

Whitney E. Botsford, Ph.D.

Consultant

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EDUCATION

- Ph.D.** Industrial Organizational Psychology - George Mason University, Fairfax, VA (May 2009)
M.A. I/O Psychology – George Mason University, Fairfax, VA (May 2006)
B.A. Psychology – Rice University, Houston, TX (May 2004)

PROFESSIONAL EXPERIENCE

EASI•CONSULT, LLC, St. Louis, MO (August 2007 – Present)

Consultant (May 2009 – Present)

Assessment and Selection Specialist (August 2007 – May 2009)

- Conducted workforce analysis for 144 positions to serve as the basis for future workforce alignment.
- Used a competency modeling approach to define, deliver and measure leadership development initiatives for public-sector customer.
- Worked on the creation of an online selection test for entry-level employees. Involved in job analysis, item creation, online interface design, data collection, and continuous product development. Responsible for interfacing with private-sector customer.
- Data analysis team member for large-scale testing program used for selection system including adverse-impact.
- Wrote technical reports detailing various assessment, selection, & competency modeling projects.

U.S. Army Research Institute for the Behavioral and Social Sciences, Arlington, VA (May 2006 – August 2007)

Washington DC Consortium Research Fellows Program, Department of Defense Contractor

- Defining and Developing Interpersonal Performance: Small Business Innovation Research
 - Developed evaluation (affective and cognitive) tools (pre- and post-test) for Building Rapport DVD that trained interpersonal skills.
 - Interacted with customer to develop learning objectives for advanced-level DVD.
- Modeling Interpersonal Performance
 - Developed theoretical model of interpersonal performance (knowledge, skills, abilities, & motivation) and wrote research report for U.S. Army Research Institute to guide selection and training procedures.

Performance Matters, LLC, Burke, VA (Contract-based 2006)

Sub-Contractor / Consultant

- Revised incumbent and supervisor task and skill statements, and performance dimensions for administrative and technical professionals, and civilian supervisors from a job analysis performed for a County Sheriff's Office.

Organizational Behavior, School of Management, George Mason University

Instructor, Summer 2007; Lab Instructor, Spring 2006 - Spring 2007

- Taught two (three in Spring 2007) sections of weekly lab (70-105 students).
- Member of team of 6 lab instructors charged with developing course structure and curriculum including: quizzes, exams, lab journals, writing assignments, and weekly interactive lab activities.
- Responsible for creating an open environment and engaging students in course material through interactive learning exercises and group activities.

Beacon Associates, Inc., Washington, DC (Contract-based 2005)

Quantitative Research Assistant

- Contractor for project reviewing both qualitative and quantitative trends of the Federal Acquisition Workforce.
- Identified Federal Acquisition Institute (FAI) and Department of Defense (DoD) reports and created database compiling 30 years of data (1978 to 2005).
- Responsible for data analysis and graphical presentation.
- Participated in the creation of 300+ page final report: developed and wrote report objectives, pressing research questions, section conclusions, and overall conclusions.

Center for Social Science Research, Fairfax, VA (Summer 2005)

Call Center Supervisor

- Managed 9-station survey research call center contracted by public organizations for large-scale research studies.
- Responsible for training new employees and performing maintenance sessions.
- Monitored phone calls for quality assurance and survey integrity.
- Completed performance appraisals for interviewers regarding survey skills.

Fors Marsh Group (FMG) LLC, Arlington, VA / George Mason University, Fairfax, VA (August 2004 – December 2005)

Recruiter Quality of Life Survey, Research Assistant

- Lead focus groups with military recruiters in Washington, DC, VA, and PA.
- Developed measurement tool assessing the quality of work-life.
- Constructed structural equation model to evaluate proposed theoretical model.
- Wrote final report and submitted to FMG and Joint Advertising and Market Research Services.

George Mason University, Fairfax, VA (Contract-based 2004-2006)

Survey Consultant

- 360° Feedback, Office of Sponsored Programs (OSP), September 2005 – February 2006
- Training & Development Survey, Human Resources, July 2005 – September 2005
- Elder Care Needs Assessment, Human Resources, September 2004 – June 2005

HONORS & AWARDS

American Psychological Association Dissertation Research Award (2008).
 SIOP Graduate Student Dissertation Scholarship (2008)
 American Psychological Foundation Graduate Research Scholarship Award (2007)
 Ellen Fagenson Eland Fund Leadership & Justice Award (2007)
 Best Student Paper, Research Methods Division, Academy of Management Conference (2007)
 John W. Brelsford Award, Department of Psychology, Rice University (2004)
 Outstanding Senior Award, Student Association, Rice University (2004)
 Sallyport Award, Alumni Association, Rice University (2004)
 Who's Who Among Students in American Colleges and Universities (2004)
 Rice Undergraduate Scholars Program - Honors Thesis Program (2003 - 2004)

ADDITIONAL ACTIVITIES

Equal Opportunities International, Reviewer, 2008 – Present.
 Industrial Organizational Psychology Newsletter (I/ON), Columnist, 2004 – 2009
 Industrial Organizational Psychology Student Association, President 2005-06; Vice President, 2006-07
 Rice University Alumni Interviewer, 2005 - Present
 Rice University Class 2004 Committee, 2004 – Present

COMPUTER SKILLS

Microsoft Office, SPSS, LISREL