

Kimberly Perry, M.A.
Assessment and Selection Specialist
314.209.9495, ext 728 - kperry@easiconsult.com

EDUCATION

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| Ph.D. Candidate | Industrial/Organizational Psychology – University of Missouri - St. Louis (Expected 2010) |
| M.A. | Industrial/Organizational Psychology – University of Missouri - St. Louis (May, 2008) |
| B.A. | Psychology & French – St. Cloud State University (May, 2005) |

PROFESSIONAL EXPERIENCE

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

Assessment and Selection Specialist

- Developed structured behavioral interview questions for the online Competency-Based Interview Tool (C-BIT) for a large organization with multiple locations across the U.S.
- Data entry, analysis and summary of survey responses to assess training effectiveness for C-BIT.
- Project manager for C-BIT since September 2008. Responsibilities include coordinating client access to C-BIT, providing on-going technical support for users, maintaining database of users across the organization, training other associates in how to use C-BIT, and preparing documents and providing project updates.
- Managed the process of modifying C-BIT to better suit client needs by working closely with the client organization and an IT specialist, as well as tracking the progress of the modifications, timelines, and budget.
- Project manager for EASI•Interviews since November 2009, including streamlining the selling process, updating the interview guide format, working with other associates to update EASI•Consult's website, and training consultants in the new selling process.
- Responsible for all data management as well as a data analysis team member for a large-scale testing program for a selection system; focus of the validation project was to assess adverse impact.
- Developed scripts for two group assessment center exercises for use in assessor training.
- Responsible for data management and report creation for an assessment center developed for a global Fortune 500 company. Trained another consultant in how to keep track of data, create charts and prepare reports.
- Conducted literature searches, summarized research findings, conducted data analysis, and co-authored white papers for a U.S. government agency as an analyst team member.
- Coordinated EASI•Quotients[®] online testing for candidate selection and development by creating profiles from subject matter experts, scheduling candidate assessment, and generating a report template for each candidate.
- Researched developmental tools to be included in EASI•Quotients[®] candidate reports.
- Analyzed and summarized data from EASI•Quotients[®] testing for clients and internal use.
- Assisted other associates as needed, including data checking, data analysis and summary, literature searches, proposal preparation, and updating documents and systems.

MARITZ, INC., Fenton, MO (November 2009 – Present)

Contractor

- Designed the evaluation of a year-long organizational development effort aimed at mid-level managers, including survey and evaluation methodology design, creating online surveys, monitoring survey progress, data analysis, and creating reports.

INDIVIDUAL STATISTICS CONSULTING, St. Louis, MO (March 2007 – September 2008, August 2009 - Present)

- Taught graduate-level students how to run statistical analyses for specific courses and/or dissertations, including data screening; troubleshoot any problems related to running analyses.

- Instructed in the proper interpretation of analyses (e.g., t-tests, poisson regression, categorical regression, Sobel test, ANOVA, MANOVA, CFA, and HLM).

ANHEUSER-BUSCH, INC., St. Louis, MO (January – July 2007)

Project Team

- Conducted a technical skills analysis by working with Anheuser-Busch Selection Systems to identify and coordinate meetings with relevant personnel, including a tour of the brewery; and reviewed current interviews used at the various breweries for the position.
- Developed surveys for supervisors and job incumbents for all 12 breweries across the U.S. to determine the necessary technical skills for the position; included data entry and analysis of survey responses.
- Created an item bank of behaviorally based technical skill interview questions based on a content validation study for the technical skills.
- Wrote a technical report of the validation study for the technical interview.

ACADEMIC EXPERIENCE

UNIVERSITY OF MISSOURI – ST. LOUIS, St. Louis, MO (August 2005 – May 2009)

Graduate Instructor – Management and Organizational Behavior, Psychological Statistics (August 2007 – December 2008)

- Full teaching responsibility for one to two course sections of junior and senior level students each semester (30 – 50 students per section).
- Prepared all course materials including lectures, written assignments, group exercises, and exams.
- Teach data analysis and interpretation using SPSS in a separate required lab for 30 undergraduates.

Graduate Lab Instructor and Teaching Assistant – Quantitative Methods I and II Lab (August 2006 – May 2007, August 2008 – May 2009)

- Developed and presented lecture material.
- Created notes for students on all topics covered during the semester.
- Responsible for grading lab and course assignments.
- Taught data analysis and interpretation using SPSS (including syntax), R, and Excel for 20 first year graduate students.

Graduate Teaching Assistant – Introduction to Clinical Psychology, Psychology of Nonverbal Behavior, Psychology Research Methods (August 2005 – May 2006)

- Developed and presented lecture material.
- Created notes for students on all topics covered during the semester.
- Conducted data entry, data analysis and created presentation for use in student papers.
- Responsible for grading papers and tests.
- Taught data analysis and interpretation using SPSS for 10 undergraduate students.

RESEARCH EXPERIENCE

DATA MANAGEMENT PROJECT COORDINATOR, St. Louis, MO (May – October 2006)

Dr. Therese Macan and Dr. James Breough

- Data entry and analysis of job analysis surveys from Busch Entertainment Corporation.
- Summarized the results of data analyses.

CONFERENCE PRESENTATIONS

Perry, K. M., & Fletcher, T. D. (2010). *Comparing rating sources of citizenship performance: Self, supervisor, and supervisor-by-self*. Poster accepted at the annual conference for the American Psychological Association, San Diego, CA.

- Perry, K. M., & Bales, M. (2008). *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). *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. (2005). *The perfect excuse: Procrastination in perfectionists.* Poster presentation at the annual conference for the Midwestern Psychological Association, Chicago, IL.*
- Stachowski, A., & Perry, K. (2005). *The perfect excuse: Procrastination in perfectionists.* Presented at the St. Cloud State University Annual Student Research Colloquium, St. Cloud, MN.*
- Perry, K. (2005). *The interactive effects of organizational justice, culture, and support on organizational commitment.* Presented at the St. Cloud State University Annual Student Research Colloquium, St. Cloud, MN.
- Paquette, A. S., Merriam, J., & Perry, K. (2005). *Gender and organizational environment as predictors of destructive leader emergence.* Presented at the St. Cloud State University Annual Student Research Colloquium, St. Cloud, MN.
- Perry, K., Luska, M., & Fruth, J. (2004). *Personality and creativity.* Presented at the St. Cloud State University Annual 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)
- Psychology Department Scholarship, St. Cloud State University (2005)
- Semi-Finalist, Best Poster Competition, St. Cloud State University Student Research Colloquium (2005)
- National Dean's List (2005)
- Edith Jorgensen Scholarship (2003)
- Vernie McDonald Ambassador Scholarship (2003)
- National Society of Collegiate Scholars Merit Award Recipient (2002)
- St. Cloud State University Dean's List (2001-2005)
- St. Cloud State University Honors Program (2001-2005)

TECHNICAL SKILLS

- Highly proficient in Microsoft Word, Excel, and Power Point, SPSS and R.
- Proficient in PRELIS / LISREL, HLM and Multilog.