**Dana Aggie**

 College Station, TX 🞟 JonathanAgg18@email.com 🞟 (979) 555-6952

**Education**
**Texas A&M University,** College Station TXMay 20XX
*Master of Science in Industrial & Organizational Psychology*

1st Semester: No GPR

**University of Texas at Arlington,** Arlington TXMay 20XX
*Bachelor of Science in Economics*

Magna Cum Laude Undergrad 2018

GPR: 3.92

**Consulting Experience**

**Texas A&M Engineering Extension Services,** Brenham TX August 20XX-Present

*Human Resource Generalist,* Part-Time

* Manage the implementation of a selective Hiring Process
* Design a semi-structured interview process for the purpose of selection
* Assess the performance of recent hires to determine the effects of the new selection process, observed a 7% increase in overall job satisfaction, and 6% increase in performance evaluations

**Gunther Generation,** College Station TX May 20XX-December 20XX

*Paid Internship*

* Designed a ROI framework and conducted preliminary analysis for leadership program
* Collaborated with professors and business leaders to design experimental leadership metric framework that measures changes in attitudes and behaviors
* Measured effects and how changes in behavior and attitudes related to outcomes, whether the work context prevents sustainable change, and how quickly program effects decay

**Dynamic Engine Systems**, Richardson Texas December 20XX-April 20XX

*Human Resource Assistant,*Part Time

* Collaborated with Business Unit, HR, and Management team to conduct a needs assessment, job analyses, and develop performance management systems
* Increased new employee performance guidelines and supervisor training and increased employee retention by 20%.
* Introduced personality metrics, experimental interview questions, and structured interviews into the hiring process resulting in a 15% reduction in employee theft
* Improved trust and self-efficacy in management by creating a leadership training program incorporating assessment and practice to verify training efficacy and to combat training decay

**Research Experience
Dept. Human Resource and Development,** College of Education, Texas A&M UniversityDecember 20XX-April 20XX

*Graduate Research - Effects of Servant Leadership in Performance of Small Teams*

* Participated in the design and implementation of research design and statistical model
* Assisted with structured interviews of employees for collection of data for purposes of statistical model
* Analyzed data collected from interviews looking for effect of servant leadership on employees in small teams
* Used a Statistical Model to show any relation between variables in Research model using ANOVA

**Skills**

**Statistical Procedures (Proficient):** SEM, Factor Analysis, H&S, Meta-Analytic Method, Regression, ANOVA, Non-Parametirc

**Programming Languages and Statistical Software (Proficent):** R, SPSS, Excel, STATA

**HRIS (Proficent):** Etalent, Epeople Talent, HRPC

**Business (Certified):** Six Sigma Yellow belt

**Assessments (Facilitator):** NEO, IPIP, Marlowe-Crown Scale, MBTI, Strengths Quest

**Languages:** Fluent in Spanish, English, Basic in French, German and Mandarin Chinese

**Publications - Peer Reviewed**

Aggieton Ryan, Aggiesmith Linda, **Aggie Jonathan**. *Resistance to Change in Training and Its Effect on Transfer.* Organizational Development Review. 2019; 5(3):35-42 ISBN13: 979-0390040052

**Presentations**

**Aggie Jonathan**,Aggs Rhonda. *Satisfaction and Transfer Rate, Impact of One on the Other and How to Control for Them*. Organizational Development Conference, 2019, Dallas TX

**Posters
Aggie Jonathan.** *Return on Investments of Understanding Employee Satisfaction from Instructional Design*. Human Resource Development Conference, 2018 Houston TX

**Leadership**

**Psi Phi Psychology Honor Society, University of Texas at Arlington** September 20XX-May 20XX

*President* (March 2017 - March 2018)

* Managed meetings and coordinated with other organizations on campus
* Set meeting agendas and goals for the chapter
* Helped fundraise for a $1,500 scholarship offered by our chapter each year.

*Treasurer* (March 2016 – March 2017)

* Budgeted for events and chapter activities
* Managed the chapter’s accounts and funds.
* Complied the end of year report for chapter accounts

*Member* (October 2015 – March 2016)

**Community Service**

**Aggieland Humane Society,** College Station TXMay 20XX-August 20XX

*Volunteer* (8hrs/week)

* Helped with Adoption forms and managed the filing and sorting adoption paperwork
* Walked, cleaned and cared for animals that were brought into the shelter
* Worked with other organizations in the area to coordinate service days where the organization would come and volunteer their time

**The Big Event,** Bryan/College Station TXMarch 20XX

*Volunteer*

* One day event involving 10,000s of student volunteers to help people in the community
* Worked in a 5 person crew helping to clean a yard and fix a fence that had been damaged in storms the previous year.

**Honors**

Undergrad University Dean’s list Spring 20XX, Fall 20XX

**Certificates**

Strength Quest Gallup Certified 20XX

**Work Authorization**

Eligible for optional practical training (12 months)