

# Demetrius K. Green

## Curriculum Vitae

Research Triangle Park, Raleigh-Durham, NC  
[dkgreen@ncsu.edu](mailto:dkgreen@ncsu.edu) | +1.984.789.1879

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### EDUCATION

- 2015 – Present      Ph.D. Student (ABD) - **North Carolina State University**, Raleigh, NC  
Concentration: Industrial-Organizational Psychology
- 2013                      B.A. - **North Carolina State University**, Raleigh, NC  
Concentration: Psychology, Cum laude, Psi Chi

### RESEARCH INTERESTS

Quantitative analysis; Assessment design & validation; Data science & visualization;  
Psychometrics & measurement; Survey methodology & design; Organizational behavior

### MANUSCRIPTS IN PREPARATION

1. **Green, D.K.** (In progress). A modus operandi showdown in counterproductive work behavior research: Mixture modeling vs. hierarchical agglomerative clustering.
2. Smith, K.N. & **Green, D.K.** (Under review). Career services and internship recruiting: “The next level of investment.”
3. Smith, K.N. & **Green, D.K.** (Under review). Employer internship recruiting on college campuses: “The right pipeline for our funnel.”
4. **Green, D.K.** (In progress). Identifying patterns in individual differences to investigate organization justice perceptions: Is there anything (additional) to gain?

### CONFERENCE PRESENTATIONS

1. Smith, K.N. & **Green, D.K.** (2018, May). “*What can we do to help them?*”: An empirical approach to understanding college internship recruiting. Session presented at the 18<sup>th</sup> annual conference of the North Carolina Association of Colleges and Employers, Charlotte, NC.
2. Illingworth, J., Moon, S., Morelli, N., McLane, W., Wilgus, S., **Green, D.K.**, Thompson, I. (2017, April). *Criterion validity of assessments delivered on mobile and non-mobile devices. Mobile Testing “In the Wild:” Apps, Reactions, Images, Criterion Validity.* Symposium presented at the 32<sup>nd</sup> annual conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
3. **Green, D.K.** (2017, May). *A configurational approach: Using profiles to investigate organizational justice perceptions.* Poster presented at the 29<sup>th</sup> annual meeting of the Association for Psychological Science, Boston, MA.

## **WORK EXPERIENCE**

### **Fidelity Investments, Durham, NC**

*People Analytics Intern: May 2019 – August 2019*

- Conducted the psychometric evaluation and validation study of main assessment used by the leadership development team
- Provided domain knowledge for the development of additional surveys used across the organization
- Utilized data ingestion and integration tools to build, measure, and analyze extensive datasets across various cloud platforms to inform key personnel and manager prediction models

### **The William and Ida Friday Institute for Educational Innovation, Raleigh, NC**

*Graduate Research Assistant: August 2018 – November 2018*

- Models of Application for the Murphy-Meisgeier Type Indicator for Children® (MMTIC)
- Developed and evaluated education initiatives for state and private organizations; created logic models and research designs for projects
- Validated data collection tools; cleaned, managed, and analyzed data to present to stakeholders for data-driven recommendations

### **Shaker International, Cleveland, OH**

*Insights Team Intern: June 2017 – Present*

- Spearhead exploratory data science efforts and initiatives to better understand and analyze client data
- Create and maintain visualizations for multiple team projects
- Write and review code as well as provide reports for company-wide presentations

### **Office of Institutional Research and Planning, Raleigh, NC**

*Graduate Office Assistant: August 2016 – March 2017*

- Actively supported the Director of Survey Research by collecting, organizing, and reporting university survey data; assisted with completing everyday organizational demands

### **National Center for O\*NET Development, Raleigh, NC**

*Occupational Analyst Contractor: March 2016 – August 2018*

- Systematically gather relevant O\*NET studies to expand the official reference list relating to content validation; literature and internet searches of pertinent non-peer review articles and anecdotal company stories that utilize O\*NET data
- Continually update and coordinate with team members to ensure deliverables were met consistently on a national-level analysis project; analyzed and consolidated thousands of job titles for reorganization

### **Park Faculty Scholars, Raleigh, NC**

*Survey Design & Research Consultant: September 2015 – June 2016*

- Designed and assembled the infrastructure of several automatized surveys for the Park Faculty Scholars using Qualtrics software
- Actively brainstormed and researched additional scales to collect and analyze longitudinal data to improve the selection process

## **RESEARCH & PROJECT EXPERIENCE**

### **Laboratory of Analytic Sciences - GitHub Team Predictions and Developer Contributions**

*Graduate Research Assistant:* January 2017 – December 2017

- Provided feature engineering efforts for big-data datasets comprised of thousands of GitHub team version control activity
- Collaborated with a computer science team to build predictive models comparing various forms of software contributions to investigate team-developer relationships over time

### **S.L.E.D. Collaborative – NC Community Transitions Institute**

*Research Associate* - January 2016 – December 2016

- Reviewed and augmented components of person-centered surveys used by the North Carolina Community Transition Institute; provided methodological support for survey design and assessed quantitative and qualitative output in executive summaries
- Actively worked with an interdisciplinary team to integrate I-O psychology principles to strengthen person-centered practices; conducted literature reviews of applicable principles

### **Criterion-Validity of Assessments Delivered on Mobile and Non-Mobile Devices**

*Graduate Research Assistant:* September 2015 – April 2016

- Brainstormed and collaborated with researchers to facilitate a multi-university experiment that examined selection criteria via mobile and non-mobile devices
- Administered and proctored in-person experiments; assigned credits to successful undergraduate participants and provided troubleshooting where necessary

### **NC Industrial-Organizational Psychologists Executive Committee Work Analysis**

*Research Assistant:* January 2013 – October 2013

- Participated in a pro-bono work analysis to analyze the roles of Executive Committee members with the goal of reducing role ambiguity and formalizing tacit knowledge by creating a task checklist and timeline for Executive Committee members
- Job descriptions and archival data were used to generate questions for structured interviews with current and past committee members; task inventories were developed and administered online to NCIOP members, and responses informed checklist iterations.

## **INVITED ADDRESSES**

1. **Green, D.K.** (June - August 2019) *Intro to R – A Beginner's Series*. Invited address for the NC State I-O Psychology Dept., North Carolina State University.
2. **Green, D.K.** (2018, March) *Autocross Event & Site Satisfaction Survey and Tech Report*. Invited address for the Tar Heel Sports Car Club (THSCC), Durham, North Carolina.
3. **Green, D.K.** (2017, September). *Measuring Performance in Classification Models*. Invited address for the Applied Predictive Modeling Series, North Carolina State University.

## **RELEVANT COURSEWORK**

- Advanced Analytics
- Structural Equation Modeling
- Multilevel Modeling
- Social Network Analysis <sup>A\*</sup>

- Counterproductive Work Behavior Research
- Applied Bayesian Analysis <sup>A\*</sup>
- Item Response Theory
- Applied Nonparametric Statistics <sup>A\*</sup>
- Training Research
- Organizational Development & Change
- Experimental Statistics in Biological Sciences I & II
- Survey of I-O Psychology
- Multivariate & Longitudinal Data Analysis
- Personnel Selection Research
- I-O Practicum: Professional Development
- Advanced Leadership Research
- Psychometrics
- Organizational Psychology I & II
- Advanced Social Psychology

### **PROFESSIONAL ASSOCIATION MEMBERSHIPS & SERVICE**

Association for Psychological Science (APS), *Member: 2016-Present*

APS Student Caucus: **NC State University Student Representative:** (2018-Present)

Society for Industrial-Organizational Psychologists (SIOP), *Member: 2015-Present*

NC Industrial-Organizational Psychologists (NCIOP), *Member: 2013-Present*

Executive Committee: **Student Representative:** (2015-2016)

### **UNIVERSITY SERVICE**

College Computing and Tech Committee, **Graduate Student Representative** (2017- Present)

Graduate Association for Students in Psychology (GrASP), *Member: 2015-Present*

Executive Committee: **I-O Program Representative:** (2016- 2018)

### **TECHNICAL COMPETENCIES**

- **Software:** R, RShiny, SQL, Python, SAS, SPSS, Excel, Tableau, Apache (Spark, Hadoop, Hive, etc.), HTML5/CSS, WordPress, Qualtrics, SurveyMonkey, Microsoft Suite, Amazon Mechanical Turk, Proficient in Windows and Apple OS
- **Analytic Experience:** Item Response Theory, General Linear Modeling (Multivariate ANOVA, Regression, etc.), Logistic Regression, Structural Equation Modeling, Multilevel Modeling, CART, Random Forests, Principal Components Analysis, Factor Analysis (EFA, CFA, etc.), Cluster Analysis (LPA, LCA, etc.), Dimensionality Reduction, Discriminant Analysis, Longitudinal Data Analysis, Social Network Analysis, Text Analysis (Sentiment, Mining, etc.), Machine Learning (Natural Language Processing, KNN, SVM, etc.)

### **REFERENCES**

- 1.) Adam Meade, Ph.D.  
Department of Psychology  
Poe Hall 762A, Box 7650  
NCSU Campus  
Raleigh, NC 27695  
[awmeade@ncsu.edu](mailto:awmeade@ncsu.edu)  
Voice: 919.513.4857

- 2.) Melissa Nysewander, Ph.D.  
Fidelity Investments  
100 New Millennium Way  
Durham, NC 27709  
[Melissa.Nyeswander@fmr.com](mailto:Melissa.Nyeswander@fmr.com)  
Voice: 919.260.6619
- 3.) Rupert Nacoste, Ph.D.  
Department of Psychology  
Poe Hall 761, Box 7650  
NCSU Campus  
Raleigh, NC 27695  
[rwnacost@ncsu.edu](mailto:rwnacost@ncsu.edu)  
Voice: 919.515.1732
- 4.) Equan Tompkins, M.B.A.  
Toyota Motors North America, Inc.  
6565 Headquarters Drive  
Plano, TX 75024  
[equan.tompkins@toyota.com](mailto:equan.tompkins@toyota.com)  
Voice: 919.671.5971
- 5.) Gabrielle Pappalardo, Ph.D.  
Scoutr | Six Wing Studios  
5640 Dillard Drive, Suite 102  
Cary, North Carolina 27518  
[gabe.pappalardo@gmail.com](mailto:gabe.pappalardo@gmail.com)  
Voice: 919.800.8971

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