

# ASHLEY E. JOHNSON

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## EDUCATION

**Master of Arts—Industrial/Organizational (I/O) Psychology** Expected, May 2009  
Minnesota State University – Mankato  
GPA: 4.0

**Bachelor of Arts—Psychology** 2007  
**Bachelor of Business Administration— Human Resource Management** 2007  
University of Oklahoma, Summa Cum Laude

## CONCENTRATIONS

- Job Analysis
- Stress & Health in the Workplace
- Psychometric Theory
- Performance Appraisal
- Research Design & Statistics
- Group Dynamics
- Six Sigma Green Belt
- Work Motivation
- Personnel Selection & Development
- Organization Development

## PROFESSIONAL EXPERIENCE

**Associate Consultant** August 2007 – Present  
*Organizational Effectiveness Research Group (OERG)*  
Minnesota State University – Mankato

**Served as project manager for a retention and dedication project for the Air Force Office of Special Investigations (AFOSI)**

- Developed and presented project proposal to AFOSI officials at Andrews AFB in Washington DC
- Collaborated with AFOSI personnel on the creation and distribution of a web-based survey
- Managed project logistics including timelines and contacts

**Served as associate consultant for a work-life balance project for the Air Force Office of Special Investigations (AFOSI)**

- Held focus groups with AFOSI personnel at Wright Patterson AFB in Dayton, OH
- Assisted with creation of online survey using Key Survey software
- Assisted with data analysis and report writing
- Presented findings to AFOSI officials at Andrews AFB in Washington DC

**Data Analysis Specialist** August 2008 – Present  
*Center for Excellence in Scholarship and Research (CESR)*  
Minnesota State University – Mankato

**Provided faculty and staff with assistance in research design and data analysis for scholarly publications**

- Conducted SPSS tutorials and group workshops
- Advised clients on data analysis, interpretation, and presentation
- Provided research design consultation
- Analyzed client data and prepared summary reports

**Personnel Intern** June 2008 – August 2008  
*Personnel Operations Division*  
The City of Oklahoma City

**Assessed content validity of customer service representative (CSR) selection tests**

- Conducted interviews with CSR incumbents
- Developed selection test items
- Assisted with applicant testing and interviews

## OTHER RELEVANT EXPERIENCE

**Graduate Assistant** August 2007 – May 2008  
Minnesota State University – Mankato

**Assisted professor and advised students for undergraduate courses (i.e., Research Methods)**

- Advised students on research design and data analysis
- Conducted guest lectures
- Graded exams, quizzes, and lab reports
- Maintained course records

## Research Assistant

Center for the Study of Human Operator Performance (C-SHOP)  
University of Oklahoma

May 2005 – May 2007

### **Assisted with employee orientation, study development and implementation, and data analysis**

- Created handbook used for employee orientation
- Assisted in development and implementation of several research studies
- Performed data analyses and presented findings to C-SHOP directors
- Created and maintained library database using EndNote software

## PRESENTATIONS, PROPOSALS, AND PUBLICATIONS

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- Johnson, A. (2008). *The relationship between identification, embeddedness, and turnover intentions at the organizational and occupational levels*. Masters thesis proposal.
- Sachau, D., Matsch, M., Gertz, J., Johnson, A., Perez, L., & Englert, D. (2008). *Work life conflict and organizational support in the Air Force Office of Special Investigations*. Article undergoing edits before submitted for publication.
- Johnson, A., Keenan, J., & Lashley, K. (2008). *Engaging employees at Cargill*. Prepared for completion of graduate degree requirements. Presented at Consulting Challenge Proposal Tournament in Minneapolis, MN. **Winning Proposal.**
- Johnson, D. R., Vincent, A. S., Johnson, A. E., Gilliland, K., & Schlegel, R. E. (2008). Reliability and construct validity of the Automated Neuropsychological Assessment Metrics (ANAM) mood scale. *Archives of Clinical Neuropsychology*, 23(1), 73-85. Published version of undergraduate honors thesis.
- Johnson, A., Lagle, S., & Rick, R. (2007). *Employee empowerment program*. Prepared for completion of graduate-level course. Presented at Motivation Proposal Tournament. **Winning Proposal.**
- Haddy, A., Johnson, A., & Skelton, A. (2007). *The Maintenance-Balance Model of employee engagement*. Prepared for completion of graduate level course. Presented at Motivation Proposal Tournament.
- Johnson, A., Hudec, K., & Riggs-Haaksma, W. (2007). *The validity and reliability of the ANAM® Mood Scale II*. Poster presented at the Southwestern Psychological Association Conference (SWPA) in Fort Worth, TX.

## TECHNICAL SKILLS

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- Microsoft Office Products (Word, Excel, Powerpoint)
- Statistical Package for the Social Sciences (SPSS) software
- Statistical Analysis System (SAS) software
- Key Survey survey creation software
- EndNote database software

## AWARDS AND HONORS

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- Olson Consulting Group (OCG) Career Coaching Scholarship 2008
- University of Oklahoma, College of Arts & Sciences Research Travel Grant 2007
- University of Oklahoma, Psychology Department Research Travel Grant 2007
- University of Oklahoma, Heritage Scholarship Recipient 2003 - 2007
- National Honor Society Scholarship Recipient 2002

## PROFESSIONAL MEMBERSHIPS

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- Society for Industrial and Organizational Psychology (SIOP) 2007
- Minnesota Professionals for Psychology Applied to Work (MPPAW) 2008
- Southwestern Psychological Association (SWPA) 2007
- Phi Beta Kappa Honor Society 2006

## REFERENCES

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Dan Sachau	Steve Bohnenblust	Kim O'Farrell
I/O Psychology Program Director	CESR Director	Professor
Minnesota State University	Minnesota State University	Minnesota State University
(507) 389-5829	(507) 389-6278	(507) 389-5851