

# **Jessica L. Deslauriers, M. A.**

## **Assessment and Selection Specialist**

314.209.9495, ext 715 - [jdeslauriers@easiconsult.com](mailto:jdeslauriers@easiconsult.com)

### **EDUCATION**

- Ph.D. Candidate** I/O Psychology – University of Missouri-St. Louis (Expected: Spring 2009)  
**M.A.** I/O Psychology – University of Missouri-St. Louis (May, 2007)  
**B.A.** Psychology – Webster University (May 2003) – Magna Cum Laude

### **PROFESSIONAL EXPERIENCE**

#### **EASI•CONSULT, LLC, St. Louis, MO (January 2006 – Present)**

##### **Assessment and Selection Specialist**

- Maintain item database for online work styles test; item writing
- Conducted exit interviews for a large company; conducted qualitative analyses on the data; assisted in the creation of feedback reports for the company
- Assisted with data analyses to examine the structure of assessment tools for a large government organization
- Assisted with an online survey to assess employee satisfaction for a company with multiple locations across North America by performing data analysis and contributing to the creation of the final report.
- Collaborated on an in-depth organizational survey for a company with multiple locations across the United States by assisting in gathering information from SMEs, item writing, analyzing data, and creating final reports
- Assisted with the EASI•Quotients® (EA•Q®) process for the development and selection of candidates
- Interviewed subject matter experts for competency modeling project for the Public Buildings Service; analyzed interview data; participated in building and validating finalized competency models
- Assisted in creating technical reports detailing assessment, selection, and competency modeling projects
- Assisted in the writing of project proposals for various assessment and selection, competency modeling, and survey projects
- Analyzed archival data and generated reports for various projects

#### **BIG BROTHERS BIG SISTERS OF AMERICA (August 2004 – December 2005)**

##### **Research/Statistical Consultant**

- Completed project work on an as-needed basis
- Aggregated, cleaned, and analyzed nationally collected data on youth outcomes; sample sizes up to 12,000
- Created program evaluation reports for 5 grant committees, including the Department of Education and the Office of Juvenile Justice and Delinquency Prevention
- Conducted literature searches; edited and provided feedback on PowerPoint presentations

#### **BIG BROTHERS BIG SISTERS OF EASTERN MISSOURI, St. Louis, MO (May 2003 – August 2004)**

##### **School Based Mentoring Research Project Manager**

- Designed and developed integrated Excel spreadsheet, database, and Word documents that formed the architecture for local office metric reporting and analysis; continue project work as needed
- Managed and coordinated regional division of a national research project for Big Brothers Big Sisters of America (BBBSA) examining mentoring relationships in school settings
- Tracked and monitored project progress and was project point person for local agency staff, national staff, school staff and consultants
- Observed mentor-mentee interactions and recorded data
- Ensured project forms and surveys were completed and collected on schedule and maintained database
- Reviewed and provided feedback on reports concerning the project
- Presented preliminary data at 2004 National BBBSA Conference in New York City

## TEACHING EXPERIENCE

### UNIVERSITY OF MISSOURI – ST. LOUIS (August 2006 – May 2007, Spring 2008)

#### Graduate Instructor – Management and Organizational Behavior

- Full teaching responsibility for two course sections of junior and senior level students each semester
- Prepared all course materials including lectures, written assignments and exams; graded exams and papers

### UNIVERSITY OF MISSOURI – ST. LOUIS (August 2004 – May 2006, Summer 2007)

#### Graduate Teaching Assistant – Statistics in Psychology

- Lectured and gave instruction of SPSS software to approximately 30 students per semester
- Tutored students on assignments; proctored and graded exams and homework

## RESEARCH EXPERIENCE

### UNIVERSITY OF MISSOURI – ST. LOUIS

#### Doctoral Dissertation

- Topic: Personality Measurement
- Topic identified; conducting literature search
- Advisor: Thomas Fletcher, Ph.D.

#### Master's Thesis

- Topic: Comparing Web-based and Paper-and-Pencil Personality Testing: Psychometric Properties of Applicant and Undergraduate Samples
- Advisor: Therese Macan, Ph.D.

### WEBSTER UNIVERSITY, St. Louis, MO

#### Undergraduate Research Project

- Topic: The Effects of Gender and Type of Helping on Perceptions of Helping Behavior
- Advisor: Michael Hulsizer, Ph.D.
- Presented at the 24<sup>th</sup> Annual Great Plains Students' Psychology Convention, March 2003
- Awarded Second Place in Undergraduate Research

## PROFESSIONAL AFFILIATIONS

SIOP, Society for Industrial and Organizational Psychology, Student Affiliate

GIOP, Gateway I-O Psychologists, Student Affiliate

APA, American Psychological Association

## HONORS

- Meritorious Service Award, University of Missouri-St. Louis, 2006 & 2007  
Awarded to faculty who display excellence in providing accommodations for students with disabilities
- Daniel Webster Scholarship, Webster University
- Outstanding Student Employee Award, Webster University, May 2003
- Psi Chi – National Honor Society of Psychology, Webster University

## TECHNICAL SKILLS

- Highly Proficient in Microsoft Office: Word, Excel, Access, PowerPoint and Outlook
- Proficient in SPSS, LISREL and AMOS analytical software