

Curriculum Vita

Jacob Bradley, M.A.

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EDUCATION

Ph.D. in Industrial Organization Behavior Management (IOBM) (estimated) December 2017

Western Michigan University (WMU)
Kalamazoo, MI
GPA: 4.0

M.A. in Industrial Organizational Psychology December 2015

Western Michigan University
Kalamazoo, MI
GPA 4.0

B.A. in Psychology: Behavior Analysis May 2012

University of Wisconsin – Eau Claire (UWEC)
Eau Claire, WI
GPA: 3.68

SPECIAL SKILLS

- Organizational Behavior Management
- Performance Management
- Industrial/Organizational Psychology
- Organizational Development
- Behavioral Systems Analysis
- Behavior Based Safety
- Behavior Analysis
- Teaching and Instruction
- Training and Development
- Instructional Design
- Data Management
- Recruiting

PROFESSIONAL EXPERIENCE

People Advisor February 2016 - Present

HRM Innovations (HR and Management Consulting Firm)
Kalamazoo, MI

- Provide Management and Human Resources consulting services
- Conduct employment culture and engagement assessments
- Lead large process improvement efforts for clients
- Train and develop leaders within client organizations
- Recruit and select top professionals and executives

Human Resources

May 2014 – February 2016

Getman Corporation (Mining Truck Manufacturer)
Bangor, MI

- Trained operations managers on the use of organizational behavior management principles and techniques to improve employee performance
- Managed recruiting for the company
- Redesigned the recruiting and onboarding processes
- Designed, conducted, and analyzed the first company-wide engagement survey
- Conducted employee engagement interviews
- Designed and managed a company-wide online recognition program with an automated reporting system
- Facilitate weekly payroll processing
- Conducted a process improvement project for the company's payroll process
- Developed and implemented a company-wide wellness program
- Trained over 100 employees independently on the use of the human resources information system portal

Graduate Assistantship: Data Management

September 2013 – April 2015

WMU's College of Arts and Sciences (CAS) Dean's Office
Kalamazoo, MI

- Managed enrollment data for WMU's largest college
- Created predictive budget and enrollment models for academic terms
- Created custom data reports for the Deans
- Analyzed enrollment and budget data for the entire college
- Presented data findings to the Deans

Instructor of Record: Sports Psychology (PSY 3960)

September 2014 – December 2014

Western Michigan University
Kalamazoo, MI

- Designed and delivered all instructional content
- Created and presented two weekly lectures
- Wrote, proctored and graded all exams
- Facilitated student participation and managed the classroom

Senior Staff

June 2012 – July 2013

Lund Van Dyke (Autism Service Provider)
Green Bay, WI

- Supervised five treatment teams totaling over 20 line staff
- Trained, coached, and evaluated Line Staff
- Developed client-specific behavioral treatment plans
- Conducted behavioral skills assessments
- Lead weekly clinical team meetings for each client
- Collaborated with clients' parents, schools, and other service providers

Advanced Line Staff

May 2012 – June 2012

Lund Van Dyke (Autism Service Provider)
Green Bay, WI

- Trained Line Staff
- Implemented behavioral treatment programs
- Collected performance and skills data

Student Director

December 2011 – May 2012

UWEC's Campus Autism Program (Autism Service Provider)
Eau Claire, WI

- Directed the daily operations of the clinic
- Provided consultation for Lead Therapists on their client cases
- Supervised and coached Lead Therapists and Line Therapists
- Created a training and evaluation system for the undergraduate interns in the clinic

Lead Line Therapist

June 2011 – December 2011

UWEC's Campus Autism Program (Autism Service Provider)
Eau Claire, WI

- Provide behavioral interventions for clients
- Train and coach incoming interns
- Design and implement behavioral treatment programs
- Collect and analyze behavioral data

Line Therapist

May 2011 – May 2012

Applied Behavioral Intervention Services (Autism Service Provider)
Eau Claire, WI

- Provided behavioral interventions for clients
- Tutored clients in school settings
- Collected behavioral data

CONSULTING PROJECTS

Consultant (Instructional Design & Training)

June 2015 – December 2015

Thomas M. Cooley Law School
Grand Rapid, MI

- Coached law professors and TAs on effective instructional techniques
- Redesigned educational content in law courses including Torts, Criminal Law and Introduction to Law
- Coached law students on effective studying and learning techniques
- Observed instructional techniques during law classes weekly
- Completed under the supervision of a WMU faculty member

Consultant (Systems Analysis)

September 2014 – December 2014

WMU's IOBM Program
Kalamazoo, MI

- Analyzed the IOBM Program at the organizational, process, and performer levels
- Identified strategic internal and external organizational issues
- Documented and mapped each step in the process from application to the M.A. program through graduation from the Ph.D. program.
- Conducted disconnect and root cause analyses for all issues within the process
- Proposed solutions for all identified disconnects and areas of improvement
- Designed performance management solutions to address individual performance issues
- Completed under the supervision of a WMU faculty member

Consultant (Performance Management)

May 2014 – August 2014

Custom Care Remodeling
St. Paul, MI

- Coached company President on the principles and procedures of performance management
- Diagnose employee performance issues
- Designed a performance management framework including key-performance scorecard and reward system
- Wrote company policy handbook

Consultant (Safety)

February 2014 – April 2014

City of Kalamazoo Metro Transit
Kalamazoo, MI

- Assessed traffic safety performance for Kalamazoo Metro Transit
- Conducted safety performance interviews across all levels and functions of the organization
- Observed bus driver performance and recorded data
- Analyzed assessment data and identified areas for improvement
- Present findings and recommendations to Kalamazoo Metro Transit executives
- Completed under the supervision of a WMU faculty member

RESEARCH EXPERIENCE

Master's Thesis

(estimated) 2017

WMU Psychology Department

Bradley, J.L., Johnson, D.A. (2017) *Engineering innovation: A behavioral approach to creativity and problem solving.*

Doctoral Graduate Research Assistant

May 2015 – May 2016

WMU's Psychology Department

- Conducted a literature review of empirical research on creativity, innovation and behavioral generativity

Researcher

September 2013 - present

WMU's Instructional Design and Management Lab
Kalamazoo, MI

- Conducted a literature review of the empirical research on behavioral creativity
- Read and discussed research in performance management, organizational behavior management, behavior analysis and instructional design

Student Research Apprentice

December 2010 – February 2012

UWEC's Electro-Encephalography (EEG) Lab
Eau Claire, WI

- Conducted EEG research sessions
- Analyzed EEG and behavioral data
- Created lab protocols and manuals
- Trained incoming lab members

Poster Presentations

Lim, R., **Bradley, J.L.**, Domask, B.Z., Jablonski, P.M., Hughes, S., Leland, D.S. (2011, May). *Effects of head restraint on brain electrical response to target stimuli.* 19th Annual University of Wisconsin – Eau Claire Student Research Day, Eau Claire, WI.

Leland, D.S., Reed, C.L., Jablonski, P.M., **Bradley, J.L.**, Kroner, K.A. (2012, May). *Incentive effects on behavior and ERPs in a go/no-go paradigm with lottery-type reward.* 20th Annual University of Wisconsin – Eau Claire Student Research Day, Eau Claire, WI.

ACADEMIC EXPERIENCE

Graduate Coursework

September 2013 - Present

Western Michigan University
Kalamazoo, MI

- Psychology of Work
- Behavioral Systems Analysis
- Systems Analysis Practicum
- Advanced ID and Training Practicum
- Personnel Training and Development
- Instructional Design
- Seminar: I/O Psychology
- Personnel Selection and Placement
- Psychology of Safety
- College Teaching Practicum
- Governance and Admin. in Sports
- College Teaching Practicum
- Behavioral Approaches to College Edu.
- Conditioning and Learning
- Research in Experimental Analysis of Behavior
- Research Methods in Behavior Analysis
- Correlation and Regression Analysis
- Experimental Design and Analysis I
- Professional and Research Ethics
- Skinner's Behaviorism
- Professional and Research Ethics
- Accountancy

Academic Awards and Honors

- UWEC University Outstanding Senior Award Spring 2012
- UWEC Psychology Department Outstanding Service Award Spring 2012
- Who's Who Among Students in American Universities & Colleges Spring 2012