

Brittany N. Ikner

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EDUCATION

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|---|-----------------------------|
| Wayne State University <i>Doctor of Philosophy in Psychology</i> Major: Industrial-Organizational Psychology Minor: Statistics | Detroit, MI May 2027 |
| The University of Tennessee-Chattanooga <i>Master of Science in Industrial-Organizational Psychology</i> Thesis: The role of individual and situational factors in the stressor-detachment model GPA: 4.00 / 4.00 | Chattanooga, TN May 2023 |
| University of Houston <i>Bachelor of Science in Psychology</i> Minor: Human Resource Management GPA: 3.93 / 4.00 | Houston, TX May 2020 |

AWARDS / HONORS

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| V. Earl and Judy Tohill Brown Scholarship for Excellence in I-O Psychology Granted by The University of Tennessee-Chattanooga in recognition of excellence in the classroom and in research, consulting, and internship-related endeavors. | 2023 |
| Scholarship, Engagement, the Arts, Research, Creativity, and Humanities Award Granted by The University of Tennessee-Chattanooga in support of master's thesis research. | 2022 |
| Provost's Undergraduate Research Scholarship Award Granted by University of Houston in support of original scholarship under the direction of UH faculty. | 2019 |
| H-E-B Scholarship Granted by H-E-B Grocery in support of career aspirations in Industrial-Organizational Psychology. | 2018 |

SKILLS / CERTIFICATIONS

Technical Skills (in order of proficiency): RStudio, PowerBI, Microsoft Excel, SPSS, Qualtrics
Certifications: SHRM-Certified Professional (expires July 2026)

PROFESSIONAL EXPERIENCE

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| Development Dimensions International <i>Global Research Intern</i> | Remote June 2024 – Aug 2024 |
| <ul style="list-style-type: none"> Worked alongside DDI's internal research institute to clean, analyze, and interpret global leadership forecast data. | |
| Wayne State University <i>Graduate Teaching Assistant</i> | Detroit, MI Aug 2023 – Present |
| <ul style="list-style-type: none"> Aug 2024-Present: Teaching assistant for the I-O Psychology master's program Aug 2023-May 2024: In-person instructor for PSY 1010 (Intro to Psychology - Lab) | |
| Korn Ferry <i>Consulting and Organizational Strategy Intern</i> | Remote June 2023 – Aug 2023 |
| <ul style="list-style-type: none"> Developed a PowerBI dashboard that enabled resource managers and project managers to determine workforce planning capabilities and facilitate career development conversations, respectively. Designed a well-being newsletter highlighting evidence-based strategies for identifying and mitigating stress at work. | |

- Delivered a global ChatGPT best-practices webinar alongside other interns.

Peak Performance

Independent Contractor

Chattanooga, TN
Jul 2021 – April 2023

- Transitioned a manufacturing company to a pay-for-skills system: Conducted on-site job analyses, optimized alignment between training materials with essential job functions, and provided long-term recommendations for successful change within the organization.
- Designed a gap analysis assessment containing situational judgment items that captured job-required competencies.
- Revised over 250 job descriptions in alignment with required knowledge, skills, and abilities of roles.

Inmar Intelligence

People Analytics Intern, Great Teams!

Remote
June 2022 – Dec 2022

- Built an interactive dashboard visualizing 6 statistically significant drivers of corporate voluntary turnover. Provided recommendations for increasing retention within and across divisions.
- Conducted qualitative thematic analyses using employee engagement data and debriefed leaders on findings.
- Optimized stay and exit interview processes to capture meaningful flight risk indicators (e.g., turnover intention).

The University of Tennessee at Chattanooga

Graduate Assistant

Chattanooga, TN
Aug 2021 – May 2023

- Conducted market research related to new programs and partnership opportunities for the College of Health, Education and Professional Studies.
- Graded psychology undergraduate course assignments.
- Designed and piloted over 15 Qualtrics surveys for the university's undergraduate research programs and initiatives.

Texas A&M University

Lab Manager, Psychological Research in Inclusion, Diversity, and Equity Lab

College Station, TX
Aug 2020 – Jul 2021

- Selected, trained, and mentored 16 undergraduate research assistants in research best-practices.
- Facilitated lab meetings, submitted expense reports, and monitored IRB needs for the lab's ongoing studies.
- Coded over 1,100 articles for inclusion/exclusion in a meta-analysis examining the effects of microaggressions on physiological and psychological health.

CLIENT-FACING PROJECTS

Zaxby's Franchising, LLC

Graduate Student Consultant, The University of Tennessee at Chattanooga

Chattanooga, TN
Aug 2022 – Nov 2022

- Revised 15 job descriptions to better align with the knowledge, skills, and abilities of ONET-reported occupations.

Volkswagen Group of America, LLC

Graduate Student Consultant, The University of Tennessee at Chattanooga

Chattanooga, TN
.Sep 2022 – Nov 2022

- Developed a set of interview questions to assess team composition and effectiveness. Conducted on-site interviews with job incumbents and provided short-term and long-term recommendations regarding team effectiveness.

U.S. Xpress, Inc.

Graduate Student Consultant, The University of Tennessee at Chattanooga

Chattanooga, TN
Jan 2022 – May 2022

- Developed a set of competency-based interview questions using behaviorally anchored rating scales (BARS) and provided the organization with detailed scoring guidelines.

RESEARCH EXPERIENCE

Wayne State University

Graduate Research Assistant, ESCAPE Lab

Detroit, MI
Aug 2023 – Present

PI: Marcus Dickson, PhD

- Design, develop, and pilot an escape room for investigating team dynamics and resource allocation strategies.
- Train incoming research assistants on study protocol related to the escape room's technology and clue path.

Rice University*Co-Lab Manager & Research Assistant, WorKing Resilience Lab**PI: Danielle King, PhD*

Houston, TX

May 2019 – July 2020

- Coded qualitative data of 15 phone interviews assessing themes in job search experiences. Created and compiled standard operating procedures for the lab.

University of Houston*Research Assistant**PI: Christiane Spitzmueller, PhD*

Houston, TX

May 2019 – July 2020

- Conducted 15 phone interviews examining the workplace safety climate of project managers in the oil and gas industry. Supported ongoing literature reviews of Dr. Spitzmueller and 5 other graduate students.

Rice University*Sr. Research Assistant, BMED Lab**PI: Christopher Fagundes, PhD*

Houston, TX

Jan 2019 – May 2019

- Conducted participant visits for a longitudinal study investigating the risk of cardiovascular disease in the bereaved.
- Trained incoming research assistants on study's protocol, data collection, and administrative needs.

PEER-REVIEWED WORK**Peer-Reviewed Publications**

Costa, P. L., McDuffie, J. W., Brown, S. E., He, Y., **Ikner, B. N.**, Sabat, I. E., & Miner, K. N. (2023). Microaggressions: Mega problems or micro issues? A meta-analysis. *Journal of Community Psychology*, *51*, 137-153.

Conference Posters

Ikner, B. N. & Black, K. J. (2023, April). The role of individual and situational factors in detachment from work. [Poster presentation]. ReSEARCH Dialogues Annual Conference, University of Tennessee-Chattanooga, Chattanooga, TN.

Ikner, B. N. & Black, K. J. (2022, October). Exploring the role of emotional stability and remote work as resources in detaching from work. [Poster presentation]. Annual River Cities I-O (RCIO) Conference, University of Tennessee-Chattanooga, Chattanooga, TN.

Ikner, B. & Hoff, K. (2020, April). Automation in the workplace: Can we trust its use in Human Resources? [Poster presentation]. Undergraduate Research Day, University of Houston, Houston, TX.

Conference Symposia

Lloyd, H. A. (Co-Chair) & Jackson, A. T. (Co-Chair) (2024, April). Novel Insights to Moderating Factors on the Workplace Recovery Process [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States. Ayres, T. B. & Venz, L. (2023). Daily leadership and evening recovery from the lens of the recovery paradox. **Ikner, B. N.** & Black, K. J. (2023). The role of individual and situational factors in the stressor-detachment model. Lloyd, H. A. & Jackson, A. T. (2023). Weekend recovery experiences impact on Monday morning exhaustion and engagement: The role of workaholism. Barratt, C. L. et al., (2023). Stress recovery in nursing.

Alternative Presentations

Courey, K. A., Guo, F., **Ikner, B. N.**, Tang, C., Thompson, I., Traylor, J., & Hayes, T. L. (2024, April). It's time to update your prior beliefs: Bayesian benefits for organizational analysis [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

MEMBERSHIP**Global Organisation for Humanitarian Work Psychology***Member*

2023 – Present

Society for Industrial and Organizational Psychology*Student Affiliate*

2019 – Present

SERVICE

Wayne State University Graduate Student Organization

Social Chair

Aug 2024 – Present

Program Representative, I-O Psychology

Aug 2023 – Present

Society for Industrial and Organizational Psychology

2023 – 2024

Committee Member, Committee for the Advancement of Professional Ethics