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# Andrew B. Speer

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## EDUCATION

**Ph.D. Industrial/Organizational Psychology**  
Central Michigan University

2009 - 2013

## CURRENT EMPLOYMENT

**Assistant Professor**  
Wayne State University

2017-Current

- Tenure-track faculty member of Industrial & Organizational Psychology

## PUBLICATIONS

- **Speer, A.B.** (2020). Scoring dimension-level job performance from narrative comments: Validity and generalizability when using natural language processing. *Organizational Research Methods*.
- **Speer, A.B.**, Tenbrink, A.P., Schwendeman, M.G., & Wegmeyer, L.J. (2020). Individual differences in effective interview design: Factors affecting question choice. *International Journal of Selection and Assessment*.
- **Speer, A.B.**, Tenbrink, A.P., & Schwendeman, M.G. (2020). Creation and validation of the performance appraisal motivation scale (PAMS). *Human Performance*.
- **Speer, A.B.**, Prewett, M.S., & Siver, S.R. (2020). Frequency and effects of performance appraisal training in applied settings. *International Journal of Selection and Assessment*.
- **Speer, A.B.** (2020). Judging performance: General mental ability and the accuracy of operational performance ratings. *Journal of Personnel Psychology*.
- **Speer, A.B.**, Siver, S.R., & Christiansen, N.D. (2019). Applying theory to the black box: A model for empirically scoring biodata. *International Journal of Selection and Assessment*.
- **Speer, A.B.**, Dutta, S., Chen, M., & Trussell, G. (2019). Here to stay or go? Connecting turnover research to applied attrition modeling. *Industrial and Organizational Psychology: Perspectives on Science & Practice*, 12, 277-301.
- **Speer, A.B.**, Tenbrink, A., & Schwendeman, M. (2019). Let's talk it out: The effects of calibration meetings on the accuracy of performance ratings. *Human Performance*, 32, 107-128.
- **Speer, A.B.**, Christiansen, N.D., Laginess, A. (2019). Social intelligence and interview accuracy: Individual differences in the ability to construct interviews and rate accurately. *International Journal of Selection & Assessment*, 27, 104-128.
- Fisher, P., Robie, C., Christiansen, N.D., **Speer, A.B.**, & Schneider, L. (2019). Criterion-related validity of forced-choice personality measures: A cautionary note regarding Thurstonian IRT versus classical test theory scoring. *Personnel Assessment & Decisions*.
- **Speer, A.B.**, Schwendeman, M., Reich, C.C., Tenbrink, A.P., & Siver, S.R. (2018).

Investigating the construct validity of performance comments: Creation of the Great Eight Narrative Dictionary. *Journal of Business & Psychology*.

- **Speer, A.B.** (2018). Quantifying with words: An investigation of the validity of narrative-derived performance scores. *Personnel Psychology*, 71, 299-333.
- Christiansen, N.D., & **Speer, A.B.** (2017). Putting situations into personality assessments: Problems and potential. *European Journal of Psychology*, 31, 443-445.
- Christiansen, N.D., Robie, C., Burns, G.N., & **Speer, A.B.** (2017). Using item-level covariance to detect response distortion on personality measure. *Human Performance*, 30, 116-134.
- **Speer, A.B.**, Robie, C., & Christiansen, N.D. (2016). Effects of item type and estimation method on the accuracy of estimated personality trait scores: Polytomous item response theory models versus summated scoring. *Personality and Individual Differences*, 102, 41-45.
- **Speer, A.B.**, King, B.S., & Grossenbacher, M. (2016). Applicant reactions as a function of test length: Is there reason to fret over using longer tests. *Journal of Personnel Psychology*, 15, 15-24.
- **Speer, A.B.**, Christiansen, N.D., & Honts, C. (2015). Assessment of personality through behavioral observations in work simulations. *Personnel Assessment and Decisions*, 1, 43-56.
- Love, K.G., **Speer, A.B.**, & Buschlen, E. (2015). The impact of university culture on unionized faculty intention to strike: Antecedents and factors beyond financial gain. *Journal of Higher Education Management*, 30, 34-50.
- **Speer, A.B.**, Christiansen, N.D., Goffin, R.D., & Goff, M. (2014). Situational bandwidth and the criterion-related validity of assessment center ratings: Is cross-exercise convergence always desirable. *Journal of Applied Psychology*, 99, 282-295.
- **Speer, A.B.**, Christiansen, N.D., Melchers, K.G., König, C.J., & Kleinmann, M. (2014). Establishing the cross-situational convergence of the ability to identify criteria: Consistency and prediction across similar and dissimilar assessment center exercises. *Human Performance*, 27, 44-60.
- Christiansen, N.D., Hoffman, B.J., Lievens, F., & **Speer, A.B.** (2013). Assessment centers and the measurement of personality. In Tett, R.P., & Christiansen, N.D. (Eds.), *The Handbook of Personality at Work*. Taylor & Francis/Psychology Press: New York, NY, 477-497.

### **CONFERENCE PRESENTATIONS**

- Society for I/O Psychology Annual Conference, Covid Online (Symposium) **2020**
  - “*The Development and Validation of the Rater Accountability Scale*”
- Society for I/O Psychology Annual Conference, Covid Online (Symposium) **2020**
  - “*Scoring Job Performance Dimensions from Narrative Comments: Validity and Boundary Conditions*”
- Society for I/O Psychology Annual Conference, Covid Online (Poster) **2020**
  - “*Individual Differences in Interview Design: Factors Affecting Question Choice*”
- Association for Psychological Science Conference, Washington, DC (Invited Talk) **2019**
  - “*Big Data in I-O Psychology*”
- Society for I/O Psychology Annual Conference, N. Harbor, MD (Symposium) **2019**
  - “*Investigating the Construct Validity of Performance Comments: Creation of the Great Eight Narrative Dictionary*”

- Society for I/O Psychology Annual Conference, N. Harbor, MD (Symposium) **2019**
  - *“Creation and Validation of the Performance Appraisal Motivation Scale (PAMS)”*
- Society for I/O Psychology Annual Conference, Chicago, IL (Symposium) **2018**
  - *“Quantifying with words: Validity of narrative-derived performance scores”*
- Society for I/O Psychology Annual Conference, Chicago, IL (Poster) **2018**
  - *“Applying theory to the black box: A theoretical model of empirically scoring biodata”*
- Society for I/O Psychology Annual Conference, Chicago, IL (Poster) **2018**
  - *“Let’s talk it out: The effects of calibration meetings on the accuracy of performance ratings”*
- Society for I/O Psychology Annual Conference, Chicago, IL (Symposium) **2018**
  - *“Using situational similarity in personality assessment to enhance validity”*
- Society for I/O Psychology Annual Conference, Philadelphia, PA (Symposium) **2015**
  - *“Using Situational Judgment Tests for the Assessment of Social Intelligence”*
- Society for I/O Psychology Annual Conference, Philadelphia, PA (Symposium) **2015**
  - *“Big Data at Sprint: Front-line Employee Insights”*
- Society for I/O Psychology Annual Conference, Philadelphia, PA (Poster) **2015**
  - *“Identifying Deferent Employees: Considerations When Writing Situational Judgment Items”*
- Society for I/O Psychology Annual Conference, Honolulu, HI (Symposium) **2014**
  - *“Interviewer Judgment Accuracy and Question Choice: Effects of Social Intelligence”*
- Society for I/O Psychology Annual Conference, Honolulu, HI (Poster) **2014**
  - *“Effects of Item Type and Estimation Method on Scale Validity”*
- Society for I/O Psychology Annual Conference, Houston, TX (Symposium) **2013**
  - *“Response Biases in Personality Scores of Job Incumbents: Effects on Criterion-Related Validity”*
- Society for I/O Psychology Annual Conference, Houston, TX (Symposium) **2013**
  - *“More than Just Money: The Effect of Perceived Organizational Culture on Intentions to Strike and Engagement During a Period of Labor Unrest”*
- Society for I/O Psychology Annual Conference, Houston, TX (Poster) **2013**
  - *“Applicant Reactions as a Function of Test Length: Does it Matter?”*
- Society for I/O Psychology Annual Conference, San Diego, CA (Symposium) **2012**
  - *“Assessment Center Construct-Criterion Relationship: Situational Bandwidth and Predicting Job Performance”*
- Society for I/O Psychology Annual Conference, San Diego, CA (Poster) **2012**
  - *“Assessment of Personality through Behavior in Assessment Center Exercises”*
- Society for I/O Psychology Annual Conference, San Diego, CA (Poster) **2012**
  - *“Trait and Performance-Based Social Aptitude Factors and Relationships with Personality”*
- Society for I/O Psychology Annual Conference, Atlanta, GA (Poster) **2010**
  - *“Effect of Supervisors’ Personality on Evaluations of Subordinate Effectiveness”*

## **PROFESSIONAL EXPERIENCE**

**Organizational Consultant – Private Employment**  
Remote Work

**2012 - current**

Speer, A.B.

- Engages in various consulting opportunities involving employee selection (e.g., assessment development), performance management (e.g., 360's), and people analytics (e.g., attrition modeling) with organizations.
- Current work is performed through Speer Consulting Group LLC
- Creator of WorkNet Personality Inventory ©

**HR Analytics & Metrics Manager – American Family Insurance**

**2015 - 2017**

Madison, WI

- Promoted from Workforce Analytics Consultant in 2016
- Managed a unit of seven employees responsible for HR reporting and advanced analytics projects regarding people talent. Dealt with various organizational stakeholders regarding a variety of human capital needs (e.g., employee selection, leader identification, diversity, high potential identification, success management, performance measurement, survey construction, turnover prediction, program evaluation).
- Led company-wide research effort spanning over 1000 employees to identify predictors of leader emergence and effectiveness at American Family Insurance.
- Frequently presented complex analyses to business stakeholders, ranging from HR staff to directors, vice presidents, strategic leadership team, CEO, and board of directors.

**Senior Optimization & Analytics Consultant –CEB/SHL**

**2013 –2015**

Minneapolis, MN

- Promoted from Optimization & Analytics Consultant in 2015.
- Helped companies drive efficiency by engaging in human capital consulting. Provided thought leadership to human resources executives and engaged in a variety of tasks to improve the quality and predictiveness of pre-employment assessments used by organizations. Developed pre-employment assessments for organizations to hire applicants, engaged in project management for criterion-related validation studies, and acted as lead technical expert for consulting projects. Designed strategy for go-to-market consulting practices for optimization services.

**Associate Consultant – CEB/SHL**

**2012-2013**

Remote Work

- Performed a variety of tasks to facilitate employee selection for external clients as a contractor for CEB/SHL. Tasks included content validation, data analysis, competency mapping, evaluating hiring assessments for quality and legal support, conducting client focus groups, developing job analysis questionnaires, analyzing job analysis results, writing job analysis reports, and recommending hiring solutions for clients.

**College Instructor**

**2011 - 2012**

Central Michigan University

- Full-time instructor for three undergraduate courses: *The Psychology of Advertising* (PSY 337), which covered how psychology is applied to marketing (two semesters), and *Research Methods* (PSY 285), which detailed the process of scientific research in psychology (one semester).

**MISCELLANEOUS**

**Journal & Editorial Activity**

- Guest Editorial for Personnel Psychology

**2020-2021**

Speer, A.B.

- Applying Machine Learning and Artificial Intelligence to Personnel Selection
- International Journal of Selection & Assessment: Editorial Board **2018-current**
- Journal of Applied Psychology: Reviewer **2020-current**
- Psychology of Violence: Reviewer **2018**
- Society for Industrial & Organizational Psychology: Reviewer **2013-current**
- Bray Howard Grant Subcommittee Reviewer **2020**

### **Service - Wayne State University**

- Survey Warrior Educational Engagement and Transformation Development **2020-2021**
- Psychology Undergraduate Committee **2018-current**
- Psychology Measurement Committee **2017-current**
- Applied Psychology Research Organization Group Supervisor **2018-current**
- Psychology Development Hire Search Committee **2018-2019**
- Steven A. Lewis Award reviewer **2018-2019**
- Judge of Psychology Graduate Student Poster Day **2017-2018**

### **Grants and Awards**

- Wayne State University Research Grant Program - \$10,000 **2019**
  - “*Quantifying Performance with Words: Advancing Theory & Practice*”
- SIOP 2019 Machine Learning Competition 5th place **2019**
- All4One American Family Insurance Top 100 Employee **2016**
- Central Michigan University Dissertation Research Award **2012**
- Central Michigan University I/O Psychology Summer Research Stipend **2012**
- Central Michigan University Graduate Research & Creative Endeavors Grant **2011**

### **Courses Taught at Wayne State**

- PSY2100 Psychology in the workplace: 2018-current
- PSY7160 Psychometric theory and factor analysis: 2018-current
- PSY6535 Psychometric theory: 2018-current
- PSY7110 Criterion development & performance evaluation: 2018-current
- PSY7520 Principles in dev and evaluation of employee selection proc: 2017-current

### **Statistical and Programming Background**

- Proficient in correlational, regression-based, and generalized linear model analyses. Proficient in structural equation modeling, hierarchical linear modeling, predictive analytics, and other broad statistical strategies. Proficient in psychometrics, testing, and measurement using classical test theory as well as item response theory. Proficient in natural language processing. Proficient in machine learning, including penalized regression, tree-based models, and neural networks.
- Proficient in e.g., Microsoft Word programs, R, Python, SPSS, SAS, Lisrel, HLM, SQL, Peoplesoft, Workday, and Tableau.