

# Max Julian McDaniel, Ph.D.

Research Associate, Shore Research, Inc.

## Education:

### **Rice University      Houston, TX**

*Ph.D. in Industrial/Organizational Psychology*, December 2009

*MA in Industrial/Organizational Psychology* May 2007

### **St. Mary's University      San Antonio, TX**

*BA in Psychology* May 2005

## Work Experience:

### **Evaluation:**

#### **Shore Research Inc.**

*Research Associate*, March, 2011-present

- Manages and designs all of Shore's statistical procedures
- Prepares technical reports for clients and scholarly journals
- Involved in all aspects of the research process for multiple clients
- Manages staff of data collectors and research assistants

#### **DePelchin Children's Center**

#### **Research and Grants Management Department**

*Evaluation Contractor* Houston, TX, March 2007-November 2007, March 2008-May

2009

- Designed data collection/management tools for client agencies
- Presented evaluation tools at national conference
- Prepared technical evaluation-outcome reports for SAMHSA-funded grants
- Creating training materials and assisted with training evaluation
- Conducted and facilitated training sessions for clients and coworkers
- Created and managed existing databases using SPSS
- Designed and administered organizational effectiveness survey questionnaires
- Performed quantitative and qualitative statistical analyses

#### **Rice University School Mathematics Project**

*Graduate Student Evaluator*, Houston, TX, May 2006-March 2007

- Created and implemented a structured interview protocol for Staff Assistant Position
- Trained staff on use of structured interview and scoring protocol
- Collected, entered, and analyzed data from professional development program using SPSS
- Worked as part of team on training evaluation projects
- Produced technical reports

- Mentored undergraduate and assisted with research project including qualitative data analysis and presentation of the research study
- Presented research at regional conference

## Consulting:

### **SWA Consulting Inc.**

*Consultant Raleigh, NC, February 2010 – March 2011*

- Worked on employee selection and training evaluation projects for Department of Defense clients
- Participate in study design and metric development
- Conduct research to assist clients in selection and placement of military personnel into training courses
- Develop structured interviews and manage company selection and new hire onboarding processes
- Overview meta-analytic based synthetic validity study
- Assist with development of client training programs and conduct ongoing training evaluation studies
- Analyze qualitative and quantitative data using SPSS and SYSTAT
- Oversee development and validation of training diagnostic measure
- Assist with development and implementation of proficiency test validation projects
- Assist in research project planning (costing proposals and work plan development)
- Write and edit technical reports, research reports, and white papers
- Oversee day-to-day management and analysis of multiple client projects
- Manage project databases and deliverable deadlines
- Present research findings and recommendations to clients
- Prepare manuscripts for conference submissions and publication

### **PCI Human Resource Consulting**

*Assessor/Consultant, Pittsburgh, PA September 2009 – January 2010*

- Administered, scored, and interpreted cognitive ability and personality assessments, including Wonderlic, LOQ, Hogan, PET, EAS-battery, PRF, Assess, NEO-PIR
- Conducted individual assessments of job applicants as part of employee selection process
- Prepared technical reports for clients
- Peer-reviewed client reports
- Reviewed resumes and candidate background information
- Conducted interviews of job candidates
- Provided verbal feedback on candidate performance and hiring recommendations to hiring managers
- Provided candidates with verbal feedback on test performance
- Designed and conducted test-norming studies
- Interfaced with clients and partners to present validation studies

### **Shell Oil Company**

#### **Human Resources, Shell Learning**

*Validation/Assessment Specialist, Houston, TX, June 2007-February 2008*

- Managed validation study data collection on global scale and worked in a team setting with project manager(s) and assessment team on selection projects

- Created and managed validation database using excel and SPSS
- Performed all statistical analyses and delivered formal results from selection validation study
- Worked jointly with managers on executive summaries of validation project
- Conducted job analysis interviews with managers and professional staff (SMEs)
- Assisted with development of structured interviews
- Participated in Graduate Hire interview training
- Performed literature reviews
- Reviewed and edited online training courses and structured interviews

**Academic Research: Rice University**

*Doctoral Student* August 2005 – December 2009

- Assisted with grant writing for development of selection and diagnostic tool assessing teacher leadership in secondary math/science teachers
- Validated novel measure of personality traits
- Negotiated with VP of sales company to access population of sales employees for validity study
- Conducted job analysis of sales position and developed behaviorally-anchored rating scales for performance appraisal.
- Coordinated and conducted field research with sales company to validate personality measure(s)
- Trained MBA student on data collection protocol

*Professor*

*Research Methods* Fall 2008

- Designed and taught undergraduate Research Methods course
- Graded student exams and coursework
- Assisted students with preparation and presentation of research studies for local research conference

**Professional Organizations:** Houston Area Industrial Organizational Psychologists: June 2006-2009  
 Society for Industrial and Organizational Psychology: June 2006-present  
 American Society for Training and Development: February 2010-present  
 American Psychological Association: February 2010-present  
 Society for Personality and Social Psychology: June 2006-present  
 Pittsburgh Human Resource Association: September 2009-present