

Imani S. Owens, Ph.D.  
Consultant  
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## EDUCATION

Ph.D. in Psychology (specialization in Organizational Psychology), Walden University, 2015  
M.A. in Social Sciences, The University of Chicago, 1998  
B.A. in History, and in African-American Studies, Duke University, 1996

## PROFESSIONAL EXPERTISE

- Organizational Development
- Coaching & Leadership Development
- Assessment & Interviewing
- Selection & Hiring
- Job Analysis & Design
- Diversity & Cross-cultural issues
- Workplace Flexibility
- Research Design, Research Evaluation
- Survey Development
- Data Collection & Management
- Statistical Analysis (Correlation, Multiple Regression, Factor Analysis, Chi-square, Reliability Analysis, ANOVA, MANCOVA)

## PROFESSIONAL EXPERIENCE

### **EASI•Consult®**, LLC, St. Louis, MO (Oct. 2017- Present) **Consultant**

- Interpret and prepare EASI•Consult® selection and assessment reports.
- Assist recruiters in interpretation of EASI•Consult® selection and assessment reports.

### **IMANI S. OWENS, Ph.D.** (Jan. 2016-Present) **Independent Contractor/Freelance Consultant & Coach**

- Design and deliver workshops on developing and improving strategies for individual improvement and performance.
- Provide group-based and individual coaching.
- Design and deliver workshops for building organizational culture for start-ups and entrepreneurs.
- Provide organizational needs assessments.

### **IMANI'S INK**, Raleigh, NC (Dec. 2003-Dec. 2015) **Freelance Consultant/Owner**

- Successfully provided research and writing services, including developmental editing, proofreading, resume and cover letter composition, portfolio development, report and technical writing.
- Successfully provided academic and statistics tutoring.
- Generated repeat customers through active listening, timely motivation, and communicating complex concepts in meaningful ways.

**WALDEN UNIVERSITY, Minneapolis, MN (Nov. 2011-Nov. 2015)**

**Doctoral Student Researcher**

- Conducted quasi-experimental, quantitative study using SurveyMonkey, SPSS, Microsoft Excel, and social media.
- Examined use of flexible benefits based on employee perceptions of organizational climate and organizational culture for 113 participants.
- Evaluated assessments for appropriate use for population and designed survey.
- Created model for proposed variable relationships.
- Performed advanced statistical analyses to assess whether diversity climate mediated predictive relationship between use of benefits and employee demographics.
- Interpreted mediation and hierarchical multiple regression results, and provided analysis.

**NORTH CAROLINA STATE UNIVERSITY, Raleigh, NC (Nov. 2001-Jul. 2002)**

**Research Analyst, Prospect Management & Research, Advancement Services**

- Identified and evaluated potential donors using effective search strategies. Researched and analyzed wealth indicators (e.g., tax and real estate records, SEC filings, D&B and S&P databases, non-profit contributions via Guidestar) of prospects and prepared short to lengthy profiles, bios, and reports to prepare development officers to ask for major gifts and donations. Diligent research enabled development officer to ask for and receive \$100,000.
- Encouraged sharing of information through active communication with development officers and provided recommendations for action as needed.
- Evaluated and tested database software, instruments, assessments, and training materials for implementation of University's major marketing campaign.
- Fielded questions and assisted development officers in using ADVANCE database.
- Supervised student interns.

**DUKE UNIVERSITY PRESS, Durham, NC (Feb. 2000 – Oct. 2001)**

**Senior Editorial Assistant, Social Sciences Books Division**

- Evaluated scholarly manuscript submissions for marketability by researching market data, and prepared manuscript for distribution to SMEs for feedback by writing brief summaries. Offered pertinent feedback regarding relevance to field and industry.
- Increased efficiency by developing and maintaining automated Microsoft Excel-based tracking and reporting database within first two months of my assistance.
- In conjunction with Subsidiary/Foreign Rights Editor, responded to inquiries and negotiated contract terms for translation agreements.
- Evaluated resumes, as well as hired, trained, and supervised interns.

**UNIVERSITY OF NORTH CAROLINA, Chapel Hill, NC (Jan. 1999-Feb. 2000)**

**Research Assistant, Cecil G. Sheps Center for Health Services Research**

- Quickly learned industry and supported the Center for Disease Control's National Evaluation Office for the All Kids Count II Immunization Registry Research Program by developing and evaluating items for paper and telephone survey instruments, and developing codes and coding surveys.
- Provided initial feedback and prepared reports to communicate initial results. Developed and managed automated Microsoft Excel-based tracking and reporting, relational database for over 300 survey responses. Extracted data for scheduled and ad hoc reporting.
- Verified data for the Maternal and Child Health's Data Management and Utilization Office's annual data publication.
- Supervised projects assigned to administrative assistant.

**DUKE UNIVERSITY, Durham, NC, (Mar.– Aug. 1997)**

**Research Aide, Social and Health Psychology Department**

- Recruited eligible 4th-grade participants and mothers for the Duke Girls Friendship Research Project. Contributed to data collection by conducting and transcribing interviews, performing on/off-site observation.
- Interviewed mother and daughter participants, using open-ended/unstructured and structured methods.
- Functioned as a positive role model for girls without compromising the ethics and standards of the project.
- Increased efficiency of data collection by developing and maintaining computerized logs, tracking sheets, and report forms.
- Planned and coordinated complex weekly observation groups for 120 girls.
- Trained new employees and encouraged best performance among coworkers despite that the job was a short-term position.

**PROFESSIONAL MEMBERSHIPS**

- Society for Industrial and Organizational Psychology (SIOP)
- MentorCoach, LLC, an ICF-accredited program
- Psi Chi International Honor Society for Psychology

**SKILLS & TECHNICAL EXPERTISE**

Proficient in SPSS, SAS, Excel, Web 2.0 Tools, Blackboard LMS, MS PowerPoint. Some experience with Tableau.