

# PATRICK GREEN

I am currently a doctoral candidate at Louisiana Tech University, pursuing a doctorate in Industrial / Organizational Psychology. I plan to have my dissertation completed by the end of 2023, if not sooner. While finishing my Ph.D., I also am interested in pursuing industry experience, preferably within the areas of People Analytics, Talent Management, and/or Assessment Development (for selection).

The focus of my academics outside of coursework has been on psychometrics (e.g., IRT, CAT) and developing assessments for selection. For example, developing a simplistic Automatic Item Generation numeric sequence test and my dissertation, which pertains to a situational judgment test. My interests however, also include talent management, especially methods of retaining talent. Feel free to reach out to me with any questions you may have.

View this Resume online with links at <https://patrickgreen93.github.io/>

## CONTACT

✉ [patrickagreen93@gmail.com](mailto:patrickagreen93@gmail.com)

in [patrick-a-green](https://www.linkedin.com/in/patrick-a-green)

🔗 [PatrickGreen93](https://github.com/PatrickGreen93)

🌐 [patrickagreen.com](https://patrickagreen.com)

## EDUCATION

- Current  
|  
2019
- **PhD. Candidate, Industrial/Organizational Psychology**  
Louisiana Tech University 📍 Ruston, LA
    - Focused on developing assessments and psychometrics.
    - Dissertation on methodology for scoring a rank-order situational judgment test.
  - **B.A., Psychological Sciences**  
California State University San Marcos 📍 San Marcos, CA
- 2018  
|  
2016

## INDUSTRY EXPERIENCE

- Current  
|  
2020
- **Consultant, Project Lead**  
AROS Consulting 📍 Ruston, LA
    - Worked on projects related to IO Psychology as a Consultant over a broad range of topics, including: job analyses, climate surveys, developing and assessing interventions for retention, burnout and engagement.
    - Led projects which entailed developing proposals, meeting with clients, outlining scopes of work, planning project objectives and timelines, delegating tasks, producing deliverables, and following up with clients as needed.
    - Use of statistics, primarily in R, Excel and SPSS, both in large datasets using standard statistical analyses (e.g., regression) and adopting non-parametric methods (e.g., Kruskal-Wallis) to provide data-driven recommendations.
    - Transformed results into easily understood narratives by finding relevant trends in the data and capitalizing on data visualization techniques so that results and recommendations could be disseminated to a non-statistical audience.
    - Projects included: COVID-19 University-response survey and state-wide k-12 teacher retention initiative.

*Made with the R packages  
[pagedown](#) and [datadrivencv](#)*

*The source code is available at  
[github.com/PatrickGreen93/Patr...](https://github.com/PatrickGreen93/PatrickGreen93.github.io)*

*Last updated on 2022-07-31.*

2020  
|  
2019



### **Consultant, Project Associate**

AROS Consulting

📍 Ruston, LA

- Projects included: Job analysis and development of selection measures for a Louisiana police department and University-wide climate survey.

2019  
|  
2019



### **Assessor**

Jefferson County Commission Human Resources

📍 Birmingham, AL

- Assess candidate qualifications for various positions using a unique method developed to reduce adverse impact.



## RESEARCH EXPERIENCE

Current  
|  
2019



### **Graduate Research Assistant**

Katyam Lab

📍 Ruston, LA

- Explore potential applications of automatic item generation.
- Development of a basic number sequence AIG test for cognitive ability using php.

2018  
|  
2017



### **Undergraduate Research Assistant**

Industrial/Organizational Psychology Lab

📍 San Marcos, CA

- Development of study, including hypotheses and methods.
- Data collection and analyses.

2018  
|  
2018



### **Undergraduate Research Assistant**

Cognitive Psychology Lab

📍 San Marcos, CA

- Data collection and data interpretation.



## TEACHING EXPERIENCE

Current  
|  
2019



### **Graduate Teacher Assistant**

Louisiana Tech University

📍 Ruston, LA

- Leading the lab class for Honors Intro. to Psychology courses. Included developing activities for lab days and supervising them.
- Grading assignments and exams for various courses (e.g., IO Psychology, Intro. to Psychology, Statistics) and providing feedback.

2018  
|  
2017



### **Supplemental Instruction Leader for Biopsychology**

California State University San Marcos

📍 San Marcos, CA

- Develop lesson plans based on lecture content and student feedback.
- Guide discussions to facilitate deeper learning of course material in groups of 5-20 students.

2018  
|  
2018

## ● **Student Pedagogy for Behavioral Neuroscience Lab**

California State University San Marcos

📍 San Marcos, CA

- Setting up and supervising lab activities and assisting students with questions about task or instruments as needed.
- Giving lectures and leading review sessions on course content.
- Grading papers and exams as well as giving feedback to improve future performance.



## SKILLS

### ● **Languages**

R, SQL, and Python

### ● **Data Analytics**

R, Jamovi, SPSS, Excel

- Basic package made in R to conduct Heartbeat Analysis: [Click Here](#)<sup>1</sup>

### ● **Data Visualization**

R (Shiny/Markdown), Excel, Tableau

- Sample dashboard made in shiny using large dataset: [Click Here](#)<sup>2</sup>



## LINKS

1: <https://github.com/PatrickGreen93/Heartbeat>

2: <https://github.com/PatrickGreen93/MyApp>