

# Matthew H. Reider

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## **Summary of Qualifications:**

Nine years of experience working independently and with consulting teams to improve organizational effectiveness. Primary areas of expertise include test development, individual assessment, validation, and legal defensibility of selection systems.

## **Project Examples:**

### ***Test Construction and Validation***

- Created high-fidelity computer-based work simulations across a number of jobs, and followed up with psychometric and predictive criterion validation studies of the tools
- Developed assessment centers (including group exercises, role-plays, structured interviews, case exercises, writing exercises, and in-baskets) for two large government agencies to assess thousands of candidates per year
- Designed and content validated structured interviews for selection and promotion of U.S. government officials for international positions
- Completed a concurrent validation study of multiple assessments in teamwork settings at a mid-sized steel mill
- Performed linkage analyses for content validation of assessment dimensions to job requirements for a mid-sized governmental agency
- Developed custom assessments for a large government agency and a large manufacturing organization as well as advising on the use of off-the-shelf tests
- Created a custom personality test including item bank construction and item analysis for entry-level hiring with 40,000+ administrations expected per year
- Created decision-making and budgetary managerial assessments for promotion of personnel for a large governmental agency

### ***Personnel Selection and Litigation Support***

- Conducted adverse impact analyses of employment testing and assessment exercises on an on-going basis for a large federal agency.
- Conducted analyses and advised on adverse impact issues in preparation for an OFCCP audit in a large shipping company
- Conducted a scientific and legal defensibility review and suggested improvements to the executive assessment processes used in a large shipping company
- Reanalyzed criterion-related validation data for a service manager selection system in a large shipping company
- Content and factor analyzed survey items for litigation support in a case involving copyright infringement of survey item content
- Performed a variety of statistical procedures to support clients (plaintiff and defendant) for litigation of cases involving age and gender bias in hiring, wrongful termination of protected classes, and negligent hiring
- Performed statistical analyses to assess disparate treatment and disparate impact cases in a variety of public and private sector organizations

### ***Individual Assessment***

- Compiled assessment batteries, administered tests, and wrote assessment reports for over 200 supervisors and managers during the staffing of a manufacturing plant
- Developed test battery and wrote assessment reports for CFO candidates at a \$2B manufacturing company
- On an on-going basis, conducted individual assessments (testing and report writing) for supervisory, sales, managerial, engineering, and other professional positions

### ***Competency Modeling and Job Analysis***

- Conducted a future-oriented job analysis to plan staffing needs during a large-scale corporate restructuring, and later followed up with a job analysis once personnel were in the new roles
- Developed content and web portal for collecting job analysis data from over 6,000 governmental employees in embassies around the world
- Developed a user-friendly computerized job analysis database to easily access job analysis information for staffing officers to make HR decisions and employees to better understand different roles for career planning purposes
- Created a large-scale online job analysis questionnaire for a large government law enforcement agency
- Led focus groups and conducted interviews to create competency models for several jobs across a variety of organizations

### ***Surveys and Performance Management***

- Created custom 360-degree surveys for a large government organization
- Designed, administered, and analyzed large-scale paper-and-pencil and online surveys (N > 10,000)
- Assisted in the creation of a program and employee development manual for selection, career development, job rotation, and promotion in a government agency

### ***Training and Development***

- Analyzed the management job assignment data in order to create a model to guide the development of drug store managers in a large chain.
- Developed a training program for assessors to use a new qualifications evaluation process for hiring professional employees into the federal government.
- Designed and produced structured interviewing training videos for a international use
- Performed executive assessments for the leadership development of senior executives at a multinational technology corporation
- Crafted evaluations of performance readiness for the development of employees in a government organization

### ***Recruiting***

- Serve as Director of Recruiting for Champion Recruiting Services, a firm specializing in the placement of Industrial/Organizational Psychologists in corporate and consulting jobs
- Conducted analyses of candidates completing and not completing an on-line hiring registration system.

### **Example Clients:**

- U.S. Department of State
- Walgreens
- Kenexa
- Anna's Linens
- Nucor Steel
- Motorola
- FedEx
- Pepper Construction
- US Patent Trademark Office
- Wal-Mart
- Microsoft
- Champion Consulting Services

### **Work History**

#### **Reider Research**

*Principal* (4/00 – Present)

Reider Research is a small consulting firm in Industrial and Organizational Psychology working directly for clients and subcontracting via other firms.

#### **Department of Psychological Sciences, Purdue University**

*Teaching Assistant* (8/98 – 5/02)

*Graduate Instructor* (1/01 – 5/01; 6/01– 7/01)

### **Education**

**M.S. Industrial/Organizational Psychology, 2002**

Purdue University

**B.A. Psychology, 1998, Magna cum Laude, With Honors**

University of Southern California

### **Publications**

- Morgeson, F. P., Reider, M. H., Campion, M. A., & Bull, R. A. (2008). Review of research on age discrimination in the employment interview. *Journal of Business and Psychology, 22*, 223-232.
- Morgeson, F. P., Reider, M. H., & Campion, M. A. (2005). Selecting individuals in team settings: The importance of social skills, personality characteristics, and teamwork knowledge. *Personnel Psychology, 58*, 583-611.
- Jagacinski, C. M., Madden, J. L., Reider, M. H. (2001). The impact of situational and dispositional achievement goals on performance. *Human Performance, 14*, 321-337.

### **Professional Associations and Affiliations**

- American Psychological Association
- Society for Industrial and Organizational Psychology
- Phi Beta Kappa
- MENSA

### **Technical Skill Competencies**

- Statistics and measurement including item response theory, multivariate models, and SPSS and SAS statistical packages
- Web and computer programming for online data collection, databases, and automation of selection processes including job analysis and opinion surveys and applicant tracking