

## PROFILE OF QUALIFICATIONS

### **Industrial and Organizational Methods**

Assessment & Selection, Survey and Test Development, Interviewing, Performance Appraisal methods, Training Program Development, Organizational Culture Assessment and Change, Job Analysis and Design, Personnel Selection, Team Building and Leadership, Talent Management, Labor Law, Geographically Distributed (Virtual) and Multicultural Teams, Communication in Organizations, Project Management.

**Software:** Virtual Survey Research Suites (Qualtrics, Zoomerang/ SurveyMonkey, etc.); Communication tools and Social Media Applications for Organizations;

### **Human Factors Methods**

Macroergonomics, Task Analysis (Cognitive task analysis), Ergonomical Design Principles & Assessment, Human Performance, Workload Assessment, Situation Awareness Assessment, Technology Usability Assessment & Design, Individual Differences Assessment, Workload Assessment.

**Tools and Software:** IWorks 250 (Physiological Measurements Suite: GSR, EKG, ECG); Eye-tracking for Research (FaceLAB 5).

### **Technical Environmental, Health and Safety & Other Training**

Tap Root Certified (Incident Investigation & Root Cause Analysis, 2013)

DOT Certified on Hazardous Materials Transportation Regulations 49CFR (active, 2013)

Lock Out Tag Out (LOTO) Training (active, 2013)

OSHA General Safety 10 hr. course (active, 2012)

Data Analysis in Nuclear Criticality Safety Certificate by American Nuclear Society (Washington DC, 2013)

First Aid and CPR (2011)

### **Research Methodology and Advanced Statistics**

Experienced in Planning, Designing, and Conducting Empirical and Applied Research Studies; Running Advanced Statistical Analysis Procedures and Interpreting Data.

**Data analysis software:** Statistical Package for Social Sciences (SPSS), LISREL, AMOS, MiniTab and Excel for Statistical Data Analysis.

### **Languages**

Excellent Communicator with **Fluency in English, Russian, Lithuanian (native)** Languages

**Basic (Conversational)** Proficiency in **Spanish** Language.

## EDUCATION

### **PhD in Human Factors and Applied Experimental Psychology**

**2011- 2015 Expected**

University of Central Florida (UCF), Orlando, FL

**Dissertation Research Area:** Organizational Resilience and Safety Culture Assessment

**Research Interests:** Macro Ergonomics, Human Performance, Organizational Resilience & Culture, Cognitive Engineering, Virtual Environments and Psychophysics; Development of Training/Intervention Systems.

**Advisor:** Peter A. Hancock, PhD

**MS in Industrial & Organizational Psychology**

**04/2010**

Carlos Albizu University (CAU), Miami, FL

**Independent Multinational Research Project:** Designed and conducted an applied industrial research project analyzing cultural differences in employee attitudes in the USA, Latin America and EU. Results and suggestions presented to executive members of the organizations involved.

**BA in Psychology**

**12/2007**

Florida International University (FIU), Miami, FL

National Deans List (2007), Phi Beta Kappa, Phi Kappa Phi.

**EXPERIENCE**

**Founder and CEO**

**05/2013- Present**

*Non-Neurotypical Design LLC, Orlando, FL*

**Career Services for Autistic Spectrum (ASD) Community**

- Selection and Assessment Tool Development for ASD community
- Media and Outreach

**Senior Industrial Human Performance Advisor**

**04/2012- Present**

*SIEMENS Energy Inc., Orlando, FL*

**Global Environmental, Health & Safety (EHS) Programs**

- Lead Human Performance (HuP) Training Workshops
- Develop Advanced HuP/ Human Factors (HF) training modules, based on best practices in the aviation industry
- Conduct Statistical Analyses of Safety Metrics, identify trends and offer intervention methods
- Serve as Committee Member for the Global ZHC @ Siemens Assessor Training Program Design
- Serve as HuP/Human Factors Expert on technical application design for iPad/Mobile Devices for Wind Power Division
- Serve as Human Factors Expert on EU Service Renewables/Major Projects ZHC/HuP Program Development and Rollout
- Advice on iPad Usability testing for Take Five Tool Application for Fossil Energy
- Support Region Asia EHS with HuP Program Design and Implementation Efforts
- Coordinate EHS Portal Technical Document Translations into Russian Language and Cultural Adaptation
- Develop Routine Investigation tool and training
- Frequent global EHS Bulletins author on the Human Performance, Resilience, Culture and teamwork topics to fortify Zero Harm Culture (ZHC) Communication Efforts
- Represent Siemens EHS at the national and international conferences and roundtables, speaking about best practices and resilience
- Organize and lead EHS table and Wheel of Fortune to educate on and promote Zero Harm Culture efforts during Annual Quality Day event

**Researcher**

**06/2011- Present**

*University of Central Florida (UCF), Orlando, FL*

**Minds in Technology/ Machines in Thought Research Laboratory (MIT2)**

- Design and Direct Research on Varied Human Factors Topics
- Recruit, Train and Manage a Group of Students
- Conduct Interviews and Focus groups

**Cross- Cultural Psychology (Upper division course) Instructor** **08/2012- 12/2012**  
 University of Central Florida (UCF), Orlando, FL

**Psychology Department**

- Develop Course Curriculum and Knowledge Assessments ( exams, homework assignments, in class activities)
- Conduct Interactive in class learning using various media and interactive anonymous polling tool
- Develop supplemental virtual suite for the supplemental materials and collaboration
- Review, grade and provide feedback to 67 students on their course projects

**Graduate Teaching Associate / Research Methods Laboratory Instructor** **01/2013- 05/2013**  
 University of Central Florida (UCF), Orlando, FL

**Psychology Department**

- Instructor for the Applied Section of the Upper Division Undergraduate Level Research Methods Course
- Instruct 40 students (10 groups) on every step of the experimental design , Result presentation and technical writing
- Team building and coordination
- Grade research projects and Provide feedback

**Graduate Teaching Assistant / Statistics Laboratory Instructor** **08/2011- 05/2012**  
 University of Central Florida (UCF), Orlando, FL

**Psychology Department**

- Instructor for the Applied Section of the Upper Division Undergraduate Level Statistics Course
- Teach Students how to Conduct Inferential Statistical Analysis using SPSS Software
- Teach Result Section for Publication Writing APA (American Psychological Association) Style
- Edit and Grade Student Work (80 students)
- Prepare and Lead Theoretical Statistics Exam Review Sessions

**PhD Intern** **04/2012- 08/2012**  
 Institute for Simulation & Training (IST), Orlando, FL

**Applied Cognition & Training in Immersive Virtual Environments Laboratory (ACTIVE)**

**Space, Science and Spirituality an Interdisciplinary Research Project funded by John Templeton Foundation**

- Assessing Human Physiological Arousal State in Virtual Environments using Physiological Suite

**Independent Consultant /District Manager at Arbonne International** **12/2010- 04/2012**  
 Independent Consultant (Sole Proprietorship)

- International Marketing and Sales
  - Event Management and Presentations
  - Team Building, Coaching and Training
- Conducted two ways: face to face and via interactive virtual technology

**The Bureau of Human Resources Intern** **08/2009- 04/2010**  
 Broward Sheriff's Office, FT. Lauderdale, FL

**Selection and Assessments Division**

- Analyzed job requirements and content to establish the criteria for selection and promotion tool development, including new item construction and item analysis
- Developed scoring tabulation reports for SME survey data for varied positions
- Developed confidential virtual survey questionnaire tools to gather job candidate feedback
- Conducted statistical analysis, prepared reports summarizing findings, made inferences and suggestions

- Co-facilitated assessment center exercises, including rater training sessions

***Recruiting Division***

- Designed and developed Recruiting Division Training Manual
- Conducted candidate screening : semi-structured interviews and basic requirement verification,
- Administered physical ability tests
- Served as a liaison between the community and the organization at citywide career fairs and academic events

***Front Office/Night Audit Supervisor***

**02/2009- 08/2010**

*Westin Beach Resort Ft. Lauderdale, Ft. Lauderdale Beach, FL*

- Act as Manager on duty for a busy beach property with over 400 rooms, convention center, spa and 4 dining facilities
- Designed and created job description and night audit training manual
- Supervised and trained front office agents and other service employees
- Responsible for revision and accurate reconciliation of all daily revenue activities; daily and monthly report and spreadsheet accuracy and timely delivery to Executive Committee

***Research Assistant/ Heath Educator***

**01/2007- 12/2008**

*Florida International University (FIU), Miami, FL*

***Community Based Intervention Research Group (C-BIRG)***

- Prepared and managed manual and digital confidential data filing/storing systems
- Collaborated with other research professionals in planning and evaluation of survey process and data
- Conducted literature reviews for publications, presentations and grant proposals
- Organized and coordinated social events and presentations

***Adolescent Behavior and Lifestyle Evaluation (ABLE) Project***

- Conducted brief- motivational interview sessions
- Responsible for completing intervention sessions with more than 50 clients
- Collected data via semi- structured behavioral interviews and confidential surveys

***Research Assistant***

**01/2007- 12/2008**

*Florida International University (FIU), Miami, FL*

***Child Anxiety and Phobia Program (CAPP)***

***Youth Development Project (YDP), Longitudinal Research Study***

- Co-facilitated group therapy sessions
- Conducted semi-structured and behavioral interview sessions in written and electronic/magnetic format
- Compiled, transcribed, coded, categorized and verified information, then stored it in statistical databases for confidential archiving
- Grouped and rated qualitative data during multiple rater sessions

***Behavior Intervention Specialist***

**01/2007- 09/2007**

*The Starting Place Inc., (Co-Occurring/Inpatient Unit) ,Substance abuse and behavioral health agency, Hollywood, FL*

- Continuously monitored and supervised 20 teen clients
- Scheduled, coordinated, lead and directed daily activities
- Identified client's needs, settled disputes, resolved conflicts, coached and motivated
- Acted as a liaison between clients and medical staff

## PRESENTATIONS & PUBLICATIONS

**Liutvinskaite, J.** (2014). *Embracing Failure- Building Culture of Resilience*, Annual Occupational Safety & Health Roundtable, Tampa, FL (*Invited Presentation*)

**Liutvinskaite, J.,** & McDaniel, T. (2013). *Building Organizational Culture though Resilience*, American Nuclear Society (ANS) Meeting : Risk management in Complex Socio-technical Systems , Washington , DC (*Invited Presentation*)

Higgins, N., **Liutvinskaite, J.,** & Wismer, A. (2013). *A Human Factors Analysis of Worker Tasks in a Coffee Shop: An Initial Study for Technology Transfer to Latin America*, Human Factors and Applied Psychology Student Conference, Daytona Beach, FL.

**Liutvinskaite, J.** (2012). *The Human Dimension in Technology Era*. International Conference of Young Lithuanian Scholars, School of International Business, Vilnius University, Vilnius, Lithuania (*Invited Presentation*)

**Liutvinskaite, J.** (2012). *Does Your Smile Matter? The Role of Candidates Smile and Selectors Personality when Selecting in Static Virtual Environments*, Human Factors and Applied Psychology Student Conference, Daytona Beach, FL

**Liutvinskaite, J.,** Hancock, G., Schmidt, T., & Fanfarrelli, J. (2012). *E-book Technology: Killing or Kindling the Reading Experience?*, Human Factors and Applied Psychology Student Conference, Daytona Beach, FL

Porat, S. & **Liutvinskaite, J.** (2012). *Terpsichore, Euterpe and Mneme: Mystical Effects of Training in Music and Dance on Memory*, Human Factors and Applied Psychology Student Conference, Daytona Beach, FL

**Liutvinskaite, J.** & DiDona, T. (2010). *Pay Satisfaction and Turnover Intentions Internationally*, American Psychological Association Convention, San Diego, CA (APA Conference Proceedings)

**Liutvinskaite, J.** (2009). *Good Manners are Good for Business- Virtual Multimedia Training Program*, Carlos Albizu University, Miami, FL

## PROFESSIONAL AFFILIATIONS

### Human Factors and Ergonomics Society (HFES)

- National Chapter Student Affiliate Member
  - Served as the Reviewer for the Human Factors and Ergonomics Association Annual Meeting (2012) Augmented Cognition (AugCog) Technical Group best Student paper award
  - Served as a Columnist on the HFES Bulletin on Early Careers in Human Factors Panel (2012)
- UCF Student Chapter Member
  - Served as the Chair of Outreach (2012)
  - Served as Columnist on the Human Factors and Ergonomics UCF Student Chapter Newsletter (2012)

### Society for Industrial and Organizational Psychology (SIOP) Student Affiliate Member

- Committee Member for Industrial Organizational and Organizational Behavior Conference (2012)

**American Psychological Association (APA) Student Affiliate Member**

- Evaluation, Measurement & Statistics (Division 5)
- Society for Industrial and Organizational Psychology ( Division 14)
- Applied Experimental and Engineering Psychology ( Division 21)

**COMMUNITY & OTHER ENGAGEMENTS**

**Diversity Employee Resource Group @ Siemens**

- Community Outreach Lead Officer at the Disability Awareness and Support Network (DASN)
- Co-Producer of the Disability Awareness Month
- Cross - Cultural Employee Resource Group (HRG) Member: Organized & Hosted a table on Lithuania during annual Cultural Diversity Event @ Siemens 2013

**Toast Masters International: Energy Speak Easy @ Siemens Club member** (since April 2013):

- Humorous Speech Contest 2<sup>nd</sup> Place Winner ( Selected to compete in the Area Humorous Speech Contest)
- International Speech Competition Contestant

**Central Florida Disability Chamber of Commerce (CFDC) Active Member**

**Thank you!**