

Laura Wheeler Poms, M.A.

Consultant

314.209.9495, ext 718 - lpoms@easiconsult.com

EDUCATION

- Ph.D.** Industrial/Organizational Psychology, George Mason University, expected 2010
- M.A.** Industrial/Organizational Psychology, George Mason University, 2003
- M.A.** Public Communication, The American University, 1991
- B.A.** Psychology, The College of William and Mary, 1986

PROFESSIONAL EXPERIENCE

EASI Consult (2007 to present)

Consultant

- Selection systems and strategic communications projects for works public and private sector clients.

George Mason University (2002-2003; 2006-2007)

Graduate Research Assistant

- Conducted interviews, gathered information and provide recommendations to George Mason University on the creation of a diversity council
- Assisted with data input and analysis regarding psychometric properties of a measure of equal opportunity knowledge
- Created research proposal, research protocols and treatments to evaluate how consumers incorporate aesthetic elements into their living environments
- Analyzed literature related to corporate social marketing efforts

U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) (2005-2006)

Consortium Research Fellow

- Reviewed and edited research reports
- Served as administrative liaison to basic research contractors
- Prepared annual research summary for each current basic research effort
- Provide basic-applied research integration to maximize the benefits of the basic research program

HumanR (2002-2003)

Consultant

- Conducted exit interviews with former personnel from a Fortune 500 company
- Used various interview techniques (i.e. probing) to constructively discern why individuals left the company
- Communicated interview results and findings to project team management

Sapient (2001-2002)

Organizational Development and Communication Consultant.

- Worked with change management team to implement new organizational structure
- Developed and implemented strategic communication plan and training program to familiarize employees with their new assignments
- Provided employee relations counsel

American Management Systems (AMS) (1988-1992; 1995-2000)

Marketing Communications Manager.

- Conceptualized, implemented and managed proactive strategic employee communication program, including writing and editing on-line newsletter, directing intranet site, developing operational and human resources policies, training materials and other activities related to morale and employee satisfaction.

- Led public relations effort, writing and editing press releases, fact sheets and background material, working with trade and industry media
- Provided media training

The Write Source (1993-1995)

President and Owner

- Provided full service communications and special events consulting, from strategic planning, campaign implementation, and events execution to researching, writing, editing and proofreading of public relations materials, collateral, and other marketing pieces

Underwriters Laboratories Inc. (1992-1993)

Corporate Communications Specialist

- Developed, wrote, edited and produced all communications materials for major not-for-profit safety testing laboratory, including newsletters, technical articles, training materials, human resources and benefits announcements, brochures and press releases
- Handled all media relations

TEACHING EXPERIENCE

Graduate Lecturer, Organizational Behavior (Fall 2004 -present)

Managed all aspects of multi-section recitation designed to complement on-line class lectures. Worked with team to restructure core business class. Developed lab materials that integrated both traditional and experiential learning techniques, emphasizing hands-on exercises to illustrate practical applications of concepts covered in lecture. Worked with students in smaller groups to improve learning and retention of material.

Graduate Lecturer, Management Theory, George Mason University (2006-2007)

Worked with full-time faculty to restructure core management class. Classes combine lecture and experiential learning activities to provide students with both theoretical and practical concepts to develop their managerial skills.

Adjunct Professor, Psychology of Groups and Teams, George Mason University (Fall 2004).

Co-taught course designed to teach students both knowledge and skills that are required for working effectively in groups and teams. Prepared lectures, developed in-class exercises, facilitated group discussions, wrote and graded exams and projects, worked with students individually to facilitate understanding of material. (Fall 2004)

Adjunct Professor, Organizational Communication, George Mason University (Fall 2003-Summer 2004)

Class examined the relationship between organization and communication, exploring theories, issues and models of organizational communication. Prepared lectures, developed in-class exercises, facilitated group discussions, wrote and graded exams and projects, worked with students individually to facilitate understanding of material.

HONORS AND PROFESSIONAL AFFILIATIONS

- Academy of Management HR Division Doctoral Consortium Selected Participant (2006)
- Society for Industrial and Organizational Psychology
- Academy of Management
- Society for Occupational Health Psychology
- Society for Human Resource Management (SHRM)

PUBLICATIONS

Ford, M.T. and Poms, L.W. (2008). Relations among Job Characteristics, Work Engagement, and General Health. Revise and resubmit, Journal of Occupational Health Psychology.

- Poms, L.W., Botsford, W.E., Buffardi, L.C. and O'Brien, A.S. (2008) The Economic Impact of Work and Family Issues: Childcare Satisfaction and Financial Considerations. Revise and resubmit, *Journal of Occupational Health Psychology*.
- Poms, L.W. and Jacobsen, K.H. (2008). Stress and the Work-Family Interface: A Model for Integrating Psychological and Physiological Studies of Stress. Under review, *Work & Stress*.

PAPER PRESENTATIONS

- Poms, L.W., Botsford, W.E., Buffardi, L.C. and O'Brien, A.S. (2007, April). Measuring Childcare Satisfaction: Confirmatory Evidence for a Four Factor Scale. In Buffardi, L.C. (Chair), Poms, L.W. (Co-chair) and Botsford, W.E. (Co-Chair). *Flipping the Coin: Considering Children in Work-Family Research*. Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Poms, L.W. and Ford, M.T. (2007, April) How Rude: Incivility, Health Outcomes and Life Satisfaction. In Gallus, J.A. (Chair) Kath, L. (Co-chair). & Magley, V.J. (Co-chair). *Crisis of Etiquette: Adding Complexity to the Study of Incivility*. Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.
- Gibson, J.L., & Poms, L.W. (2006). Correlates of Family-Supportive Benefits: A Meta-Analysis. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Poms, L.W., & Gibson, J.L. (2006). Individual Differences and Perceived Organizational Support: Predictors of Work-School Conflict. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX.
- Ford, M.T. and Poms, L.W. (2006). Relations Among Job Characteristics, Work Engagement, and General Health. Paper presented at Work, Health and Stress annual conference, Miami, FL.
- Lee, J.K. and Poms, L.W. (2005). Individual Difference and Contextual Predictors of Work-Nonwork Spillover. Interactive paper session presented at the Annual Meeting of the Academy of Management, Honolulu, HI.
- Wolf, P., O'Brien, A., Horn, Z., Poms, L.W., Bludau, T., and Camburn, M. (2005). The Economics and Challenges of Quality Undergraduate Organizational Behavior Education. Symposium presented at the Annual Meeting of the Academy of Management, Honolulu, HI.
- Ford, M. and Poms, L.W. (2005). The Role of Work Engagement in the Work-Life Interface. Poster presented at the 20th Annual Conference for Society for Industrial and Organizational Psychology, Los Angeles, CA.
- Poms, L.W. (2004). The Moderating Effect of Autonomy on Work-Family Conflict and Job Satisfaction. Poster presented at the 19th Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Lozzi, D.E. & Poms, L.W. (2004). Subgroup Differences in Job Satisfaction: A Multiracial Perspective. Poster presented at the 19th Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- Buffardi, L., Lee, J., Poms, L.W. and Fisher, S. (2003). Affective Disposition and Organizational Affective Commitment: Mediation by Perceived Organizational Support. Paper presentation at the 18th Annual Conference for the Society for Industrial and Organizational Psychology, Orlando, FL.