

DAN HAWTHORNE

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CAREER FOCUS

Applied research and implementation in the field of industrial-organizational psychology, specializing in training effectiveness/engagement, and organizational change management.

EDUCATION

Bachelor of Arts, Psychology: May 2007

Bachelor of Arts, English: May 2007

University of Missouri – Saint Louis (UMSL), St. Louis, MO

GPA: 3.78, Psychology GPA: 3.89, English GPA: 3.83 (Summa Cum Laude)

Master of Arts, General Psychology (I-O Specialization): Expected May 2008

University of Missouri – Saint Louis (UMSL), St. Louis, MO

Thesis: In Process

GPA: 3.71

Ph.D, Industrial-Organizational Psychology: Expected May 2011

University of Missouri – Saint Louis (UMSL), St. Louis, MO

Dissertation: In Process

GPA: 3.71

HONOR SOCIETIES AND ORGANIZATIONS

- Psi-Chi Honor Society – Inducted 12/2005
- Golden Key Honor Society – Inducted 8/2005
- International Society for Traumatic Stress Studies – Joined 7/2005
- Association for Behavioral and Cognitive Therapies – Joined 7/2005
- Society for Industrial and Organizational Psychology – Joined 11/2006

EMPLOYMENT

Director of Research (12/04 – Present) Intulogy—Horseshoe Bay, TX

- Manage projects for Fortune 1000 clients, dealing with training and behavior change
- Performed dependent-means t-test data analysis for DHL shipping to identify training program efficacy
- Researching and developing model for post-training evaluation (being tested with client companies with data provided for factor analysis)
- Designing training efficacy analysis for Intel's DuoCore training
- Design and creation of marketing and sales PowerPoint decks

ION Production Supervisor (11/99 – 2/03) Getronics—Kansas City, MO

- Supervised and coordinated 15+ field technicians daily in their duties
- Developed systems to improve QA processes and provide increased feedback
- Tested and redeveloped project processes during beta implementation, establishing metrics on per-truck rollout cost for contract bid purposes
- Received and addressed calls from the client's Project VP and national project coordinator about implementation in Kansas City (beta site and also client's corporate HQ)

Production Manager (1996-1999) Fujicolor Processing—Kansas City, MO

- Accountable for production and QA of 3 production areas
- Developed forecasting metrics that could predict within 2-4% the inbound daily workload and identify proper staffing requirements
- Conducted time-motion evaluation of sorting/splicing bins. Results adopted regionwide
- Achieved best annual production quality and profitability in a 9 plant region, outperforming other facilities by a minimum of 20%

Corporate Accounts Manager (1992-1996) American Laminates—Kansas City, Kansas

- Led team of 8 supervisors and 200 employees, \$12.5M manufacturing account
- Implemented ISO-9000 certification for the account
- Collaborated with corporate president, vice-president, and CFO to evaluate company-wide departmental budgets and identify available funding resources ISO-9000 implementation

MILITARY EXPERIENCE

- U.S. Army -Chemical Corps (1987-1990)
- Graduated in the top 5% of U.S. Army Chemical School
- Secret Security Clearance
- Honorable Discharge