**Michael G. Schwendeman**

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**EDUCATION**

**Doctor of Philosophy, Industrial and Organizational Psychology May 2021 (Expected)**

**Minor: Statistics**

Wayne State University, Detroit, MI

Advisor: Marcus Dickson, Ph.D., University of Maryland

**Master of Arts, Industrial and Organizational Psychology December 2019**

Wayne State University, Detroit, MI

Thesis: *Body Art and Employability Ratings*

Advisor: Marcus Dickson, Ph.D., University of Maryland

**Bachelor of Arts, Psychology May 2015**

**Bachelor of Arts, International Studies**

**Minors: Business Administration, Spanish, Theological Studies**

Saint Louis University, Saint Louis, MO

Saint Louis University, Madrid, Spain (Spring 2013)

Advisor: Dustin Jundt, Ph.D., Michigan State University

*Cumulative GPA: 3.92*

**APPLIED EXPERIENCE**

**Director of Research & Development April 2020-present**

**Denison Consulting, LLC – Ann Arbor, MI**

* Contribute to leadership team to inform decisions impacting the whole organization.
* Manage the mission, vision, strategy and goals of the R&D team.
* Manage the personnel and bench strength of the R&D team.
* Manage the workflow and professional development of R&D team members.
* Manage the budget and expenses of the R&D team.
* Lead all performance analytics and manage relationships with top clients.
* Lead product development to transform innovative ideas to new products and services and improve existing offerings.
* Manage research agenda for publications to academic and trade journals and conference presentations.
* Serve as the primary international point of contact for all R&D questions from clients, consultants, and the internal team.

**Research Consultant August 2019-March 2020**

**Denison Consulting, LLC – Ann Arbor, MI**

* Design research to meet specific client needs and conduct custom data analysis.
* Translate research findings into actionable solutions for clients.
* Prepare deliverables for clients and internal support documents.
* Design and conduct research and prepare manuscripts for academic journals, conferences, and white papers.
* Construct and manage large datasets to maintain the Denison Global Benchmark of over 1000 organizations.
* Develop new products and support materials.
* Evaluate team strategy and leverage long-term goals.
* Manage graduate intern development and workflow.

**Research Development and Analytics Associate** **September 2018-August 2019**

**Denison Consulting, LLC – Ann Arbor, MI**

* Work with the Research and Development team to conduct custom analytics to meet customer needs and inquiries.
* Engage in research on organizational culture and leadership development to submit to academic journals and conferences and publish white papers through the organization.
* Perform scale development and validation to create new products for clients.
* Perform data maintenance and aggregation to maintain the Denison Global Benchmark of over 1000 organizations.

**Talent Analytics Intern** **May 2018-August 2018**

**Ford Motor Company – Dearborn, MI**

* Worked with the Talent team comprised of I/O psychologists to apply job analysis, assessment development and validation, psychometrics, and advanced analytics to improve talent decisions regarding hiring, promotion, learning & development, and leadership initiatives.
* Developed a new company-wide campus interview protocol through job analysis to improve the experience and effectiveness for hundreds of recruiters and thousands of applicants.

**Consultant** **Fall 2016-Summer 2019**

**Applied Psychology and Organizational Research Group – Detroit, MI**

* *Completed project (2018)*: Participating in the development of a selection process for an organization’s new CEO. Meet with board members and key stakeholders to identify competencies for the new hire, update a job description for the position, develop interview items/questions and scoring rubrics, train interviewers on items and scoring as well as common errors and how to avoid them, and draft final validity evidence report.
* *Completed project (2017)*: Gathered information from various US municipalities to inform a new selection system for the City of Detroit.

**Process Improvement Consultant** **April 2016-August 2016**

**Stone Fabricators, Inc. – Saint Louis, MO**

* Worked with the executive team and management to identify areas of inefficiency among business processes. Developed and implemented new systems to improve communication, preparation and efficiency among and within departments. Identified necessary tools to complement the new systems and encourage proactive approaches to impending complications. Communicated with managers in each department about the new systems throughout the process of their development and implementation.

**Organizational Development Intern May 2015-August 2015**

**Saint Louis University – Saint Louis, MO**

* Continuation of Capstone Practicum Project; assigned leader of a team supervised by Dr. Richard Harvey that consulted with local and global companies. Diagnosed organizational challenges by planning and executing interviews with leaders in the company, focus groups, site observations, survey development and implementation via Qualtrics, and data analysis via SPSS to identify key areas of Employee Engagement and Leadership.

**Group Therapy Co-facilitator May 2014-May 2015**

**Dr. Karen Hampton, Ph.D. Private Practice – Saint Louis, MO**

* Co-facilitator of group therapy series addressing social skills development, self-esteem, and developmental and identity issues in children ages 6-17 with varying levels of functionality; specifically, falling on the higher end of the Autism Spectrum or diagnosed with ADHD.
* Aided in marketing by researching possible clients, created and maintained a working list of references, and lent creative skills to marketing materials.

**PUBLICATIONS**

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., Tenbrink, A.P., **Schwendeman, M.G.**, & Wegmeyer, L. (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.** (2019). Let’s talk it out: The effects of calibration meetings on performance ratings. *Human Performance*, *32*, 107-128.

Speer, A.B., **Schwendeman, M.G.**, 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 and Psychology*, *34*, 747-767.

Handal, P.J., Creech, C.A., **Schwendeman, M.G.**, Pashak, T.J., Perez, E.J., Caver, L. (2017). Distinguishing between self-classified religious and spiritual emerging adult males: Conceptual and psychometric challenges. *Journal of Religion and Health*, *56*, 1971-1980.

Handal, P.J., Creech, C.A., Pashak, T.J., Perez, E.J., Caver, L., **Schwendeman, M.G.**, Gabriel, C. (2014). Distinguishing between self-classified religious and spiritual emerging adults: Conceptual and operational challenges. *Athens Journal of Social Sciences, 2*, 87-98.

**SYMPOSIA AND CONFERENCE PRESENTATIONS**

Tenbrink, A.P., **Schwendeman, M.G.**, Wegmeyer, L., & Speer, A.B. (2020) Individual differences in interview design: Factors affecting question choice. Poster presentation at the 35th Annual Meeting of the Society for Industrial and Organizational Psychology: Austin, TX. (Conference canceled)

Tenbrink, A.P., **Schwendeman, M.G.**, & Speer, A.B. (2019) Creation and validation of the Performance Appraisal Motivation Scale (PAMS). In Speer, A.B. (Chair), *Advancements in the measurement of performance and the appraisal context*. Symposium presented at the 34th Annual Meeting of the Society for Industrial and Organizational Psychology: Washington, D.C.

Tenbrink, A.P., **Schwendeman, M.G.**, & Speer, A. (2018). Let’s talk it out: The effects of calibration meetings on performance rating accuracy. Poster presented at the 33rd annual conference of the Society for Industrial and Organizational Psychology: Chicago, IL.

**Schwendeman, M.G.**, Chinn, J., Adams, H., Harris, K., Morrissey, J., & Villafruela, V. (2015). Organizational effectiveness at Provident Counseling After-School Program. Poster presented at the 12th Annual Saint Louis University Department of Psychology Capstone Symposium: St. Louis, MO.

Handal, P.J., Creech, C.A., Pashak, T.J., Perez, E.J., Caver, L., **Schwendeman, M.G.**, & Gabriel, C. (2014). Distinguishing between self-classified religious and spiritual emerging adults: Conceptual and operational challenges. Poster presented at the 8th Annual International Conference on Psychology: Athens, Greece.

**RESEARCH EXPERIENCE**

**Graduate Research Assistant, Andrew Speer, Ph.D. Summer 2017-Summer 2019**

**Wayne State University, Detroit, MI**

* *Completed project*: Studying how individual differences affect the preference for certain interview questions and the quality of questions developed
* *Completed project*: Developed and validated the Performance Appraisal Motivation Scale (PAMS)
* *Completed project*: Developed an open source text mining dictionary to identify themes from performance narratives using the Great 8 Competencies framework
* *Completed project*: Assessing the effects of calibration meetings on various performance rating outcomes

**Graduate Research Assistant, Marcus Dickson, Ph.D. Fall 2016-present**

**Wayne State University, Detroit, MI**

* *Current project*: Assessing the implications of using referent shift items compared to individually oriented items to create culture-level scales as a part of the GLOBE project

**Undergraduate Research Assistant, Dr. Paul Handal, Ph.D. Spring 2014-Summer 2016**

**Saint Louis University, Saint Louis, MO**

* *Completed project*: Identified conceptual and psychometric challenges of the distinction between religiosity and spirituality across emerging adult males and females

**TEACHING EXPERIENCE**

**Graduate Teaching Assistant Fall 2016-Winter 2018**

**Wayne State University – Detroit, MI**

* **PSY 3993 Lab, 4 semesters** – Provided instruction to 15 students per semester in a writing intensive experimental psychology course required for psychology majors.
* **PSY 1010 Lab, 1 semester** – Provided instruction to 25 students per section (3) in the lab portion of the introduction to psychology course. Served as lead proctor for one exam for the class of approximately 300.

**RELEVANT COURSEWORK**

* Hierarchical Linear Modeling Fall 2019
* Industrial Motivation & Morale Winter 2019
* Criterion Development & Performance Evaluation Fall 2018
* Leadership and Executive Development Winter 2018
* Work Groups and Teams Winter 2018
* Structural Equation Modeling Winter 2018
* Selection and Placement Fall 2017
* Multivariate Analysis Fall 2017
* Quantitative Methods in Psychology II Winter 2017
* Research Methods in Industrial and Organizational Psychology Winter 2017
* Organizational Theory Winter 2017
* Quantitative Methods in Psychology I Fall 2017
* Industrial and Organizational Psychology Fall 2017
* Social Psychology Research and Theory Fall 2017
* Psychology 487 Capstone Practicum Project Winter/Spring, 2015
  + Provided Organizational Development consulting services to For-Profit and Non-Profit clients
* Business Administration Minor Fall 2013-Spring 2015
  + Completed thirty hours of business coursework, including courses in Accounting, Finance, Economics, ITM, Statistics, International Business, Marketing, and Management

**ADDITIONAL EDUCATION, TRAINING, & WORKSHOPS**

**Chicago Industrial Organizational Psychologists Consulting Challenge** April 2018

* First runner up in a consulting challenge for the Chicago Transit Authority where teams were given 36 hours to create a solution to the main problem areas of the organization – attracting Millennial and Gen Z applicants, increasing and maintaining employee engagement across generational cohorts, and increasing and maintaining retention across generational cohorts

**Consortium for the Advancement of Research Methods and Analysis (CARMA)** June 2017

* *Introduction to R*, Dr. Scott Tonidandel

**Assessment Rater**, Personnel Board of Jefferson County, Alabama November 2016

* Rated job candidate on knowledge, skills, and abilities critical to selection and general performance using behaviorally anchored rating scales

**VOLUNTEER EXPERIENCE**

**CARMA Short Course Volunteer**, Wayne State University – Detroit, MI June 2017

* Coordinated classroom assignments for instructors, provided instructors with desired educational technology, organized room layouts to fit instructor needs

**Case Aide Intern**,International Institute – St. Louis, MO Spring 2015

* Worked in the Client Services department with case management duties that focused on helping refugees achieve independence.
* Learned about various other cultures through interactions with staff and clients from around the world, including working directly with clients and translating from Spanish to English.

**AWARDS**

**Wayne State University**

* Graduate Professional Scholarship 2019-2020
* Psychology Department Graduate Research Assistantship 2018-2019
* Psychology Department Graduate Teaching Assistantship 2017-2018
* Psychology Department Graduate Teaching Assistantship 2016-2017

**Saint Louis University**

* Summa Cum Laude Spring 2015
* Dean’s List, all 8 semesters Fall 2011-Spring 2015

**PROFESSIONAL AFFILIATIONS**

Society for Industrial and Organizational Psychology

Association for Psychological Science

**CERTIFICATION AND TRAINING**

Responsible Conduct in Research Fall 2016

CITI Human Subjects Research Certification Fall 2019

**ADDITIONAL KNOWLEDGE, SKILLS, AND ABILITIES**

* High proficiency in SPSS and Microsoft Excel
* Basic proficiency in R
* Analytical skill set:
  + Multiple Linear Regression
  + Moderated/Mediated Regression
  + Analysis of Variance (ANOVA) & Covariance (ANCOVA)
  + Multivariate Analysis of Variance (MANOVA) & Covariance (MANCOVA)
  + Discriminant Function Analysis (DFA)
  + Logistic Regression
  + Principal Component Analysis (PCA) and Scale Development
  + Exploratory Factor Analysis
  + Adverse Impact Analysis
  + Criterion-related Validation
  + Structural Equation Modeling
  + Hierarchical Linear Modeling
  + Structural Topic Modeling

**LANGUAGES**

Native English

Conversational Spanish