

Joel R. Osgood

PERMANENT ADDRESS:

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SUMMARY:

- Occupational Analyst experience with O*NET.
- Research analyst and survey administration/analysis experience with GlaxoSmithKline.
- Scale development and analysis experience with Scientific Organizational Solutions, LLC.
- Cum Laude graduate with BS in Psychology.
- Proficient with MS Office, Windows NT, XP, Vista, and 7, Linux Mint, Debian, and Ubuntu, and various web-related software.
- Proficient with SAS, SPSS, Mplus, R, and various specific statistical analysis packages.
- Experience both as a programmer and with data entry.

EDUCATION:

Pursuing a PhD in Industrial/Organizational Psychology, Expected May 2016
North Carolina State University, Raleigh, NC
5th year graduate student working on Master's Thesis with a 3.9 GPA.

Relevant Courses taken include:

Quasi Experimental Design	Quantitative Methods in Psychology I, II
Psychometrics	Advanced Psychometrics: Item Response Theory
Applied Multivariate Analysis	Latent Variable Modeling (i.e., SEM)
Hierarchical Linear Modeling	Applied Bayesian Analysis

Bachelor of Science in Psychology, May 2011

Virginia Polytechnic Institute and State University, Blacksburg, VA
Graduated Cum Laude with a GPA of 3.5 on a 4.0 scale
Minored in Mathematics

Relevant courses taken included:

Intro to Object-Oriented Development	Software Design and Data Structures
Numerical Methods	Differential Equations
Industrial/Organizational Psychology	Problem Solving in Computer Science

EXPERIENCE:

Organizational Consultant, October 2014 to Current
Scientific Organizational Solutions, LLC, Raleigh, NC

- Developed items for multiple organizational selection tools (e.g., cognitive ability test items)
- Assisted in the organization and administration of selection tools in a web environment for scale validation purposes
- Currently analyzing the results of the validation process using classical test theory (CTT) statistics (e.g., item difficulty, item-total correlation) in addition to examining individual item properties using item response theory (IRT) analysis (including both 2PL and 3PL models).

Primary Instructor, Spring 2013 to Current
North Carolina State University, Raleigh, NC

- Administered multiple courses; involves organizing and administering lectures in addition to developing and administering tests and other assignments, giving useful feedback, assisting students outside of the primary lecture environment, and other administrative duties such as maintaining course materials in an online environment.
- Courses taught include Biological Psychology, Industrial/Organizational Psychology, and Social Psychology

Occupational Analyst, June 2012 to Current

O*NET through North Carolina State University, Raleigh, NC

- Gathered tool and technology information for a variety of occupations using web searches
- Worked in small teams to analyze and classify work roles into larger related task groups

Research Analyst, November 2012 to July 2013

GlaxoSmithKline, Research Triangle Park, NC

- Communicated with globally distributed work teams to develop and validate multiple language versions of GlaxoSmithKline's organization-wide survey as well as for smaller and more targeted surveys
- Worked with Organizational Research team members to develop smaller and targeted surveys for business areas within GlaxoSmithKline
- Performed literature reviews of areas such as organizational change to assist in the development of scale items for future organization-wide surveys
- Analyzed results of organization-wide survey in addition to targeted surveys, and distributed results to organizational shareholders
- Summarized and presented results of targeted surveys to organizational leaders in multiple organizational areas using graphical representations such as heat maps

Teaching Assistant, August 2011 to August 2012

North Carolina State University, Raleigh, NC

- Assisted primary instructors in administering courses, including holding office hours, grading tests, papers, and other assignments, and guest lecturing when necessary.

Research Assistant in I/O Lab under Dr. Roseanne Foti, January 2009 to May 2011

Virginia Polytechnic Institute and State University, Raleigh, NC

- Duties included administering experiments to students, and coding recorded data.
- Searched for relevant articles using Google Scholar and PsycNET for inclusion in a meta-analysis.
- Coded data from research articles into meta-analysis data template.

POSTERS:

- Knee, R.E, Foti, R.J., Collura, M., & Osgood, J. (2011). *Leadership Meta-Analysis*. 119th Annual APA Conference.
- Osgood, J.O., Ward, M.K., Meade, A.W. (2015). *The Effects of Environmental Distractions on Careless Responding in Online Surveys*. 27th Annual APS Conference: New York, NY.