

Rebekah A. Cardenas, Ph.D.

Consultant

314.209.9495, ext 719 - rcardenas@easiconsult.com

EDUCATION

Ph.D.	I/O Psychology – Old Dominion University (2007)
M.S.	Psychology – Old Dominion University (2002)
B.A.	Psychology – Drury University (1999)

PROFESSIONAL EXPERIENCE

EASI•CONSULT, LLC, St. Louis, MO

Consultant (May 2007-present)

Assessment and Selection Specialist (February 2006 – May 2007)

Selected Achievements:

- Utilized Competency Models to Develop Structured Interview Questions
- Developed Original Test Items

BASF, Florham Park, New Jersey

Consultant, Business Process Optimization Department (June 2005 – May 2007)

Intern, Business Process Optimization Department (June 2004 – June 2005)

Served as an organization development and leadership specialist on an internal consulting staff of 19. Coordinated change management practices and communication strategy for two businesses within a corporation wide Customer Care redesign effort.

Selected Achievements:

- Conducted Leadership Alignment Workshops
- Managed Logistics Communication and Strategic Planning
- Executive Coaching and Feedback
- Facilitated Organizational Change Effort
- Developed and Conducted Employee Surveys
- Established Peer Review System
- Managed a Website Development Project
- Prepared Feedback Reports for Multiple Levels within Departments

CITY OF NORFOLK, Norfolk, Virginia

External Consultant (June 2002 – June 2006, by project)

Intern (February 2002 – May 2002)

Selected Achievements:

- Prepared and Conducted Strategic Planning with 10 Department Managers
- Data Entry and Data Management of Survey of over 200 Employees
- Prepared Technical Report with Results and Recommendations for Culture Change
- Presented Major Findings to HR Directors

NATIONAL SCIENCE FOUNDATION (NSF) (June 2002 – May 2004)

Research Assistant, Grant entitled “Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT”

Selected Achievements:

- Collaborated on Grant Proposal and Project Execution with Multidisciplinary Team
- Researched and Maintained files on Extant Literature and Survey Measures
- Created Web-Survey using Contracted Vendor, *Psychdata*
- Conducted Focus Groups with Participants to Collect Feedback
- Conducted Organizational Interventions with Participating Organizations
- Offered Written and Verbal Feedback to Organizations

TEACHING EXPERIENCE

Adjunct Professor & Teaching Assistant, 6/05 to 06/07, Introduction to Industrial/Organizational Psychology, Department of Psychology, Old Dominion University

- Prepared Course Materials including lectures, exercises and exams
- Delivered lectures and conducted group exercises and discussions for upper level undergraduate students

Teaching Assistant, 9/00 to 5/01, Experimental Methods Course, Department of Psychology, Old Dominion University

- Led students through three research projects by providing hands-on experience in field and laboratory data collection, statistical analysis, and writing research papers
- Tutored students on statistical and writing skills
- Prepared and delivered lectures on a variety of topics within experimental methodology
- Created demonstrations, laboratory and writing exercises.

Guest Lecturer, April 2002, Industrial/Organizational Psychology teletechnet course, Old Dominion University.

- Prepared and delivered a lecture on theories of *Work Motivation* using PowerPoint software.
- Facilitated group discussion and in-class exercises for virtually linked students

PROFESSIONAL AFFILIATIONS

American Psychological Association, APA (2000 – present)

Society for Industrial and Organizational Psychology, SIOP (2000 – present)

PUBLICATIONS

Butterfoss, F. S., Major, D. A., Cardenas, R. A., Clarke, S. M., Isaacman, D. J., Mason, J. D., & Clements, D. L. (2006). What providers from general emergency departments say about implementing a pediatric asthma pathway. *Clinical Pediatrics, 45*(4), 325-334.

Cardenas, R.A., & Major, D. A. (2005). Combining Employment and Breastfeeding: Utilizing a Work-Family Conflict Framework to Understand Obstacles and Solutions. *Journal of Business and Psychology, 20* (1), 31-51.

Cardenas, R. A., Major, D. A., and Bernas, K. H. (2004). Exploring work and family distractions: Antecedents and outcomes. *International Journal of Stress Management, 11* (4), 346-365.

Major, D.A., Cardenas, R.A., & Allard, C.B. (2004). Child health: A legitimate business concern. *Journal of Occupational Health Psychology, 9* (4), 306-321.

Major, D. A., Clarke, S.M., Cardenas, R. A., Taylor-Fishwick, J. C., Kelly, C. S., & Butterfoss, F. D. (2006). Providing asthma care in elementary schools: Understanding barriers to determine best practices. *Family & Community Health, 29*, 256-265.

Taylor-Fishwick, J. C., Major, D. A., Kelly, C. S., Butterfoss, F. D., Clarke, S. M., Cardenas, R. A. (2004). Assessing a community's pediatric asthma care needs: Insights gained from physicians, school nurses, and parents. *Pediatric Asthma, Allergy, and Immunology, 17*(1).

Cardenas, R. (2001). Putting your work on the internet: APA's Modified Web Posting Policy. *The Industrial-Organizational Psychologist, 39* (2), 111.

PAPER PRESENTATIONS

- Cardenas, R. C., & Major, D. A. (2008, April). *An inclusive environment's impact on the work-family interface*. In D. A. Major (Chair), Exploring Linkages between Diversity and Work-Family Research. Symposium conducted at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Cardenas, R. C., Major, D. A., & Oborn, K. L. (2008, March). *Linkages between workplace inclusion and stress: Measurement and model testing*. In S. Giga (Chair), Risk Factors for Job Stress in Ethnic Workers. Symposium conducted at the 10th Interdisciplinary Conference on Occupational Stress and Health, Washington, D.C.
- Major, D. A., Cardenas, R.C., Davis, D. D., Germano, L.M., & Mickey, S. K. (2004, August). *Managing Work-Family Conflict in the IT Workplace*. Paper presented at the 111th Annual Meeting of the American Psychological Association, Honolulu, HI.
- Major, D. A., Fletcher, T. D., Cardenas, R. C., Clarke, S. M., & Davis, D. D. (2004, April). *Creating inclusion for men and women: Gender differences and similarities*. In D. A. Major (Chair), Managing Diversity and Creating Inclusion. Symposium conducted at the 19th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- Germano, L. M., Major, D. A., Fletcher, T. D., Clarke, S. M., & Cardenas, R.A. (2003, May). *Belonging and contributing: Validation of an inclusion measure*. Paper presented at the 81st Annual Meeting of the Virginia Academy of Science, Charlottesville, VA.
- Cardenas, R. & Major, D.A. (2003, March). *Combining Employment and Breastfeeding: A Work-Family Conflict Framework*. Paper presented at the Fifth Interdisciplinary Conference on Occupational Stress and Health, Toronto, Canada.
- Major, D.A., Cardenas, R., & Allard, C.B. (2003, March). *Assessing Costs of Poor Child Health: Employer's Efforts and Outcomes*. Paper presented at the Fifth Interdisciplinary Conference on Occupational Stress and Health, Toronto, Canada.
- Cardenas, R., Major, D.A., & Bernas, K. (2003, February). *Exploring Work and Family Distractions: Antecedents and Outcomes*. Paper presented at "From 9-to-4 to 24/7: How Workplace Changes Impact Families, Work, and Communities," a research conference sponsored by the Business and Professional Women's Foundation and the Community, Families & Work Program at the Women's Studies Research Center at Brandeis University, Orlando, FL.
- Major, D. A., Clarke, S., & Cardenas, R. (2002, August). *The Impact of Child Health on Work and Family Life*. Paper presented at the 110th Annual Meeting of the American Psychological Association, Chicago, IL.
- Cardenas, R., Clarke, S. & Major, D.A. (2002, May). *School Nurses: Barriers to Work Effectiveness*. Paper presented at the 12th Annual Conference on Feminist Scholarship at Old Dominion University.
- Cardenas, R., & Major, D.A. (2002, March). *Work-Life Benefits: Developing "Best Practices" for Implementation and Evaluation*. Paper presented at the 23rd Annual Industrial/Organizational and Organizational Behavior Graduate Student Conference.
- Cardenas, R. & Major, D. A. (2001, June). *The impact of employment on breastfeeding initiation and duration*. Paper presented at The Institute for Women's Policy Research's 6th Women's Policy Conference, Washington, D.C.

SELECTED TECHNICAL REPORTS

- Cardenas, R., & Bernas, K. (2002). *City of Norfolk: Assessment of Work-Family Culture*. Prepared for the City of Norfolk Human Resources Department.
- Cardenas, R., Major, D.A. & Clarke, S., & Butterfoss, F. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Louise Obici Hospital Focus Group Report*.
- Major, D.A., Clarke, S., Cardenas, R., & Butterfoss, F. (2002). *Implementing a Pediatric Asthma Guideline in Adult Emergency Departments: Bon Secures Maryview Hospital Focus Group Report*.
- Major, D. A., Cardenas, R., & Clarke, S. (2001). *Allies Against Asthma needs assessment: School nurse focus group report*. Prepared for the Allies Against Asthma work group of the Consortium for Infant and Child Health (CINCH).
- Major, D. A., Davis, D. D., Sanchez-Hucles, J. V., Mann, J. E., Clarke, S. M., Cardenas, R. A., Fletcher, T. D., & Germano, L. M., (2003). *Annual Report: Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. Technical Report prepared for National Science Foundation (Grant No.EIA-0204430). Norfolk, VA: Old Dominion University.
- Major, D. A., Cardenas, R. A., Clarke, S. M., Sanchez-Hucles, J. V., Fletcher, T. D., Davis, D. D., Germano, L. M., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company C*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)
- Major, D. A., Cardenas, R. A., Davis, D. D., Fletcher, T. D., Clarke, S. M., Germano, L. M., Sanchez-Hucles, J. V., & Mann, J. E. (2003). *Information technology workforce survey: Feedback report for company H*. Technical report prepared as part of research funded by the National Science Foundation (Grant No. EIA-0204430). Norfolk, VA: Old Dominion University. (Note: Company name has been omitted by request of the company to protect its anonymity.)

GRANT WRITING EXPERIENCE

- Assisted in writing of Neonatal Intensive Care Unit grant proposal, aimed at demonstrating the utility of using theory based research to identify the issues related to parental visitation in Neonatal Intensive Care Units (NICUs).
- Assisted in writing of a grant proposal entitled, *Improving Parents' Management of Pediatric Asthma: Test of a Role Theory-Based Strategy*, which proposed the development and implementation of training and role negotiation techniques. The research intended to test the effectiveness of the Role Management Model for improving caregiving and developing balanced coping in families with chronically ill children.
- Major, D. A., Davis, D. D., Sanchez, J., & Mann, J. (2002). *Climate for Opportunity and Inclusion: Improving the Recruitment, Retention and Advancement of Women and Minorities in IT*. National Science Foundation, \$497,257, awarded. This grant surveyed the climates of organizations nationally, involved organizational development interventions, and concluded with evaluation in 2006.