

Daniel R. Krenn, PhD

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Education

Wayne State University- Detroit, Michigan
Doctor of Philosophy in Industrial and Organizational Psychology (Statistics minor), 2019

Wayne State University – Detroit, Michigan
Master of the Arts in Industrial and Organizational Psychology (Statistics minor), 2016

Auburn University– Auburn, Alabama
Bachelor of Arts in Psychology (Music and Political Science minors), 2012

Professional Positions

National Aeronautics and Space Administration (NASA)

Management and Program Analyst (Diversity) – July 2020-Present

Employee in the Office of Diversity and Equal Opportunity for Agency-wide Office. Analyze EEO data to locate barriers for how to improve NASA's diversity and inclusion programs from organizational data and social science research. Generate reports from data analysis. Collaborate with Human Capital department to identify strategies for recruitment, selection, retention, development, and management of NASA personnel. Synthesize data analyses and recommendations into presentations targeted at a wide range of audiences. Deliver presentations to senior staff and NASA employees. Design surveys and metrics to assess the success of programs, initiatives, and events. Manage special emphasis activities. Assist in other ODEO activities as needed.

University of Alabama in Huntsville:

Adjunct Professor – August 2019- Present

Taught undergraduate and graduate courses related to Industrial and Organizational Psychology, and undergraduate Social Psychology.

Aetos Systems, Inc.:

Workforce Analyst – March 2019- January 2019

Contractor for the Office of Human Resources for NASA's Marshall Space Flight Center. Analyze workforce data. Manage personnel databases. Provide MSFC director and senior leaders with data and analytics to guide the management of center personnel including hiring strategies, buyouts, retention strategies, etc. Conduct data mining with personnel data to identify potential threats to workforce quality and quantity. Provide strategic recommendations to HR leaders, business partners, and other employees from data and analytics. Create, distribute, and

analyze psychometrically validated survey data aimed at indentifying personnel management concerns.

Aetos Systems, Inc.:

Diversity Data Analyst – March 2018- March 2019

Contractor for the Office of Diversity and Equal Opportunity for NASA’s Marshall Space Flight Center. Analyze EEO data to locate barriers for how to improve MSFC’s diversity and inclusion programs from organizational data and social science research. Generate reports from data analysis. Collaborate with Human Capital department to identify strategies for recruitment, selection, retention, development, and management of MSFC personnel. Synthesize data analyses and recommendations into presentations targeted at a wide range of audiences. Deliver presentations to senior staff and MSFC employees. Design surveys and metrics to assess the success of programs, initiatives, and events. Manage special emphasis activities. Assist in other ODEO activities as needed.

Mobile County Personnel Board:

Human Resources Generalist/Analyst - October 2016-March 2018

Conduct job analyses to update job descriptions, minimum qualifications, and applicant assessment procedures. Conduct interviews and observations to identify potential problems within departments, and generate recommended solutions to those problems. Create and validate personnel assessments/tests. Make recommendations to improve selection procedures and other personnel processes. Screen job applicants, coordinate interviews, and track applicants and hires using HRIS. Assist hiring managers in interview and performance management skills. Advise leadership on human resources legal compliance. Conduct market analysis for compensation and benefits. Create and manage job postings. Assist in recruitment initiatives as needed, and make recommendations to employing jurisdictions regarding recruitment of applicants. Run statistical analyses to determine legality of assessments.

Workplace Aggression and Motivation Laboratory:

Co-Supervisor -August 2015 – October 2016

Wrote research papers related to areas managing motivation and aggression in the workplace. Hired research assistants. Trained research assistants on data analysis, research protocol, and research-related problem solving. Co-managed research laboratory. Developed research assistants to prepare them for graduate school. Ran statistical analyses. Planned and managed major research projects from start to finish.

Denison Consulting:

Analyst - September 2016- October 2016

Worked in areas related to corporate workplace culture. Updated and standardized culture and leadership assessments and modules. Calculated descriptive statistics. Managed large datasets.

University of Michigan – Flint:

Statistical Analyst/Research Assistant– August 2016 – October 2016

Supported public health research by conducting statistical analysis and interpreting results.

Applied Psychology and Organizational Research Group (APORG):

Consultant – August 2015 – October 2016

Served as a consultant on contracts at American Axle and Manufacturing, Intrax and Droste. Developed/revised assessments that were used in organizational fit evaluation and job placement. Revised and validated assessment center exercises including leadership assessments. Conducted job analyses and competency modeling in support of the Human Resource and Organizational Development departments.

Wayne State University:

Adjunct Professor -August 2012 – October 2016

Taught various undergraduate courses in psychology including general psychology, social psychology, and industrial/organizational psychology. Taught and mentored approximately 750 students over 4 years.

Auburn University:

Undergraduate Research Assistant (Dr. M. Clark) and Laboratory Manager December 2010 – May 2012

Managed Organizational Research Laboratory. Managed lab schedules. Conducted experiments and documented results. Prepared research papers. Assisted other lab URAs submission applications for lab access. Participated in experiment design and planning.

Auburn University:

Research Assistant (Dr. M. Escobar) January 2010 – May 2011

Supported research on human cognition and learning. Conducted experiments and documented results. Prepared research papers. Assisted other lab URAs submission applications for lab access. Participated in experiment design and planning.

Research Interests

Broadly speaking, research interests are in employee well-being and organizational fairness.

More specifically, primary research interest fall into 3 categories:

- Workplace aggression and mistreatment (including interpersonal discrimination)
- Work-life issues
- Accuracy and bias in selection and appraisal (including disparate group treatment)

Peer Reviewed Journal Articles

Thrasher, G., Krenn, D.R., & Marchiondo, L.A. (2020). Are counter-productive workplace behaviors and workplace deviance parallel constructs? A meta-analytic test of a common practice. *Occupational Health Science*.

Clark, M. A., Early, R. J., Baltes, B. B., & Krenn, D. (2019). Work-family behavioral role conflict: Scale development and validation. *Journal of Business and Psychology*, 34, 39-53.

Marchiondo, L.A., Biermeier-Hanson, B., Krenn, D.R., & Kabat-Farr, D. (2018). Target meaning-making of workplace incivility based on perceived personality similarity with perpetrators. *Journal of Psychology: Interdisciplinary and Applied*, 152, 474-496.

Odeh, A., Bruce, T. J., Krenn, D. R., & Ran, S. (2017). A broader perspective on subtle discrimination interventions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 10, 118-123.

Baltes, B.B., Wynne, K., Sirabian, M., Krenn, D.R., & De Lange, A (2014). Future time perspective, regulatory focus, and Selection, optimization and compensation: Testing a longitudinal model. *Journal of Organizational Behavior*, 35, 1120-1133.

Book Chapters

Baltes, B. B., & Krenn, D. R., (2017). Flexible work schedules, In S. G. Rogelberg (Ed.), *The SAGE Encyclopedia of Industrial and Organizational Psychology*, 2nd edition. Sage Publications.

Conference Presentations

Krenn, D.R. & Bramble, R.J. (2017, April). Personality and work values: An argument for joint use of individual difference constructs. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Lutz, A.J. & Krenn, D.R. (2017, April). Childfree in the workplace: A content analysis. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Mullins, M., Krenn, D.R., & Stahl, W. (2016, April). Religiosity, buffering the relation between discrimination and negative work outcomes. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Sirabian, M.A., Baltes, B.B., Krenn, D.R., Early, R.J., & Cerard, M.C. (2015, April). A problem focused training intervention to reduce work-family conflict. In M.A. Clark (chair), *We're all in this together: Individual and organizational work-family interventions*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Thrasher, G., Krenn, D.R., Keehn, F.Z, & Marchiondo, L.A. (2015, April). Actors and victims of workplace aggression: A comparative meta-analysis In R.L. Wooderson (chair), *Within and beyond: Workplace aggression and multiple constructs*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Marchiondo, L.A., Krenn, D. & Kabat-Farr, D. (2014, August). Social Identity Comparison and Target Meaning-Making of Workplace Incivility. In P.N. Sharma & D.J. Yoon (chair), *Putting a Face to Aggressive Words and Actions: Target and Offender Characteristics in Workplace Mistreatment Processes*. Symposium presented at the annual meeting of the Academy of Management, Philadelphia, PA.

- Thrasher, G., Krenn, D.R., & Keehn, F.Z. (2014, May) A Meta-analytic Examination of the Outcomes of Incivility. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Wynne, K.T., Baltes, B.B., Krenn, D.R., Sirabian, M., De Lange, A. (2014, May). Older Worker Performance: Future Time Perspective, Regulatory Focus, and SOC. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, Hawaii.
- Early, B.J., Wynne, K.T., Keehn, F.Z., Krenn, D.R., & Baltes, B.B. (2013, April). Developing a knowledge based measure of SOC coping strategies. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
- Frazier, G.D., Krenn, D.R., Childers, O.K., Montgomery, P.F., Collier, B.A., & Clark, M.A. (2012, April). Expressive suppression: Social outcomes and the mediating role of emotion. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
- Clark, M.A., Patel, T.G., Childers, O.K., & Krenn, D.R. (2011, October). All Work and No Play: A Meta-Analytic Examination of Workaholism. Poster presented at River Cities I/O Conference, Chattanooga, TN.

Teaching Experience

- Industrial and Organizational Psychology- Graduate (3 semester; 6 classes)
- Industrial and Organizational Psychology- Undergraduate (3 semester; 6 classes)
- Introduction to Psychology, Laboratory (3 semesters, 8 classes)
- Elements of Psychology (5 semesters, 7 classes)
- Introduction to Psychology, Lecturer (1 semester, 1 class)
- Social Psychology (3 semester, 5 classes)

Invited Talks and Guest Lectures

- Guest Lecture- Industrial and Organizational Psychology Course- University of South Alabama, Course Instructor: J. Still, Topic: Work Motivation (November 2017)
- Invited Talk-Erlanger Health, Topic: Leadership Development (November 2017)
- Guest Lecture- Introduction to Psychology Course- Wayne State University, Course instructor: A.M. Wright, Topic: Social Psychology (July 10, 2013)
- Guest Lecture- Introduction to Psychology Course- Wayne State University, Course instructor: A.M. Wright, Topic: Memory (June 17 & 19, 2013)

- Guest Lecture- Introduction to Psychology Course- Wayne State University, Course instructor: L. Marchiondo, Topic: Affect, Mood, & Emotions (March 13, 2013)
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Academic Service

- Course Developer (January-July, 2013)
 - Revised Psychology 1010 Laboratory Manual for Wayne State University
 - Co-Chair of the I/O Brown Bag Lecture committee (July 2014-May 2015)
 - Member of the WSU Psychology Diversity Leadership Committee (January 2015-2016)
 - Helped to design MUSE, a mentoring program for first generation and minority college students
 - Graduate Mentor (August 2014-2016)
 - Provided support and advice to a less experienced graduate student
 - Mentoring Undergraduate Students for Success (MUSE) Mentor (October 2015-2016)
 - Assisted an undergraduate student in goal setting, career planning, and graduate school preparation
 - APA Conference Reviewer (2019)
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Professional Affiliations

- American Psychological Association Division Memberships:
 - Society for the Psychological Study of LGBT Issues- December 2014-Present
 - Society for the Teaching of Psychology- May 2013-May 2015
 - Educational Psychology- May 2013- May 2015
 - Society for Industrial and Organizational Psychology- January 2011-Present
 - Alabama Association for Public Personnel Administrators- January 2017-December 2018
 - Psi Chi, April 2009 – Present
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Professional Honors & Awards

- OURCLA Research Scholar, Awarded September 2011
- University Graduate Teaching Assistantship (2012-2016)
 - Department of Psychology, Wayne State University

- Graduate Professional Scholarship (2016-2019)
 - Wayne State University
 - Certificate of Teaching Development, Awarded 2016
 - Office for Teaching and Learning, Wayne State University
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Non-Academic Awards and Honors

- Eagle Scout (August 2007)
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Knowledge and Skills

- Knowledge
 - Proficient in Industrial and Organizational Psychology
 - Proficient in HR laws and best practice
 - Proficient in General Psychology
 - Proficient in Statistics
 - Proficient in Experimental Design
 - Proficient in Survey Design
 - Experience in Social Psychology
 - Experience in Learning, Conditioning, and Memory
 - Experience in Qualitative Research
- Software
 - Proficient with SPSS statistical software
 - Proficient with Qualtrics and SurveyMonkey surveying tools
 - Proficient with Microsoft Office
 - Proficient in NEOGOV
 - Experience with Mplus statistical software
 - Experience with LISREL statistical software
 - Experience with R statistical software
- Foreign Language
 - Limited Working Proficiency in German