

# Maria Spilker

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## PROFILE

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- ♦ Skilled in the areas of employee selection, performance management, training and development, and organizational change management
- ♦ Experienced in working with a variety of organizations and industries, including manufacturing, sales, educational institutions, and non-profit agencies
- ♦ Possesses strong leadership and interpersonal skills
- ♦ Works independently and as a team player, is adaptable and conscientious
- ♦ Experienced at client-facing and operating under strict non-disclosure agreement (NDA)

## EDUCATION

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### **PhD in Psychology (Industrial/Organizational)**

University of Missouri - St. Louis

**Expected 2011**

St. Louis, MO

### **MA in Psychology (Industrial/Organizational)**

University of Missouri - St. Louis; Current GPA: 3.84

**Expected 2009**

St. Louis, MO

### **BS in Psychology - Minors in Political Science and Business Admin.**

Truman State University; GPA: 3.80

**2007**

Kirksville, MO

## DATA ANALYSIS & COMPUTER SKILLS

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**Statistical Software:** SPSS, SAS, R, Lisrel, CEFA, Multilog, and MPlus

**Computer Software:** Microsoft Word, Excel, Powerpoint, and Outlook

## PROFESSIONAL EXPERIENCE

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### **Consultant for Exardius**

**August 2008 - present**

Client: [G\[MASK\]](#)

Challenge: To prepare a 14 nation global franchise system for expansion into the U.S. market

- ♦ Conducted diagnostic including competency modeling and job analyses using SMEs.
- ♦ Developed job descriptions for G[MASK] franchisees and their employees.
- ♦ Designed and created selections tools for G[MASK] to select franchisees and for the franchisees to select their employees.
- ♦ Designed and created performance management tools for G[MASK] to evaluate franchisees' performance and for franchisees to appraise employees' performance.
- ♦ Collected data to analyze validity of selections and performance management tools.
- ♦ Designed and wrote G[Mask] operations manual with direct input from G[MASK] leadership.

### **Consultant for Intulogy**

**May 2008 - present**

Client: [Deeley Harley-Davidson Canada](#)

Challenge: To educate District Managers on Managing by Numbers (MBN) pilot program

- ♦ Designed and developed 2 hour E-learning program to train District Managers of 60+ Canadian retail operations on the basics of MBN, inform them of their role in MBN, and motivate them to further the goals of the program.

Client: [McJunkin Redman](#)

Challenge: To evaluate effectiveness of a training intervention for multinational oil and gas supplier

- ◆ Designed custom post-training satisfaction survey.
- ◆ Analyzed survey data, prepared deliverable, and communicated findings to client.

### **Consultant for Reliant Church, LCMS**

**September 2007 - present**

Challenge: To establish organizational structure and leadership roles for a new church

- ◆ Conducted needs analysis, competency modeling, and met with SMEs to establish an organizational structure and leadership positions.
- ◆ Created job descriptions for each of the leadership positions and their subordinate positions.
- ◆ Facilitated goal setting and goal evaluation for each leadership position in the organization.
- ◆ Designed, administered, and evaluated organizational effectiveness and satisfaction surveys.

### **Research Assistant**

University of Missouri – St. Louis

**August 2007 - present**

- ◆ Conducted a literature review of gender and leadership; used Media Lab and Direct RT to design and create study materials.
- ◆ Conducted a literature review of organizational citizenship behavior and its correlates; coded articles to update a meta-analysis.

### **Lab Instructor for Research Methods in Psychology**

**January 2009 - May 2009**

University of Missouri – St. Louis

- ◆ Taught undergraduate students research methods and analysis techniques used in psychological inquiry. Special emphasis placed on the logic of research design.
- ◆ Designed and developed course materials.

### **Lead Advisor in Psychology Undergrad Advising Office**

**January 2008 - December 2008**

- ◆ Developed training and on-boarding program for new graduate and faculty advisors.
- ◆ Designed and administered online survey evaluation of PUA Office services.

## **PAPERS AND PRESENTATIONS**

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### **Master's Thesis**

**In Progress**

Personality and Salience of PE Fits: A Policy Capturing Study

Advisor: Stephanie Merritt, Ph.D. Industrial Organizational Psychology

### **Oral Paper Presentation at Truman State Univ. Student Research Conference**

**April 2007**

Job Burnout and its Relation to the Big Five Personality Factors

Advisor: Teresa Heckert, Ph.D. Industrial Organizational Psychology

### **Oral Paper Presentation at Truman State Univ. Student Research Conference**

**April 2007**

A Question of Efficacy: Examining the Relationship between Presidents and their Organizations at Truman State University. Advisor: Karen Smith, Ph.D. Psychology

## **PROFESSIONAL AFFILIATIONS**

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American Psychological Association

Society for Industrial Organization Psychology