DAMON U BRYANT, PHD

EDUCATION

Doctor of Philosophy 2004– Industrial and Organizational Psychology, University of Central Florida
Dissertation: The Effects of Differential Item Functioning on Predictive Bias

Master of Arts 2000 – General Psychology, University of North Florida
Thesis: The Moderating Role of Self-Monitoring and Transformational-Transactional Leadership on Performance in a Military Setting

Bachelor of Science 1995 – Psychology, Howard University

PROFESSIONAL INDUSTRY EXPERIENCE

Morgan State University, Baltimore, MD — January 2022 – Present
Assistant Professor of Psychology
Design and teach courses in the Graduate Program in Psychometrics of the Psychology Department. Courses include

- Testing, Equating, Scaling, and Linking (graduate)
- Psychometric Theory (graduate)

XChainz, Baltimore, MD — June 2018 – Present
Chief Data Scientist/Strategic Advisor
Responsible for researching and developing blockchain-based applications for business and consumer use with an emphasis in Human Capital Management. Blockchain Council Member: #42883563. Certified NFT Expert: #44083262.

Educational Testing Service, Princeton, NJ — December 2019 – July 2021
Research Scientist/Harold Gulliksen Psychometric Research Fellow
Served as principal investigator on a multimillion-dollar Department of Defense sponsored grant to refine and validate a cross cultural-competency assessment system for use with special forces (i.e., Green Berets, Civilian Affairs, and Psychological Operations). Conducted research on cognitive models used to create automatic item generators for college admission exams. Additional responsibilities include

- Created AI-based learning and assessment algorithms for Team Mercury within the Assessment Learning Technology Division in collaboration with our international partners in China
- Conducted R&D on the use of blockchain for operational products, e.g., digital credentials, score reports, item-level logging
- Conducts R&D activities within the Foundational Psychometrics and Statistical Research group

Lumina Datamatics Assessments & Analytics, Dallas/Fort Worth, TX — May 2015 – July 2018
Chief Scientist
Raised $4 million in 2015 and merged with joint venture partner Lumina Datamatics in 2018. Designed, developed, and managed an artificially intelligent assessment platform, Smart Test Technology®, in AWS for automatic item generation, item analytics, simulations, computer adaptive testing, differential item functioning and course recommendations.

Infor, Dallas/Fort Worth, TX — April 2014 – May 2015
Human Capital R&D Scientist / Manager
Recruited, hired, and coached a team of R&D Scientists with PhD-level expertise in statistics, computer-science, engineering, computer-vision, and artificial intelligence. Designed, developed, and managed an AWS cloud-based analytics environment for a workforce hiring assessment tool administered to over 10 million US job applicants each year.

Humana, Dallas/Fort Worth, TX — November 2010 – April 2014
Lead Behavioral Health Predictive Modeler
Managed a team of behavioral health predictive modelers and built predictive models for clinical and non-clinical healthcare insurance programs. Conducted ROI analyses on the use of predictive models in Humana healthcare programs.

University of Texas at Arlington, Arlington, TX — June 2009 – May 2010
Visiting Assistant Professor of Psychology
Designed and taught courses in the psychology department. Courses included several sections of Business Psychology (undergraduate).

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Tulane University, New Orleans, LA July 2006 – June 2008
Visiting Associate Professor of Organizational Behavior
Designed and taught courses in the management department at the AB Freeman School of Business. Covered topics included matrix theory, negotiation, project management, selection, promotion, diversity, equity, inclusion, management, strategy, and culture. Courses included

- Dimensions of Human Resources Management (undergraduate)
- Organizational Behavior (undergraduate)
- Seminar in Multivariate Statistics (graduate)

IBM, Dallas, Texas August 2004 – August 2006
Global Human Resources Advisor, Corporate Headquarters
Assisted in the development and deployment of IBM's global selection strategy in Asia-Pacific during a period of hyper-growth in emerging markets. Designed, developed, deployed, and managed the creation of machine learning based item generators to create selection tests for hardware and software engineering employment programs while conducting adverse impact analyses and advised IBM's Chief Diversity Officer.

University of Central Florida, Orlando, FL August 2002 – June 2004
Instructor in Psychology
Taught advanced courses in the department of psychology. Courses included

- Psychological Measurement (undergraduate)
- Advanced Research Methods (undergraduate)

MILITARY EXPERIENCE

US Army, Jacksonville, FL March 1996 – September 2000
Second Lieutenant, Air Defense Artillery
Protected and defended the constitution as a commissioned air defense artillery officer with a specialty in Nuclear, Biological and Chemical Defense.

US SOFTWARE COPYRIGHTS

Python - A Python Machine Learning Program for the Detection of Illegal Employment Decisions (TXu002166576)
Python – Smart Test Technology Classes (TXu001831195)
Java – Smart Test Technology Classes (TXu001831491)

FUNDED RESEARCH

US Army Research Institute for the Behavioral and Social Sciences, "*Refinement and Validation of the Cross-Cultural Competency Assessment System Battery*" Cooperative Agreement Contract No: W911NF-16-2-0011 Co-Principal Investigator: Damon U. Bryant, PhD Amount: $2,386,536.00

Tulane Faculty/Student Engagement Grant, 2007, Awarded Funding Amount: $2,560

PEER-REVIEWED PUBLICATIONS

Bryant, D.U., Mitcham, M., Araiza, A.R., & Leung, W.M. (2011). The interaction of self-monitoring and organizational position on perceived effort. *Journal of Managerial Psychology*, 26(2), 138 – 154.

Bryant, D. U., & Davis, L. (2011). Item vector plots for the multidimensional three-parameter logistic model. *Applied Psychological Measurement*, 35(5), 393 - 397.

Bryant, D. U., & Wooten, W. (2006). Developing an essentially unidimensional test with cognitively designed items. *International Journal of Testing,* 6(3), 205 – 228.

Bryant, D. U. (2005). A note on item information in any direction for the multidimensional three parameter logistic model. *Psychometrika*, 70(1), 213 – 216.

Bryant, D. U, (2004). The effects of differential item functioning on predictive bias. *Electronic Theses and Dissertations*. 165.

Edwards, H.R., **Bryant, D.U.,** & Bent-Goodley, T.B. (2011). Participation and influence in federal child welfare policymaking, *Journal of Public Child Welfare*, 5(2-3), 145-166.

Mitcham-Smith, M., Hayes, B.G., Jackson, A., **Bryant, D.U.**, & Fefer, S. (2010). School counselor advocacy: Identification and retention of African American gifted students. *Journal of Urban Education*, 7 (1), 9-1.