Christina Thompson, M.A.

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EDUCATION

Louisiana Tech University   **Ruston, Louisiana**
Doctor of Philosophy in Industrial-Organizational Psychology   *Expected August 2023*
Master of Arts in Industrial-Organizational Psychology   *May 2022*

The University of North Texas   **Denton, Texas**
Bachelor of Art in Psychology   *May 2019*

PROFESSIONAL EXPERIENCE

DCI Consulting   **Washington D.C. / Remote**
Employment & Litigation Services HR Intern   *June 2021 to June 2022*

- Conduct job analytic techniques including interviews, focus groups, and surveys to identify critical work components for use in assessment development and validation efforts, workforce gap analyses, and position evaluations
- Facilitate focus group sessions to learn about the client's business challenges and existing technologies to identify existing problems and inefficiencies
- Conduct OFCCP audits and provide compliance driven support through selection process reviews to understand and evaluate organizational needs and potential risk areas
- Conduct content-oriented validation study to evaluate the job-relatedness of assessments and selection instruments
- Creating client facing presentations and reports in PowerPoint and Word
- Conducting quality control checks, analyzed data in R, Excel, and SPSS
- Documenting technical processes so they may be understood by a nontechnical audience
- Gathering, synthesizing, and acting on information to solve issues using effective critical thinking skills
- Managing multiple projects and prioritizing competing tasks to meet tight deadlines
- Working effectively in a virtual environment as a member of a team and with significant autonomy, self-discipline, and organization skills

Applied Research for Organizational Solutions (AROS)   **Ruston, Louisiana**
Associate Consultant   *September 2019 to January 2022*

- Developed and administered a climate survey; conducted focus groups/interviews; analyzed quantitative data to find climate trends, created a codebook for best practices in analyzing qualitative data
- Facilitated discussions to learn about the client's business challenges and technologies to identify existing problems and inefficiencies
- Outlined the scope of work and identified and mapped out schedules, milestones, and required resources to meet the project objectives
- Determined and communicated the work product or results that would be delivered to the client upon project completion
- Reviewed internal client company data and collected data using various methods such as interviewing company personnel or administering surveys
- Performed qualitative and quantitative analyses (e.g., focus groups, interviews) to drive proposed solutions, managed large data sets, analyzed data using R and interpreted results to answer relevant research questions and inform business strategy

- Consolidated the findings from the analyses and presented recommendations to the client; provided feedback to company stakeholders, prepared technical reports and visualizations to present findings to client

RESEARCH & LEADERSHIP EXPERIENCE

Igou Research Group   **Ruston, Louisiana**
Research Coordinator   *September 2019 to Present*
- Led the development of the research design, including developing hypotheses, identifying constructs, designing data analysis plans, and addressing technical issues, of research related to adverse impact, diversity & inclusion, and psychometrics
- Developed and managed project plans, created timelines for project milestones, handled multiple projects and tasks while achieving project goals
- Hired and supervised undergraduate research assistants, developed onboarding and training tools to bring new assistants current on active projects
- Prepared and administered research tools including surveys and assessments using Qualtrics and Survey Monkey
- Performed and interpreted quantitative and qualitative statistical data analyses using software including SPSS, Excel, and R
- Prepared IRB applications, research reports, research submissions, and manuscripts

Workplace e-Behavior Lab - UTA   **Arlington, Texas**
Research Assistant   *May 2018 - May 2019*
- Worked with multiple research teams to develop studies related to cyber vetting, cyber loafing, social media influencers, and influencer emergence
- Conducted literature reviews and created annotated bibliographies
- Coded social media profiles, rating on multiple constructs of interest, and entered the data into Excel and SPSS
- Participated in sessions to reconcile rating differences and reviewed large data sets for errors
- Designed poster presentation using PowerPoint for presentation at the Society for Industrial and Organizational Psychology Conference in Washington D.C.

Study of TRaumatic Experiences, Signs, and Symptoms Lab - UNT   **Denton, Texas**
Research Assistant & Study Coordinator   *April 2018 – May 2019*
- Coordinated and conducted research related to PTSD, positive memories, and trauma related events
- Coded and entered archival data and into Excel and SPSS, managing large datasets
- Rated qualitative data and participated in sessions to reconcile rater differences
- Performed and interpreted quantitative and qualitative statistical data analyses using including SPSS
- Presented the finding at the University's Scholar's Day conference in April 2019

Adult Development & Aging Lab - UNT   **Denton, Texas**
Research Coordinator & Data Specialist   *May 2017 – May 2019*
- Led the development of multiple research studies related to emotional labor, compassion fatigue, and generational differences, including the study design, sampling plan, and data analysis plan
- Interviewed and evaluated research assistants and coordinated personnel decisions with lab director

- Hired and supervised 25 undergraduate research assistants and mentored 8 research assistants in research methods, data collection, data management, writing manuscripts, and running statistical analyses
- Led multiple project teams to facilitate research studies, process and enter data using Excel and SPSS, and compile research results and reports
- Prepared and administered research tools including surveys and assessments using Qualtrics
- Performed and interpreted quantitative and qualitative statistical data analyses using software including SPSS and R
- Presented multiple posters and papers at national and local conferences, receiving multiple research awards and scholarships

PUBLICATIONS

Castillo, M., **Cantu, C.,** & Igou, F. (2021). Assessing and reconciling between-group differences in job analysis ratings. *Journal of Business Diversity*.

Barnett, M. D., Hayes, K. N., & **Cantu, C**. (2019). Compassion Fatigue, Emotional Labor, and Emotional Display Among Hospice Nurses. *Death Studies*.

Barnett, M. D., Van Vleet, S. & **Cantu, C**. (2019). Gratitude Mediates Perceptions of Previous Generations' Prosocial Behaviors and Prosocial Attitudes Toward Future Generations. *Journal of Positive Psychology*.

Barnett, M. D., Archuleta, W. P. & **Cantu, C.** (2019). Politics, Concern for Future Generations, and the Environment: Generativity Mediates Political Conservatism and Environmental Attitudes. *Journal of Applied Social Psychology*.

Barnett, M. D. & **Cantu, C**. (2019). Choice of and confidence in health care proxies among older adults: Hierarchical compensation and perceived similarity in values. *Death Studies*. doi: 10.1080/07481187.2019.1626940

Barnett, M. D., Cantu, C. & Galvan, A. M. (2018). Politics, religion, health care, and death: Hospice nurses' attitudes toward euthanasia. Death Studies. doi: 10.1080/07481187.2018.1539050

Barnett, M. D., Cantu, C., & Clark, K. (2018). Emotion regulation of self and others among hospice nurses. Death Studies. doi: 10.1080/07481187.2019.1586790

PRESENTATIONS

McKnight, S. T.; McKnight, S., Cantu, C., Castillo, M., LaBruyere, R., & Igou, F. P. (2022). Validation of the Transnegativity Scale [Poster]. Association for Psychological Science, Chicago, Illinois.

McKnight, S. T.; Cantu, C.; LaBruyere, R.; Castillo, C.; Mpofu, A.; Leong, M. & Igou, F (2022). Data quality and participant pools: Prolific, MTurk, and undergraduate students [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Cantu, C., Castillo, M., Martin, S., LeBruyere, R., & Igou, F. (2021). Metrics for assessing workforce diversity and adverse impact in organizations [Tutorial Presentation]. International Personnel Assessment Council Virtual Conference.

Cantu, C., Castillo, M., Martin, S., LeBruyere, R., & Igou, F. (2021, April). Attrition related loss of utility & adverse impact in a simulated law enforcement candidate pool [Poster]. Society for Industrial and Organizational Psychology Conference 2021.

Cantu, C., Barnett, M. D., & Igou, F. (2020, June). Hospice nurses workplace social support, compassion fatigue, and work-family balance [Poster]. Society for Industrial and Organizational Psychology Virtual Conference.

Castillo, M., Cantu, C., & Igou, F. (2020, May) Structured oral interview rating errors and demographic groups differences: two applied examples [Poster]. Association for Psychological Sciences.

Hightower, D., Schroeder, A. N., & Cantu, C. (2019, April). Me or my friends? Examining SNS friend activity's impact on applicant perceptions [Poster]. Society for Industrial and Organizational Psychology Conference, Washington, DC.

SKILLS

- Project Design and Management
- Job Analysis
- Personnel Assessment and Selection
- Metric and Measure Development
- Data Analysis (SPSS, Excel, and R)
- Statistical Analysis & Research Methods

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (SIOP) –   Member since 2019

International Personnel Assessment Council (IPAC) – Member since 2019

Personnel Testing Council of Metropolitan Washington (PTC/MW) – Member since 2021