

**Lexi Strasburg, Ph.D.**  
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## Education

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2023	Ph.D.: Industrial Organizational Psychology, Saint Louis University, St. Louis, Missouri
2021	M.S.: Industrial Organizational Psychology, Saint Louis University, St. Louis, Missouri
2019	B.A.: Psychology, University of Nebraska, Lincoln, Nebraska

## Professional Experience

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### 6/2023-Present Research Associate

Pacific Research & Evaluation, LLC, Portland, Oregon

- Design and conduct complex research projects and program evaluations using qualitative and quantitative research methods. Manage numerous research projects simultaneously, ensuring timely and budget-conscious delivery of results.
- Coordinate collection of survey, focus group, interview, and archival data. Utilize advanced statistical software (R, Excel, Power BI, SPSS) for data analysis, data visualization, and interpretation of results.
- Communicate research findings through informative reports and presentations.
- Build positive relationships with stakeholders and collaborate with multidisciplinary teams to deliver meaningful and actionable results.

### 5/2022-5/2023 Data Scientist I

Centene Corporation, St. Louis, Missouri

- Lead multiple research projects to understand key issues relevant to HR, including employee performance and succession planning, HR data acumen, and internal mobility.
- Analyzed workforce data using complex statistical models, including a multilevel model to evaluate bias in performance ratings across demographic factors.
- Served as strategic partner to Talent Management COE and HR Business Partner community to ensure understanding of analytic results and appropriate alignment to action planning.
- Received Key Contributor Award for analysis of enterprise-wide talent data which was delivered to executive leadership. Analysis followed 2022 performance cycle and included data on performance, potential, and succession planning.
- Created informative reports and presentations using R and Power BI and leveraged Workday reports and dashboards to access workforce data.
- Developed change management and education materials to ensure HR community understands and is better able to utilize data tools available.

### 5/2021-5/2022 Organization Development & Effectiveness Graduate Intern (Talent Management)

Centene Corporation, St. Louis, Missouri

- Analyzed employee listening survey data, including perceptions of engagement and DEI, from over 40,000 employees.
- Developed and delivered presentations of survey results to executive leaders, business partners, and engagement champions across organization. Shared best practices on action planning around survey results and recommended next steps.
- Built dashboard for talent executives that highlights executive selection assessment usage (e.g., trends in competency and ability ratings) for over 800 requests. Collaborated with workforce analytics to examine links between assessment results and organizational outcomes such as performance and retention.

- Evaluated critical role (Health Plan CEO) to develop success profile which identified key competencies, experiences, and knowledge needed for success. Conducted 15+ subject matter expert interviews with key organizational leaders and interpreted qualitative and quantitative data to find trends in incumbent backgrounds.

**8/2019-5/2021 Graduate Consulting & Research Assistant**

Saint Louis University, School of Professional Studies, St. Louis, Missouri

- Designed Qualtrics surveys for clients using validated measures to assess mentoring program effectiveness, employee engagement, burnout, and other organizational issues.
- Interpreted quantitative and qualitative survey data.
- Created informative reports, including tables, figures, and executive summaries for key organizational stakeholders.
- Facilitated data feedback sessions with leaders, interpreting results and providing insights.

**9/2020-5/2021 Organizational Development Consultant**

R & K Harvey LLC, St. Louis Missouri

- Lead regular client meetings, facilitating project plan discussions and answering questions related to the research and consulting process.
- Designed multiple Qualtrics surveys for clients aimed at understanding employee experiences with diversity, equity, and inclusion in their organization.
- Analyzed quantitative and qualitative data from surveys, interviews, and focus groups.
- Developed informative reports and presented findings and recommendations to clients.

**6/2020-8/2020 Talent Development Intern**

Schnuck Markets, Inc., St. Louis, Missouri

- Worked with Diversity, Equity, & Inclusion strategy team to build introductory diversity training for team members.
- Converted processes for building competency profiles across roles in the organization and identifying individual development needs into online platform.
- Reviewed strategic talent review process and present recommendations for process improvement. Supported the facilitation of talent review sessions.

**1/2019-8/2019 Graduate Intern (Research and Analyst)**

Humanex Ventures, Lincoln, Nebraska

- Assisted in creating and improving selection and developmental assessments and structured interviews. Supported with job analysis, item-writing, collecting test data, and evaluating assessments with a series of statistical analyses.
- Conducted structured personality assessment interviews, analyzed responses, and provided hiring recommendations.
- Administered culture surveys through online system and created reports of client results.
- Led team that delivered a leadership conference for high school students. Oversaw instructional design, logistics, and outreach initiatives. Supported broader leadership conference team on events targeted to professional audience

**5/2017-1/2019 Intern (Research)**

Humanex Ventures, Lincoln, Nebraska

- Led project that compared athletic team performance data with team culture survey results. Identified culture items and dimensions most strongly related to performance.
- Facilitated culture survey feedback sessions with clients across various industries.

## Publications & Presentations

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### Publications:

Thomas, C. L., Murphy, L. D., Billeaud, M. L., **Strasburg, A. E.**, & Cobb, H. R. (2022). Supported here and supported there: Understanding family-supportive supervisor behaviors in a telework context. *Community, Work, & Family*. <https://doi.org/10.1080/13668803.2022.2106188>

Murphy, L. D., Thomas, C. L., Cobb, H. R., & **Hartman, A. E.** (2020). A review of the LGBTQ+ work-family interface: What do we know and where do we go from here? *Journal of Organizational Behavior*. <https://doi.org/10.1002/job.2492>

### Presentations:

**Strasburg, A. E.**, Veres, M., Billeaud, M. L., & Thomas, C. L. (2023). *Family-supportive supervisor behavior training in practice: A systematic review* [Poster presentation]. Society for Industrial and Organizational Psychology, Boston, MA, United States.

**Strasburg, A. E.**, Thomas, C. L., Giancola, J. K., & Storz, A. P. (2022). *Work-family interpersonal support: A resource for employees with caregiving ambition?* [Poster presentation]. Society for Industrial and Organizational Psychology, Seattle, WA, United States.

**Strasburg, A. E.**, Thomas, C. L., & Marciniak, J. (2022). Can an infographic promote managerial workplace lactation knowledge? A pilot study. In Thomas, C. L. (Chair) & Arena, D. F. (Discussant). (2022). Integrating work and parenthood: A mixed-methods look at return-to-work behaviors [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Cobb, H. R., Murphy, L. D., Thomas, C. L., **Strasburg, A. E.**, Billeaud, M. L., Rudolph, C. W., & Arunprasath, D. (2022). Using a holistic conceptual framework of work-nonwork boundary management to improve measurement and conceptualization. In Jimenez, W. P., & Hu, X. (Chairs). (2022). Working toward worker well-being: Conceptual and methodological insights [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

Cobb, H. R., **Strasburg, A. E.**, Qalbani, S., Arunprasath, D., & Thomas, C. L. (April 2022). *A qualitative exploration of workaholism in college students in the United States* [Poster presentation]. Society for Industrial and Organizational Psychology, Seattle, WA, United States.

Thomas, C. L., Murphy, L. D., Billeaud, M. L., **Strasburg, A. E.**, & Cobb, H. R. (2022). Supporting employees during involuntary telework: How supervisors are helping employees manage the work-family interface. In Allen, S. J. (Co-Chair), Hammer, L. B. (Co-Chair), & Casper, W. J. (Discussant) (2022). Calling for support of work-nonwork roles: protecting employee health and well-being [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

**Hartman, A. E.**, Thomas, C. L., Billeaud, M. L., & Marciniak, J. (2021, April 14-17). *When lactation is stigmatized: Examining work experiences of lactating women* [Poster presentation]. Society for Industrial and Organizational Psychology, Virtual Conference.

H. R. Cobb (Co-Chair), **A. E. Hartman** (Co-Chair), & C. L. Thomas (Co-Chair), Allen, J., Appelbaum, N., Garman, A., Hughes, A., & Hysong, S. (No Authorship Order). *Healthcare and COVID-19: The pandemic's current and lasting impact on medicine* [Panel presentation]. (2021, April 14-17). Society for Industrial and Organizational Psychology, Virtual Conference.

Cobb, H. R., Murphy, L., Katz, I. M., Thomas, C. L., Rudolph, C. W., **Hartman, A. E.**, & Billeaud, M. L. *Are we measuring boundaries or borders? A review of boundary management scales* [Poster presentation]. (2021, April 14-17). Society for Industrial and Organizational Psychology, Virtual Conference.

Cobb, H. R., Murphy, L. D., **Hartman, A. E.**, Chang, C., & Donnelly, S. (2021, May 26-27). *COVID-19 in higher ed: University employee's work environment experiences during the COVID-19 pandemic* [Poster presentation]. Association for Psychological Science, Virtual Conference.

Murphy, L. D., Cobb, H. R., **Hartman, A. E.**, Chang, K., & Donnelly, S. (2021, April 9). *Assessing the resource loss spiral of university employees during the COVID-19 pandemic* [Poster presentation]. Saint Louis University Sigma Xi Research Symposium, Virtual Conference.

Cobb, H. R., **Hartman, A. E.**, Murphy, L., & Thomas, C. L. (2020, June 15-17). *Who benefits in dual-earner couples? Career focus and work-family balance* [Poster presentation]. Society for Industrial and Organizational Psychology, Virtual Conference.

Murphy, L., Cobb, H., **Hartman, A. E.**, & Thomas, C. L. (2020, June 15-17). *A review of LGBTQ+ work-family: What do we know and where do we go from here?* [Poster presentation]. Society for Industrial and Organizational Psychology, Virtual Conference.

**Hartman, A. E.**, Riemer, A. R., Gervais, S. J. (2019, April 15). *Diversity or equality? How gender-biased hiring policies influence the selection outcome* [Poster presentation]. University of Nebraska-Lincoln Research Fair, Lincoln, NE.

**Hartman, A. E.**, Riemer, A. R., Gervais, S. J. (2019, April 11-13). *Trying to get the job: Implications for female applicants in employment interviews* [Poster presentation]. Midwestern Psychological Association (MPA) Conference, Chicago, IL.

**Hartman, A. E.**, Riemer, A. R., Gervais, S. J. (2018, April 10-11). *He said, she said: The effect of objectification on communication in relationship disagreements* [Poster presentation]. University of Nebraska-Lincoln Research Fair, Lincoln, NE.

**Hartman, A. E.**, Riemer, A. R., Gervais, S. J. (2017, November 4). *Objectification among romantic relationships and male attitudes towards the female partner* [Poster presentation]. Nebraska Psychological Society Conference (NPS), York, NE.

## **Professional Affiliations**

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Society for Industrial and Organizational Psychology (SIOP)