

# Laura J. Brooks

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## **EDUCATION**

*University of Nebraska at Omaha*

- **MA/PhD**, I/O Psychology (GPA = 3.78) In Progress

*University of Nebraska at Lincoln*

- **BA**, Psychology (GPA = 3.89) 2015
- Minors: Sociology and Child, Youth, and Family Studies
- Dean's List 2011-2015

## **RESEARCH EXPERIENCE**

### **Thesis**

*Effects of Integrated versus Stand-alone Diversity Training on Training Acceptance and Effectiveness*

- Planned proposal in March of 2018

### **Researcher**

2016-Present

*Diversity and Inclusion Research Lab*

- Provide input to methodology and presentation efforts
- Conduct individual research on diversity training in the workforce

### **Research Assistant**

2014-2015

*Family Research Lab*

- Assisted with study observing family mealtime and dietary patterns
- Conducted qualitative coding of family interactions before, during, and after meal times

### **Research Assistant**

2012-2015

*Trauma, Violence, and Abuse Research Lab*

- Assisted with study observing couples discussing relationship issues
- Conducted qualitative coding of couple affect during discussion
- Collected data on couple aggression and alcohol use
- Screened participants for inclusion in alcohol-related study
- Supervised participants through experimental procedures
- Monitored alcohol intoxication throughout study
- Conducted debriefing of participants

### **Research Assistant**

2013-2014

*Anxiety Disorders Research Lab*

- Assisted with study collecting data on anxiety during internet interactions
- Prepared computer stimuli
- Acted as confederate while maintaining study deception

## **PROFESSIONAL EXPERIENCE**

### **Compensation Analyst**

2018-Present

*Creel Group*

- Perform job analysis and create job descriptions
- Assist in evaluating proposed and existing jobs and classifying them in accordance with the levels of importance and responsibility to the employer
- Evaluate company pay structure and model recommended pay structure based on competition and market pay rates
- Manage job documentation, job descriptions, databases and tables related to job codes and job families

**Consultant**

2017-Present

*Center for Applied Psychological Services*

- Conduct qualitative coding and sentiment scoring for natural language processing
- Conduct a variety of data analyses (Reliability, Validity, SEM) using multiple software systems (SPSS, SAS)
- Compose and edit summary reports outlining statistical findings for private and public-sector companies including consulting firms and universities
- Lead of law enforcement officer promotional exam creation, based on municipal resources and job description

**Behavioral Profiling Analyst**

2015-2017

*Noll Human Resource Services*

- Conducted structured behavioral interviews for predictive analysis
- Conducted structured developmental interviews to recognize capabilities and opportunities to build from individual strengths
- Conducted localized validation studies for both specific occupations and company profiles
- Processed data and coding to obtain statistical correlations among specific groups
- Composed predictive and developmental candidate reports based on structured interview outcomes for private and public-sector companies including manufacturing, newspaper, and universities

**Technical Reports**

Brooks, L., Schoenbeck, M., Allen, J., & Reiter-Palmon, R. (2017, August). *Quantum workplace N-gram sentiment scoring*. Omaha, NE.

Landowski, N., Brooks, L., Folberg, A. M., Mroz, J., Allen, J., & Reiter-Palmon, R. (2017, July). *Spring 2017 Secondary Education Semester Report: Impact of Service Learning on Secondary Students*. Omaha, NE.

Landowski, N., Folberg, A. M., Brooks, L., Allen, J., & Reiter-Palmon, R. (2017, June). *Spring 2017 Higher Education Semester Report: Impact of Service Learning on University Students*. Omaha, NE.

Landowski, N., Folberg, A. M., Brooks, L., Allen, J., & Reiter-Palmon, R. (2017, June). *Fall 2016 Semester Report: Impact of Service Learning on Elementary, Secondary, and University Students*. Omaha, NE.

**GROUPS AND ORGANIZATIONS**

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|---|--------------|
| • <i>Society of Industrial Organizational Psychologists</i> | 2016-Present |
| • <i>Psychology of Gender Studies Organization</i>          | 2014-2015    |
| • <i>Psi Chi International Honor Society in Psychology</i>  | 2013-2015    |