**Aggie L. Munsterberg**

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**Profile**

Trained organizational development practitioner with proven ability to lead both internal and external consulting projects to develop high-performance leaders and teams. Focus on creating tailored organizational assessment protocols to assess leadership and cultural health. Proven record of scientific communication to both practitioners and stakeholders. Able to translate quantitative data to actionable results.

**Expertise:** Personnel *●* Selection *●* Leadership Development *●* Performance Appraisal *●* Job Analysis

**Education**

**Texas A&M University** *●* College Station, Texas

**Doctor of Philosophy** *●* Industrial Organizational Psychology—anticipated, May, 20xx

*Research Focus:* Emergent transformational leaders’ ability to enact change in bureaucratic organizations

**Hastings College** *●* Hastings, Nebraska

**Bachelor’s of Arts** *●* Psychology—May, 20xx

*Minor:* Spanish *● IDEA Minor:* Creativity and Innovation

**Experience**

**Aggieland Widget Company** *●* College Station, Texas

Selection and Assessment Project *●* August, 20xx to Present

* Co-lead with internal consultant four-month project to design assessment center to assist Fortune 1000 manufacturing company in selection of new Chief Financial Officer (CFO)
* Conduct job analysis by identifying Knowledge, Skills, and Abilities (KSAs) via benchmarking with O\*Net and structured interviews with five subject-matter experts in comparable organizations
* Design assessment center with in-basket activities, five finance case studies, and mock scenario
* Compute Cohen’s Kappa to measure inter-rater reliability to validate operationally defined constructs in candidate performance over time
* Consult with Board of Trustees and Chief Operating Officer and made final recommendation for candidate
* Deliver presentation to Board of Directors via PowerPoint with three key points to improve selection process

**Texas A&M Uniersity, Department of Psychological and Brain Sciences** *●* College Station, Texas

**Graduate Assistant (Teaching)** *●* August, 20xx to Present

* Teach and assist instructor in courses on cognitive, social, and personality psychology, creating instructional design materials to facilitate learning
* Mentored undergraduate students in learning psychology principles

**General Motors Assembly Plant** *●* Arlington, Texas

*Human Resources Intern* *●* May, 20xx – August, 20xx

* Assist in personnel recruiting and selection for GMC assembly line team
* Manage pipeline through applicant tracking system (ATS) and forward candidates for screening interviews based upon meeting basic qualifications
* Administer assessment center to over 200 candidates, testing knowledge, skills, abilities, and other characteristics (KSAOs), leading to shortlist of robust candidate pool
* Implement six-month performance appraisal, assessing metrics on key indicators
* Support establishing new performance metric by assessing content, construct, and criterion validity informed by job analysis and adhering to EEOC standards

**Research**

**Texas A&M University** *●* College Station, Texas

**Transformational Leadership Project** *●* August, 20xx – Present

* Partner with state government agency to conduct action research initiative aimed at uncovering of structural alignment with leadership efficacy
* Examine emergent transformational leaders’ ability to enact change as facilitated or inhibited by bureaucratic structures in various positions
* Target gaps in knowledge by deductively reviewing literature and formulating areas of inquiry
* Devise quasi-experimental design to assess effects of key variables predictive of emergent transformational leadership

**Texas A&M University** *●* College Station, Texas

**Assessment Center Project** *●* May, 20xx – Present

* Collaborate with 2 other researchers to assess generalizability of corporate C-suite assessment centers on future job performance in demanding roles
* Conduct Solomon research design with executive candidates for Fortune 500 company to determine in-group and between-group effects of assessment center as predictive factor
* Apply analysis of variance (ANOVA) in SPSS to determine variable effects

**Awards**

**Organizational Culture in Higher Education Grant**

* $500 grant awarded to three individuals to assess a student affairs office’s organizational climate and make recommendations based upon results
* Used Appreciative Inquiry (AI) to assess Southeast Northwest College’s Disability Service’s office organizational culture, codifying recommendations to create high performance team

**Community Service**

**Humane Society,** *●* College Station TX

Volunteer *●* May 20xx - August 20xx

* 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

**Selected Publications**

**Munsterberg, A. L.,** Aggieton R., & Aggiesmith, L. (20xx). Resistance to change in training and its effect on transfer*.* *Organizational Development Review, 5*(3), 35 – 42.

Sarge, G. L., & **Munsterberg, A. L.** (20xx). Predictive factor of emergent transformational and servant leadership styles in public sector organizations: A meta-analysis. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 78,* 253 – 267.

**Skills**

**Methodologies:** Action Research, Solomon, Experimental, Organizational Ethnography, Case Study, Single-Subject

**Parametric Analysis:** Regression, Analysis of Variance (ANOVA), Correlational Tests,

Multivariate Analysis of Covariance (MANCOVA), Factorial Analysis, T-Test, Chi-Square

**Non-Parametric Analysis:** Mann-Whitney U, Kruskal-Wallace, Wilcoxon Signed-Rank Test, Spearman Rank Correlation

**Assessments:** Myers-Briggs Type Indicator, DiSC, Hogan Personality Inventory, Occupational Personality Questionnaire