STEFAN V. DUMLAO

Department of Psychological and Brain Sciences
Texas A&M University
4235 TAMU, College Station, TX 77843-4235

sdumlao@tamu.edu
https://www.linkedin.com/in/dumlao/
https://people.tamu.edu/~sdumlao/

EDUCATION

Texas A&M University, College Station, TX — 08/2017 - Present
Ph.D., Industrial-Organizational Psychology — Expected 08/2023
M.S., Industrial-Organizational Psychology — 05/2022
  Expertise: Workplace safety, performance management, leadership, motivation, training, assessment, privacy

Macalester College, Saint Paul, MN — 09/2006 - 05/2011
B.A., Psychology

EMPLOYMENT HISTORY

Spellman High Voltage Electronics Corporation, Remote — 02/2022 - Present
Professional Development/Diversity & Inclusion Intern - Professional Development
- Develop strategic training and assessment interventions in collaboration with executive leaders
- Advise executive leaders on instruments and methods to collect, analyze, and visualize HR data
- Assist other departments with quantitative and qualitative data analyses as needed

U.S. Bank, NA, Minneapolis, MN — 06/2015 - 08/2017
Recruiter II, Officer - Talent Acquisition
- Trained and mentored a team of five Recruiters to support business lines across Operations Services
- Consulted with business lines on difficulties associated with talent acquisition and retention
- Assisted hiring managers with the sourcing, evaluation, and acquisition of talent

PROJECTS AND CONSULTING EXPERIENCE

Association of American Medical Colleges, Remote
Content Consultant - AAMC Professional Readiness Exam — 08/2022 - Present
- Develop content to assess 8 professional competencies for a standardized medical school entrance exam

Spellman High Voltage Electronics Corporation, Remote
Assessment SME - Global People Survey — 03/2022 - Present
- Assist with the development, delivery, and data analysis of Spellman's first biannual pulse survey

Training SME - APAC Leadership Development Program — 02/2022 - Present
- Assist with the design, development, and delivery of a 12-month virtual leadership development program to the APAC senior leadership team
- Develop a survey-based 360 assessment to be used to evaluate the success of this and future programs
- Investigate and report the feasibility of delivering similar programs to senior leaders in the US and EU

Texas A&M University, College Station, TX
Research Assistant - Supervisor: Stephanie C. Payne, Ph.D. — 06/2020 - Present
- Assist with analyzing multi-source (i.e., physiological, psychological, psychomotor) intensive longitudinal data collected from participants on two offshore drilling vessels for four weeks
- Developed and implemented a strategy to collect daily measures of safety climate and self-reported fatigue from workers on two offshore drilling vessels

Focus Group Co-Facilitator - Supervisor: Stephanie C. Payne, Ph.D. — 12/2019 - 12/2020
- Traveled to Doha, Qatar and Abu Dhabi, UAE in order to collect qualitative data from plant workers, engineers, managers, and executives on the safety culture of a multinational natural gas company
- Assisted with the preparation and analysis of qualitative data to be presented to executive stakeholders

TECHNICAL SKILLS

- Proficient in R, MS Office (Excel, PowerPoint, Project, Word), Qualtrics, SPSS, and jamovi
- Basic knowledge of Python, Adobe Photoshop, Stata, and MPlus