

**Lisa M. Veldman**  
**Assessment and Selection Specialist**  
314.209.9495 ext 720 - lveldman@easiconsult.com

## EDUCATION

- M.A.** Industrial/Organizational Psychology, University of Missouri-St. Louis, 2006  
**B.A.** Psychology, Minors in Applied Statistics & Sociology, Grand Valley State University, Allendale, MI

## PROFESSIONAL EXPERIENCE

### **EASI<sup>®</sup>CONSULT<sup>®</sup>, LLC, SAINT LOUIS, MO**

#### **Assessment and Selection Specialist (November 2004 – Present)**

- Provided training on how to conduct a structured interview, the types of questions to ask in a structured interview, and how to utilize an online structured interview generator
- Assisted in developing large-scale, detailed training programs for large federal government organization
- Conducted in-depth job analysis interviews with subject matter experts for a large federal government organization
- Developed competency models based on information obtained during the interviewing process
- Developed paper/pencil test items and structured interview questions for various clients in manufacturing, sales, and the federal government
- Consulted with a variety of clients in financial, manufacturing, hospitality, and health care and provided information about the benefits of using structured interviews

### **ANHEUSER-BUSCH COMPANIES, SAINT LOUIS, MO**

#### **Selection Systems Consultant (June 2005 – Present)**

- Developed training programs for administrators and assessors of newly implemented selection programs
- Delivered several selection program training sessions for users across the Anheuser-Busch subsidiaries
- Collaborated with vendors to develop selection processes for salaried and hourly positions
- Developed job analysis tools to examine cash handling skills for an Anheuser-Busch subsidiary
- Analyzed and interpreted various survey results; created presentations of results for senior management
- Analyzed 360-degree feedback surveys and developed presentation template and presentations to deliver results to middle management
- Facilitated workshops with subject matter experts in the development of technical paper/pencil tests, technical interviews, and work samples for advanced technical positions
- Facilitated the content validation process for seven new selection programs
- Assisted in determining needs requirements for large-scope tracking system
- Conducted data analyses to determine pass rates and adverse impact ratios for various selection tools
- Monitored and analyzed data to continuously improve newly implemented selection programs

### **SAINT LOUIS UNIVERSITY, St. Louis, MO (January 2005 – May 2005)**

#### **Student Consultant**

- Developed patient and staff satisfaction surveys for rural health clinic in Jefferson County, MO
- Conducted two focus groups on patient satisfaction with 8-12 people each
- Analyzed survey responses for over 150 surveys
- Developed technical report for staff
- Participated in two feedback meetings with staff to provide results of surveys and develop next steps for improving patient and staff satisfaction

### **JEFFERSON COUNTY ASSESSMENT BOARD, BIRMINGHAM, AL (July 2004)**

#### **Student Assessor**

- Reviewed job candidate interviews

- Conducted work sample employment tests
- Received training on selecting candidates, identifying sources of bias, and observing behaviors

**LACKS ENTERPRISES, GRAND RAPIDS, MI (October 2002 – July 2003)**

**Human Resources Assistant**

- Assisted in hiring over 100 employees for 12 different plants
- Processed all incoming applications
- Conducted job analyses and developed job descriptions for numerous jobs

**GRAND VALLEY STATE UNIVERSITY, ALLENDALE, MI**

**Student Assistant (August 2000 – May 2003)**

- Assisted Psychology department faculty with their research on various topics
- Conducted literature searches and reviewed manuscripts
- Developed and conducted lab experiments for faculty's research

**RESEARCH EXPERIENCE**

**UNIVERSITY OF MISSOURI – SAINT LOUIS**

**Master's Thesis (January 2005 – Present)**

- Topic: Structured Interviews: Training and Persuading Interviewers to Reap the Benefits of Structure
- Advisor: Therese H. Macan, PhD

**Graduate Research Assistant (September 2003 – May 2005)**

- Topic: Nonverbal Behavior in the Employment Interview
- Principle Researcher: Therese H. Macan, PhD

**GRAND VALLEY STATE UNIVERSITY, ALLENDALE, MI**

**Undergraduate Research Assistant**

- Topic: Subgroup Variance Heterogeneity in the Assessment of Adverse Impact
- Principle Researcher: William M. Rogers, PhD
- Presented at the 18th annual conference of the Society for Industrial and Organizational Psychology, April 2003

**Technical Reports – University of Missouri – St. Louis**

- Deslauriers, J., Grambow, D., Hilliard, T., & Veldman, L. (2006). *Test-retest reliability of the Hogan Personality Inventory and the Hogan Business Reasoning Inventory (Tech. Rep.)*. University of Missouri – St. Louis.

**TEACHING EXPERIENCE**

**UNIVERSITY OF MISSOURI – SAINT LOUIS**

**College Instructor – Management and Organizational Behavior (August 2005 – December 2005)**

- Full teaching responsibility for two course sections with approximately 95 junior and senior level students
- Prepare all course material including: lectures, written assignments, and exams; tutor students on group and individual basis; and grade exams and papers

## **UNIVERSITY OF MISSOURI – SAINT LOUIS**

### **Graduate Teaching Assistant – Psychological Statistics (August 2003 – May 2005)**

- Taught statistics lab section to approximately 30 students each semester
- Instructed students on how to compute various statistics manually and using SPSS
- Tutored students individually and in groups
- Proctored and graded exams and homework

## **COMPUTER SKILLS**

- Proficient in SPSS analytical software
- Proficient in AMOS analytical software
- Proficient in Microsoft Office including Word, Excel, PowerPoint, and Outlook

## **RELEVANT COURSES AND SEMINAR TOPICS**

Human Resource Management  
Advanced Organizational Behavior  
Organizational Assessment  
Univariate Statistics  
Multivariate Statistics  
Psychometric Theory  
Research Methods  
Social Psychology  
Cognitive Psychology

Survey Research & Design  
Personnel Psychology  
Job Analysis & Competency Modeling  
Performance Appraisal  
Recruitment & Selection  
Organizational Psychology  
Job Attitude & Job Stress  
Teams & Leadership  
Individual & Organizational Learning

## **ACADEMIC HONORS**

- Outstanding Student Award in Psychology – Grand Valley State University
- Officer and member of Psi Chi – National Honor Society of Psychology, Grand Valley State University Chapter
- Dean's List each semester – Grand Valley State University

## **PROFESSIONAL AFFILIATIONS**

- Society for Industrial and Organizational Psychology (SIOP)