCE

EASI•CONSULT, LLC, St. Louis, MO (January 2004 – Present)

Consultant, Assessment and Selection

- Worked on the creation of an online selection test. Involved in job analysis, item creation, online interface design, data collection, and continuous product development. Currently working to adapt the test to various clients in manufacturing and financial industries.
- Managed all steps of a competency modeling project for the Public Buildings Service. Tasks included project planning and coordination, interviewing subject matter experts, analyzing data, and building and validating finalized competency models. Project also included integrating newly developed competency models into an online competency validation and structured interview generator tool and designing and delivering interviewer training for PBS associates in offices around the country.
- Worked as primary consultant on the design, implementation, data analysis, and results reporting of a customer service satisfaction survey provided to 6,000 commissioned officers in the U.S. Public Health Service. Custom designed extensive results report. Presented results to USPHS leadership and assisted with the development of action planning efforts.
- Directed and completed various deliverables for a major assessment and selection/validation project that spanned two years with the Public Buildings Service. Tasks included the planning and completion of extensive data analysis on several large assessment data sets.
- Develop and manage an online individual assessment program and an online structured interviewing system.
- Write technical reports detailing various assessment, selection and competency modeling projects.
- Assist in the writing of project proposals for various assessment and selection, competency modeling, and survey projects.

ANHEUSER-BUSCH, St. Louis, MO (September 2003 – March 2004)

Organization Effectiveness Intern

- Planned and executed several employee survey projects in various departments.
- Presented survey results to organizational leaders and management teams.
- Assisted in the creation and distribution of materials for a major diversity initiative.

EASI•CONSULT, LLC & ANHEUSER-BUSCH, St. Louis, MO (June 2002 – December 2003)

Contractor

- Contributed to various project tasks in the areas of employee surveys, job analysis, content validation, employee assessment, and structured interviews.

UNIVERSITY OF MISSOURI-ST. LOUIS, St. Louis, MO (August 2000 – May 2003)

Instructor and Teaching Assistant

- Taught undergraduate Social Psychology and Human Resources Management courses and facilitated lab section of a Psychology Research Methods course.
- Prepared and conducted lectures and class activities; created and graded exams and writing assignments.

SELECTION RESEARCH INTERNATIONAL, St. Louis, MO (December 2001– June 2002)

Assessment Processor

- Processed personality and cognitive ability assessments.
- Organized data into standardized reports for review by psychologists.

UNIVERSITY OF MISSOURI-ST. LOUIS, St. Louis, MO (January 2002 – May 2002)

Applied I-O Psychology Project

- Evaluated and implemented changes for client organization in the areas of performance evaluation and organizational culture.
- Facilitated employee focus group and interviewed senior executive.

QUINCY MEDICAL GROUP, Quincy, IL (May 1999–August 1999)

Human Resources Intern

- Completed payroll processing duties, participated in selection interviews, conducted reference checks, and observed employee survey process.
- Assisted with and presented policy information at biweekly new employee orientation.
- Organized electronic applicant tracking program and developed several spreadsheet summaries.

RESEARCH EXPERIENCE

Doctorate Dissertation, *University of Missouri-St. Louis*

- Advisor: Therese Macan, Ph.D.
- Topic: Using Structured Employment Interviews to Predict Task and Contextual Performance
- Poster presentation at SIOP 2008

Master's Thesis, *University of Missouri-St. Louis*

- Advisor: Therese Macan, Ph.D.
- Topic: Reactions to the Performance Appraisal Process
- Poster presentation at SIOP 2006

HONORS

Exemplary Graduate Teaching Assistant Award, *Golden Key International Honor Society*

Meritorious Service Award, *University of Missouri-St. Louis Students with Disabilities Association*

Scholar Athlete Award, *Truman State University*

Cum Laude Graduate, *Truman State University*

PROFESSIONAL AFFILIATIONS

APA, *American Psychological Association, Member*

SIOP, *Society for Industrial and Organizational Psychology, Member*

GIOP, *Gateway Industrial and Organizational Psychologists, Member*

COMPUTER SKILLS

Word, Excel, PowerPoint, Outlook, SPSS, Adobe Reader and Acrobat, Online Survey Software