

David F. Dubin, Ph.D. (Provisionally Licensed Psychologist)
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PROFESSIONAL EXPERIENCE

Psychological ARTS

June 2012 – Present

Managing Consultant

- Consulting services in all areas of assessment, selection, and data analysis
- Provides a wide range of psychological clinical and consulting services including disability and forensic evaluations

Aon Hewitt

July 2011 – October 2012

Consultant/Associate Consultant/Contractor

- Test Development: Wrote and calibrated items for cognitive and non-cognitive computer adaptive tests. Conduct IRT analysis and simulations for computerized adaptive tests
- Data Management: Responsible for summarize, manipulating, and analyzing data sets
- Adverse Impact Data Analysis: Analyzed adverse impact data from several large organizations.
- Validation: Conducted criterion-related validity studies
- Training: Provided training on job analysis, adverse impact analysis, excel, and SPSS
- ROI analysis: Conducted ROI analysis for several large firms

Supervisors: Anthony Boyce, Ph.D./Dan Russell, M.S.

Valtera Corporation

August 2010 – July 2011

Intern/Research Associate

- Job Analysis: Conducted focus groups with SMEs; developed task and KSAO lists; analyzed content, transportability, and criterion-related validation data
- Adverse Impact Data Analysis: Analyzed adverse impact data from several large organizations.
- Assessment Center: Served as lead coordinator in Valtera assessment centers, completed Valtera assessor certification
- Client Training/Coaching: Provided structured interviewing coaching
- Test Development: Helped to design written assessment for a shipping and receiving organization
- Survey Analysis: Conducted driver analysis and summarized survey data for a large insurance company

Supervisors: Mark Smith, Ph.D./Mort McPhail, Ph.D.

City of Houston

December 2007 - May 2009

Graduate Student

- 360-Degree Feedback (focus on first-line supervisors): Conducted focus groups with SMEs; designed the 360-degree feedback survey, collected data from employees, and presented aggregated results to key stakeholders.
- Individual Feedback: Provided individualized feedback to first-line supervisors.

Supervisor: L.A. Witt, Ph.D.

Texas Institute for Measurement, Evaluation, and Statistics

Fall 2008

Research Assistant

- Research: Conducted research on ethnic differences in academic achievement using a large longitudinal dataset.

Supervisor: Paras Mehta, Ph.D.

Assessment & Development, Inc.

Summer 2008

Graduate Student

Structured Interview Development: Conducted SME focus groups, developed interview questions for accountants

Supervisor: James Campion, Ph.D.

TECHNICAL SKILLS:

Proficient with SAS (including creation of macros), SPSS, Mplus, IRT Pro, Xcalibre, CATSim, R, Microsoft Word, Excel (including creation of macros, mail merge, and macros), PowerPoint

Knowledgeable in multiple regression/correlation, ANOVA, ANCOVA, SEM, Multilevel Modeling, Item Response Theory, Robust Statistics, Bootstrapping, Longitudinal Data Analysis, Data Management

Trained to administer and interpret the Hogan Development Survey, WAVE Professional Styles Assessment, Watson-Glaser Critical Thinking Test, Raven Progressive Matrices, Wonderlic Personnel Test, Minnesota Multiphasic Personality Inventory-2

EDUCATION

Ph.D. in Industrial/Organizational Psychology

August 2007 – April 2011

Minor: Quantitative Methods

University of Houston, Houston, TX

Doctoral Dissertation: *The effects of perceived discrimination, equal opportunity climate, and team cohesion on team effectiveness in a military sample*

Defended: April 20, 2011

M.A. in Industrial/Organizational Psychology

August 2007 - August 2010

University of Houston, Houston, TX GPA: 3.9/4.0

Master's Thesis: *Can you elaborate? A novel approach for mitigating the effects of personality faking*

Defended: June 15, 2010

B.A. in Psychology

June 2003 - December 2006

Minor: Mathematics

University of Texas, Austin, TX GPA: 3.8/4.0

Senior Honors Thesis: *The effects of fear and mate priming on affiliation: When men and women prefer attractiveness versus kindness*

PUBLICATIONS

Witt, L. A., **Dubin, D. F.**, David, E., & van Driel, M. (2010). Revising the DEOCS: Preliminary findings and recommendations for future research. **Technical Report # 07-10**, Patrick Air Force Base, Florida: Defense Equal Opportunity Management Institute Directorate of Research. Funded by the Office of Naval Research

Perry, S. J., **Dubin, D. F.**, & Witt, L. A. (2010). The interactive effect of extraversion and extraversion dissimilarity on exhaustion in customer-service employees: A test of the asymmetry hypothesis. *Personality and Individual Difference*, 48, 634-639.

Hunter, E., Gettinger, S., Callison, K., **Dubin, D.F.**, Luksyte, A., Stewart, R., Volpone, S., & Campion, J. (August, 2008). **Technical Report**, Submitted to Kuraray Describing the Development of Structured

Interviews for the Following Job Groups: Process Technician, Engineer, Safety, Instrument and Electrical, Chemist, Laboratory Analyst, Manager, Shift Supervisor, Accountant, Controller, Sales, Clerical, and Customer Service Representative. Houston, TX: Assessment & Development, Inc.

CONFERENCE PRESENTATIONS

- Dubin, D.F.**, Boyce, A.S. (2012, April), **Letting CAT out of the bag: Using CAT for selection**. Panel presented at annual meeting of the Society for Industrial Organizational Psychology, San Diego, CA.
- Dubin, D.F.**, Krisher, M.M., & Campion, J.E. (2011, April). ***Can You Elaborate? A Novel Approach for Mitigating Personality Faking***. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
- David, E., Malka, A., Stewart, R. W., & **Dubin, D. F.** (2010, April). ***Personality, negative social behaviors, and satisfaction: A moderated-mediation model***. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Dubin, D. F.**, Krisher, M. M., & Witt, L. A. (2010, April). ***The efficacious employee: The effects of mentorship and supervisor fit***. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Gettinger, S., **Dubin, D. F.**, Stewart, R. W., & Campion, J. E. (2010, April). ***Sexual harassment: implications for counterproductive work behavior***. Paper presented at the Society for Industrial Organizational Psychologists. Paper to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Krisher, M. M., **Dubin, D. F.**, & Witt, L. A. (2009, June). ***When does adaptive performance yield higher overall job performance?*** Paper presented at the European Association of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Dubin, D. F.**, Perry, S. J., Hunter, E. M., & Witt, L. A. (2009, April). ***The interactive effect of extraversion and extraversion dissimilarity on emotional exhaustion: A test of the asymmetry hypothesis***. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Sady, K., **Dubin, D. F.**, Mehta, P., & Witt, L. A. (2008, April). ***Reassessing organizational climate: A multilevel, latent variable formulation***. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
- Dubin, D. F.**, & Li, N. P. 2006, May. ***The effects of fear and mate priming on affiliation: When men and women prefer attractiveness versus kindness***. Paper presented at the Honor's Poster Session, Austin, TX.

AWARDS AND RECOGNITION

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| GATF Fellowship, University of Houston | August 2007 - May 2009 |
| Presidential Graduate Fellowship, University of Houston | August 2007 - May 2009 |
| Arnold, Dr. Genevi Psychology Scholarship, University of Houston | August 2007 - May 2009 |

Dean's List, University of Texas

August 2004 - December 2006

TEACHING EXPERIENCE

Dissertation Committee member for Ari Malka

November 2012

University of Houston: Teaching Fellow

September 2009 - August 2010

- Introduction to Industrial/Organizational Psychology
- Introduction to Psychological Statistics and Experimental Design (graduate level)

Private Tutoring

August 2004 - May 2007

Mathematics Subject Tutor

SERVICE

Professional

Reviewer

Society for Industrial Organizational Psychology

2011

Industrial Organizational/Organizational Behavior

2010

Southwest Academy of Management

2007

University

IOOB Committee Member

March 2009 - March 2010

- Helped submit proposal for the IOOB conference to be held at University Of Houston; obtained sponsorship, and managed budget for conference (2009-2010)

Brown Bag Committee Member

Fall 2008 - Summer 2009

Coordinator of Industrial/Organizational Program Recruitment Weekend

Spring 2009

- Organized activities; coordinated meetings with professors; maintained the budget; hosted perspective student

PROFESSIONAL ASSOCIATIONS

Society for Industrial and Organizational Psychology

August 2007 - Present

Phi Beta Kappa

December 2006 - Present

Psi Chi

August 2005 - Present