

Kimberly Perry, M.A.
Assessment and Selection Specialist
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EDUCATION

- M.A.** I/O Psychology – University of Missouri-St. Louis (May, 2008)
B.A. Psychology & French, St. Cloud State University (2005) – Summa Cum Laude

PROFESSIONAL EXPERIENCE

EASI•CONSULT, LLC, St. Louis, MO (September 2006 – Present)

Assessment and Selection Specialist

- Coordinated client access to and provided on-going user support for the online Competency Based Interview Tool (C-BIT)
- Prepared documents and project updates for clients
- Managed data and conducted analyses for validation project
- Developed structured behavioral interview questions for Public Buildings Service to be included in C-BIT
- Assisted with the coordination of the EASI-Quotients online testing for candidate selection and development
- Researched developmental tools to be included in EASI-Quotients candidate reports
- Assisted other consultants as needed with a variety of projects

INDIVIDUAL STATISTICS CONSULTING, St. Louis, MO (March 2007 – October 2007)

- Help run and interpret analyses for graduate students
- Teach how to run analyses
- Troubleshoot any problems with running analyses

TEACHING EXPERIENCE

UNIVERSITY OF MISSOURI – ST. LOUIS (August 2007-present)

Graduate Instructor – Management and Organizational Behavior, Psychological Statistics

- 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
- Teach data analysis and interpretation using SPSS for 30 undergraduates

UNIVERSITY OF MISSOURI – ST. LOUIS (August 2005-May 2006, August 2008-present)

Graduate Teaching Assistant – Introduction to Clinical Psychology, Psychology of Nonverbal Behavior, Psychology Research Methods, Graduate Quantitative Methods I and II Lab

- Develop and present lecture material; create notes for students
- Enter data, run, and summarize analyses for student papers; grade papers and tests
- Teach data analysis and interpretation using SPSS for 10 undergraduate and SPSS (using syntax), R, and Excel for 20 first year graduate students

RESEARCH EXPERIENCE

UNIVERSITY OF MISSOURI – ST. LOUIS

Master's Thesis

- Topic: A comparison of rating sources of organizational citizenship performance: Self, supervisor, and supervisor-by-self.

- Advisor: Thomas Fletcher, Ph.D.

ANHEUSER BUSCH PROJECT TEAM – ST. LOUIS (January – July 2007)

Project Team

- Conduct a technical skills analysis
- Create an item bank of behaviorally based interview questions based on a content validation study for the technical skills
- Wrote a technical report of the validation study for the technical interview

DATA MANAGEMENT PROJECT COORDINATOR – ST. LOUIS

Dr. Therese Macan and Dr. James Breaugh

- Data entry and analysis
- Summarize results for an applied consulting project

CONFERENCE PRESENTATIONS

Perry, K. M., & Bales, M. (2008, April). Do the number of groups being compared in ME/I matter? Poster presentation at the annual conference for the Society for Industrial/Organizational Psychology, San Francisco, CA.

Fletcher, T. D., & Perry, K. M. (2007, April). A comparison of parceling strategies in structural equation modeling. Poster presentation at the annual conference for the Society for Industrial/Organizational Psychology, New York, NY.

Perry, K., & Stachowski, A. "The Perfect Excuse: Procrastination in Perfectionists." May 2005, Midwestern Psychological Association Conference, Chicago, IL.*

Perry, K. "The Interactive Effects of Organizational Justice, Culture, and Support on Organizational Commitment." April 2005, St. Cloud State University Student Research Colloquium, St. Cloud, MN.

*Authors contributed equally.

PROFESSIONAL AFFILIATIONS

- Society for Industrial/Organizational Psychologists (SIOP)
- Gateway Industrial/Organizational Psychologists (GIOP)
- American Psychological Association
- American Psychological Association of Graduate Students

HONORS

- Gary K. Burger Fellowship, *University of Missouri-St. Louis Department of Psychology (2007)*
- Meritorious Service Award, *University of Missouri-St. Louis Disability Access Services (2007)*
- The Chancellor's List (2006)
- Summa Cum Laude, *St. Cloud State University (2005)*
- Semi-Finalist, Best Poster Competition, *St. Cloud State University Student Research Colloquium (2005)*

TECHNICAL SKILLS

- Highly proficient in Microsoft Office, SPSS, and R
- Proficient in PRELIS 2 / LISREL 8, HLM, and Multilog