

Results-oriented I/O Psychologist with strong **statistical knowledge, client management skills, project management** experience, and **knowledge of business practices** in organizations. Interest in **creatively developing new products and services** related to business needs and client demands. **I/O professional** with interests in **predictive analytics and data base management, survey design, development, and delivery; employment law; research and data analysis; organizational development, and performance management systems**. Proven ability to handle extremely sensitive and confidential information.

Professional Skills:

- **Research and Data Analysis:** Consult for organizations and publish using meta-analyses, multivariate designs, and conduct scale validation using multiple regression and factor analysis techniques. Utilize and teach both advanced quantitative techniques including structural equation and computational modeling, meta-analysis, bootstrapping, propensity scoring and qualitative techniques including structured and cognitive interviewing and focus groups.
- **Technology:** Proficient in the use of SPSS, R, SAS, AMOS, JMP, Microsoft Office, Inquisit, Remark OMR, Survey Monkey, eye tracking software, Implicit Association Tests, and Amazon's MTurk.
- **Survey Design, Evaluation, and Methodology:** Construct and administer surveys including 360 degree evaluations of upper administration, teaching evaluation form validations, diversity and organizational climate surveys, and public opinion surveys.
- **Personnel:** Familiarity with conducting EEO, job, reliability and validity analyses. Published articles in the areas of adverse impact and bias in performance appraisal. Possess working knowledge of relevant discrimination and sexual harassment laws.
- **Communication and Presentation:** Present paid workshops on survey methodology at the American Evaluation Association's annual conventions. Conduct training for peers on new techniques and technologies. Present regularly at the Society for Industrial and Organizational Psychology, American Evaluation Association, and Association for Psychological Science. Demonstrate very high ratings as an instructor of both undergraduate and graduate level classes. Facilitate focus groups.
- **Leadership:** Serve as primary lead researcher on many consulting projects, and possess over ten years of experience directing research labs. Chair multiple internal academic program reviews and serve as the Director of SIUE's Industrial/Organizational Master's Program.
- **Ethical Conduct and Professionalism:** Proven ability to handle sensitive and proprietary information on multiple projects and teach research and publication ethics in multiple settings.

Organizational Consulting Experience:

Organizational and Statistical Consultant, Founder Alpha Omega Associates (August 2010-Current)

- Conduct selection validation, performance evaluation validation, qualitative theme analysis, job satisfaction and organizational climate surveys in order to enable the client organizations make more informed decisions.
- Work both as an independent consultant and as a contractor with external consulting firms on projects ranging from small non-profits to Fortune 500 companies.
- Provide consultations with clients, coaching, and focusing on problem identification and solutions.
- Design and develop surveys, team building exercises, and provide executive leadership development and executive coaching in order to assist with high-potential leadership growth and successful team development.
- Coordinate with clients to create executive reports, white papers, and prepare and deliver presentations.
- Manage additional personnel as necessary to complete projects on time and within budget scope.

Consultant, DATA Consultants, Southern Illinois University Edwardsville (August 2010-Current)

- Conduct statistical consulting, data management, survey design consultations, program evaluation, and assessment.
- Work with academic, graduate student, and community clients to find solutions to research, data, and organizational problems. Take a consultative approach through inquiry into client issues in order to solve important problems.

Psychometrician, Board of Certified Safety Professionals (February 2017-April 2017)

- Consulted on the use of classical test theory in validating and selecting test bank items for certification tests

Senior Associate, Applied Research Consultants, Carbondale IL (August 2005-August 2010)

- Conducted ROI analyses, 360 degree evaluations, scale validation, survey development, opinion polling, program evaluation, focus group research, organizational development, and climate surveys allowing client organizations to improve processes and efficiency.
- Managed multiple paid projects, consulted with clients, constructed budgets, wrote contracts, coordinated teams, constructed and administered surveys, analyzed data, and wrote technical reports.
- Trained junior associates in methodology, statistics, survey techniques, web sites, and project management.
- Co-chaired and organized a large, regional research conference to support regional consulting efforts.

Consultant, Program Evaluation for Education & Communities, Carbondale IL (Dec 2003-July 2005)

- Managed multiple databases for monthly program evaluations examining participant perceptions, objective data, employee performance, and overall community impact.
- Conducted data cleaning, statistical analysis, report editing, data base management, and qualitative transcription and coding to assist with program evaluation of organizations and in educational settings.

Academic Experience:

Director of the Industrial/Organizational Psychology Program and Associate Professor
Southern Illinois University Edwardsville (August 2010-Current)

- Serve as the Director of the I/O Master's program by providing guidance and instruction to faculty members and current and incoming students. Collaborate with the Department Chair on various programmatic initiatives, and maintain relationships with area organizations for practicum student sites.
- Design and prepare lectures for classes including: Graduate Research Design and Inference I & II (Psyc 520 & 521), Personnel Psychology (573), Leadership & Motivation (571), Social Psychology (206), Organizational Development (573), and Psychological Tests and Measures (421).
- Conduct research examining the effects of familiarity on stereotype-based gender bias in selection and performance appraisals. Conduct research on selection bias in performance appraisals. Developed a measure of out-group bias.

Adjunct Professor (August 2010-December 2010) & **Instructor, SIUC** (June 2006-May 2010)

- Developed and delivered 50 min – 2 hr lectures as Instructor of Record for Psychology of Employee Relations (Psyc 323), Advanced Industrial and Organizational Psychology (Psy 420), Research Methods and Statistics (Psyc 211), Field Research Methods, (Psyc 311), Social Psychology (Psyc 307), Graduate School Preparation (Pscy 389), Classic Studies in Psychology (Psyc 489), and Multivariate Methods and Statistics (Psyc 524).
- Co-coordinated a research lab examining stereotype based bias in performance appraisals.

Education:

- 2010 **Ph.D. Southern Illinois University Carbondale**, Carbondale, IL
Major: Applied Psychology Specialization: Industrial/Organizational Psychology
Dissertation: *Explicit Stereotypes and Bias in Workplace Appraisals: Breaking through the Stranger Paradigm.* Dissertation Chair: Margaret S. Stockdale, Ph.D.
- 2006 **M.A. Southern Illinois University Carbondale**, Carbondale, IL
Thesis: *Positive Stereotype Threat in Social Groups.* Chair: Josephine Korchmaros, Ph.D.
- 2004 **B.A. Southern Illinois University Carbondale**, Carbondale, IL
Major: Psychology Minor: Fine Art
Honors Thesis: Positive Stereotype Threat. Chair: Josephine Korchmaros, Ph.D.

Professional Memberships and Positions:

- Society for Industrial & Organizational Psychology (SIOP):
 - Conference Evaluation Committee
 - Associate Journal Editor: *Psychology of Sexual orientation and Gender Diversity*
- Society for the Psychological Study of Social Issues (SPSSI):
 - Publication Committee
 - Midwestern Psychological Association (MPA):
 - Conference Committee
- Book Review SPSSI Journal Editor: *Analysis of Social Issues and Public Policy*
 - Association for Psychological Science (APS)

Honors and Grants:

- Nominated SIUE Teacher of the Year Award 2015
- NIH Enhancing research support to advance emerging research institute (program evaluator: \$30,840)
- Internal SIUE research grants 2010-2014: \$7,295
- SunEdison external organizational grant \$9,895
- American Psychological Association (APA) Dissertation Research Award, 2009

Recent Publications:

- Nadler, J. T., Weston, R., & Voyles, E. C. (2015). Stuck in the middle: The use and interpretation of mid-points in items on questionnaires. *The Journal of General Psychology*, 142, 71-89.
- Nadler, J. T., Lowery, M. R., Grebinoski, J., & Jones, R. G. (2014). Aversive discrimination in employment interviews: Reducing effects of sexual orientation bias with accountability. *Psychology of Sexual Orientation and Gender Diversity*, 1, 480-488.
- Nadler, J. T., Bartels, L. K., Sliter, K. A., Lowery, M. R., & Stockdale, M.S. (2013). Research on the discrimination of marginalized employees: Fishing in other ponds? *Industrial Organizational Psychology: Perspectives on Science and Practice*, 6, 66-70.
- Lowery, M.R. & Nadler, J. T. (2011). Increasing the legal defensibility of performance appraisals. *EEO Insight*, 3, 1-5.