

Cheryl L. Jackson, PhD

(C) 704-996-9250
cljackson328@gmail.com
Bryan, TX

PROFESSIONAL EXPERIENCE

CL Jackson, LLC, Bryan, TX March 2017 – Present
Independent Consultant

- Conduct large- and small-scale organization design, competency modeling, and job design
- Consult with organizational leadership and project teams
- Design and facilitate on-site or virtual training sessions
- Develop assessment approach and tools

Texas A&M University, College Station, Texas August 2019 – Present
Lecturer, Masters of I/O Psychology Program

- Teach one to two professional seminars per semester, depending on number of cohorts
- Support student professional development through mock interviewing, resume review, negotiation practice, acquiring applied opportunities, etc.

Lowe's Companies, Inc., Mooresville, NC Oct. 2012 – April 2017
Acting Manager, Performance Management

- Manage the Performance Management process for 250,000 corporate and field employees enterprise-wide
- Create new Performance Management process for four different populations across the company
- Communicate to and trained employees and leadership on annual process and updates
- Work within PeopleSoft and the Learning Management System
- Work closely with Human Resources Business Partners and Business Leadership
- Analyze and manage risk
- Conduct compliance investigation and audit

Senior Talent Management Consultant, Organizational Effectiveness

- Manage the enterprise-wide organizational design and assessment project including vendor selection and management, project management, training on the new process, and regular leadership updates
- Conduct organizational design for multiple functions including IT, Marketing, and Finance including job design, job valuation (Hay Methodology), and job structure
- Manage day-to-day maintenance of store-based manager assessment including questions from the field, technical issues, vendor relationship, and continuous improvement opportunities
- Consult with Compensation and Managers on job valuation based on Hay Methodology
- Manage the development and implementation of US-Store selection process including new tools and process
- Build relationships with teams across LOE, HR, and the business to continually improve tools and processes for increased consistency and legal defensibility
- Facilitate focus groups to design jobs and coach leadership on most effective org design
- Conduct compliance investigation / audit and create solution reports

Walmart Stores, Inc., Bentonville, AR
Consultant II, Global Organizational Effectiveness

July 2009 – July 2012

- Facilitate over 200 focus groups with hourly through executive leadership to design and value over 600 jobs in various organizations (i.e., Global eCommerce, Dotcom, Aviation, Travel, Security, International, Replenishment, Finance, Logistics, Human Resources)
- Price, conduct job valuation on roles based on Hay Methodology
- Consult with Leadership on job valuations
- Define organizational structure with leadership teams
- Consult with business leadership, assessed customer needs, and identified solutions in areas of career pathing, succession planning, selection/assessment, and org & job design
- Develop & delivered training for HR & business partners
- Design, developed, & implemented group selection process for Sam's Club
- Audit HR practices, conduct compliance investigation, and create solution reports
- Provide career counseling and coaching services

University of Phoenix (Local Campus), Rogers, AR
Associate Faculty, Northwest Arkansas Campus

July 2010 – July 2012

- Coach and supported students in balancing personal & professional constraints and academic performance
- Design lectures and conducted in-person classes of non-traditional undergraduates
- Provide career counseling and services to students
- Making a difference that reaches beyond the classroom:
 - *She was able to explain the material and assignments in a way that made them easy to understand. I really learned a lot.*

Kimberly-Clark Corp., Roswell, GA
Selection & Assessment Specialist, Talent Acquisition

June 2007 – July 2009

- Support the engagement survey by designing questions, creating executive summaries, identifying action plans
- Develop and delivered organization-wide training programs for recruiters, interviewers, and employees
- Provide career counseling and services
- Conduct recruiting practice audits and create solution reports

The Home Depot, Atlanta, GA
Contractor, Org. Effectiveness & Talent Management

May 2006 – June 2007

- Evaluated leadership programs, identifying opportunities for improvement
- Developed assessment tools including interviews and tests
- Designed and participated in assessment centers for district managers
- Served as a certified 360 assessment coach for managers
- Supported executive and director-level development by conducting in-depth interviews, compiling assessment material, and creating detailed feedback reports

Hay Group, Kansas City, MO
Master's-Level Intern

May 2005 – May 2006

- Designed a behavioral-based performance appraisal system
- Eliminated edits of work by Sr. Consultant entirely after only a few weeks
- Developed and delivered SIOP symposium on organizational trends in characteristics and outcomes of top executives identified using data provided by Hay Group

Army Research Institute, Fort Leavenworth, KS
Research Fellow, Leader Development Unit

May 2005 – May 2006

- Supported senior researcher by developing project proposals, collecting data, preparing papers for submission for publication and conferences, and developing ideas.

Kansas State University

Manhattan, KS

- Graduate Teaching Assistant & Guest Lecturer 2004-2006
- Organizational Psychology Consultant 2004-2005
- Research Assistant 2002-2003

EDUCATION

Professional in Human Resources (PHR) Certification 2010

Ph.D., Industrial / Organizational Psychology 2007
Kansas State University; Manhattan, KS
Dissertation: *The benefits of the task for the delivery of negative feedback.*

M.S., Industrial / Organizational Psychology 2005
Kansas State University; Manhattan, KS
Thesis: *Self-monitoring & the acceptance & application of external feedback*

B.S., Psychology 2002
Minor: Speech Communications
Sam Houston State University; Huntsville, TX

VOLUNTEER & COMMUNITY INVOLVEMENT

The Bridge Ministries, Bryan, TX
Board of Directors & Volunteer

August 2019 – Present

The Bridge Ministries, Bryan, TX
Marketing Director & Volunteer

August 2018 – July 2019

- Participate in weekly food pantry serving 75+ families a week
- Build and manage social media presence
- Promote organization within the community
- Community relations
- Prepare and distribute newsletter
- Coordinate annual fundraiser for 300 attendees
- Serve on committee for annual client Christmas Store

PRESENTATIONS

- Schultz, M.L., Coole, D.R., Loignon, K., & Locklear, T.S. (April, 2016). *Functional job architecture: Practical solutions for large-scale job analysis*. Master tutorial presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA. **(Authored the submission and content. Could not attend the conference.)**
- Jackson, C.L.** (April, 2015). *So You Think You Can Practice I-O Psychology?* Panel presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA
- Jackson, C.L.** (April, 2015). *Finding I-O's magical unicorn: Integrated talent management*. Panel presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Comer, C.L.** (April, 2009). *Establishing the Relevance of I-O: Practitioner Accounts From the Frontlines*. Panel discussion at the 24th annual conference of the Society for Industrial Organizational Psychology, New Orleans, LA.
- Comer, C.L.** (April, 2009). *Assessments in Action: Lessons Learned While Implementing New Programs*. Panel discussion at the 24th annual conference of the Society for Industrial Organizational Psychology, New Orleans, LA.
- Schultz, M.L., Jay, A., & **Comer, C.L.** (April, 2007). 360-Feedback: A Research Tool to Understand Leader Behavior and its Effects. In W. Burke (chair), *Assessing the Impact of Multisource Feedback on Organizational Performance*. Symposium presented at the 22nd annual conference of the Society for Industrial Organizational Psychology, New York, NY.
- Lovato, C. L., Davis, V., Schultz, M. L., & **Comer, C.L.** (April, 2007). Cultivating and Sustaining a Retention Oriented Culture at The Home Depot. In P. W. Hom (chair), *Research-Driven Best Practices in Employee Retention*. Practitioner Forum presented at the 22nd annual conference of the Society for Industrial Organizational Psychology, New York, NY.
- Peat, J.A., Davis, V.A., & **Comer, C.L.** (April, 2007). *Reducing Adverse Impact in Biodata Via Dimension and Item-Level Analysis*. Poster presentation at the 22nd annual conference of the Society for Industrial Organizational Psychology, New York, NY
- Schultz, M.L., **Comer, C.L.**, & Jay, A. (May, 2006). *Emotional Intelligence as a Predictor of Directive Leadership Behaviors*. Poster presentation at the 18th annual convention of the Association for Psychological Science, New York City, NY.
- Comer, C.L.** & Knight, P.A. (May, 2006). *Self-Monitoring and the Acceptance of External Feedback*. Poster presentation at the 18th annual convention of the Association for Psychological Science, New York City, NY.