BOB WARIS
warisr@umkc.edu

EDUCATION:

2005	Doctor of Philosophy, Psychology, (Emphasis: Community/Organizational Psychology), University of Missouri-Kansas City, (Dissertation: An examination of organizational culture, employee attitudes, and organizational citizenship behaviors: A path analysis approach).
2003	Master of Business Administration, (Double emphasis: Leadership and Marketing) University of Missouri-Kansas City
1997	Master of Arts, Psychology, University of Missouri-Kansas City (Thesis: A meta-analysis of organizational development interventions and their effect on employee attitudes).
1995	Bachelor of Arts, Psychology, University of Missouri-Kansas City
1991	Bachelor of Arts, Communication, University of Missouri-Columbia

PROFESSIONAL EXPERIENCE:

2005 - Present HRS/Erase (An intermediary between insurance companies and hospitals)
Trainer and Consultant

- Taught an organizational behavior course to management team
- Designed an organizational culture audit
- Assisted in designing questions for interviewing prospective employees
- Assisted in the development of current performance appraisal process

2004 – Present Market Intellect
Research Analyst

- Conducted several focus groups examining consumer attitudes
- Constructed various consumer attitude surveys
- Conducted statistical analyses on attitude surveys

1997-2004 Kansas City Power and Light, Kansas City, MO
Graduate Student Research Analyst

- Prepared monthly Customer Satisfaction Index report for top management
- Constructed and statistically analyzed numerous employee and consumer attitude surveys
- Conducted in-depth interviews with top management to determine organizational sub-cultures in various departments
- Assisted with the succession planning process
- Assisted with the evaluation of employee training needs
- Assisted with employee assessment center activities
- Assisted in 360 degree feedback process

2000-2002 Community Systems Research Group, Kansas City, MO
Graduate Student Researcher

- Lead and trained a research team of UMKC undergraduates in the areas of research design and statistical analysis
- Assisted in the design of numerous research projects for non-profit organizations
- Assisted non-profit agencies with survey design and statistical analysis
- Evaluated numerous non-profit programs in order to determine effectiveness
- Conducted several focus groups with high school students

1998 Truman Behavioral Health Center, Kansas City, MO
Graduate Student Consultant

- Assisted with the merger of two organizations
- Designed survey to audit the two pre-merger organizational cultures
- Conducted in-depth interviews with employees concerning merger issues
- Conducted statistical analyses on employee attitude data

1997-1998 GRI Research and Statistical Consulting, Lawrence, KS
Graduate Student Research Analyst

- Conducted in-depth interviews with various managers to determine research needs
- Constructed numerous consumer attitude surveys
- Conducted several focus groups to examine consumer attitudes
- Conducted statistical analyses on consumer attitude surveys

1995-1997 The Center for Business Innovation, Kansas City, MO
Business Intern

- Assisted small business owners with business plan writing
- Assisted small business owners with designing marketing strategies
- Conducted SWOT analyses for small business owners

TEACHING EXPERIENCE:

1995-1997	Lab Instructor, Experimental Psychology University of Missouri-Kansas City
1997-Present	Instructor, Social Psychology University of Missouri-Kansas City
1998-Present	Instructor, General Psychology University of Missouri-Kansas City
2000-2003	Co-Instructor, Statistics - Executive MBA Program University of Missouri-Kansas City
2001-Present	Instructor, Organizational Behavior University of Missouri-Kansas City
2003-Present	Instructor, Leadership Skills University of Missouri-Kansas City
2005-Present	Instructor, Introduction to Business University of Missouri-Kansas City

PRESENTATIONS:

- Waris, R. "Age and Occupation in Relation to Mate Selection." Presented at 1995 Great Plains Psychology Conference,

- Waris, R. "Who are State Lottery Participants? An Examination of the Literature." Presented at 1995 Great Plains Psychology Conference,

- Waris, R. "Motivational Differences Between Entrepreneurs and Salaried Employees: Is Greed Good?" Presented at 1996 Southeastern Psychological Association Conference; Norfolk, VA

- Waris, R. "Differences in Motivational Profiles Between Individuals Under the Age of 25 and Over the Age of 50." Presented at 1996 Missouri Psychological Association Conference; St. Louis, MO

- Waris, R. "A Motivational Analysis of Midwestern Entrepreneurs." Presented at 1996 Missouri Psychological Association Conference; St. Louis, MO

- Waris, R. "Goal Setting in Relation to Task Performance." Presented at 1996 Great Plains Psychology Conference; Emporia, KS

- Waris, R. "Motivational Profiles of Telemarketers as a Predictor of Job Performance." Presented at 1996 Great Plains Psychology Conference; Emporia, KS

- Waris, R. "A Meta-Analysis of Organization Development Interventions and Their Effects on Employee Satisfaction." Presented at 1997 Great Plains Psychology Conference; Wichita, KS

- Waris, R. "Organizational Behavior: An Examination of the Literature and Recommendations for the Next Millenium." Presented at 1997 Great Plains Psychology Conference; Wichita, KS

- Waris, R. "An Examination of Adolescent Perception Concerning Tobacco Use." Presented at 1998 Great Plains Psychology Conference; Lincoln, NE

- Waris, R. & Campbell, K. "Peers, Family Composition, and Socioeconomic Status as Predictors of Adolescent Substance Use." Presented at 2000 Rocky Mountain Psychological Association Conference; Tucson, AZ

- Waris, R. & Campbell, K. "Peer and Family Influences of Substance Use Among Various Ethnic Groups." Presented at the 2000 Southwestern Child Development Conference; Oklahoma City, OK

- Portwood, S., Ayers, P. Waris, R., & Kinnison, K. "An Evaluation of the Stop Violence Coalition." Presented at the 2000 American Psychological Association's Annual Conference; Honolulu, HI.

- Portwood, S., Ayers, P., Waris, R. & Wise, D. "An Evaluation of YouthFriends." Presented at the 2001 American Psychological Association's Annual Conference; San Francisco, CA

PUBLICATIONS:

- Waris, R.G. (1997) *Age and Occupation in Relation to Human Mate Selection*. Psychological Reports, 80(3), 1223 - 1226.

- Portwood, S.G. & Waris, R.G. (2002). *Childhood: Prevention of Violence.* In T.P. Gullotta & M. Bloom (Eds.) The Encyclopedia of Primary Prevention and Health Promotion.

- Portwood, S.G., Ayers, P.M., Kinnison, K.E., Waris, R.G., & Wise, D.L. (2005). *YouthFriends: Outcomes from a school-based mentoring program.* Journal of Primary Prevention, 26(2), 129-145.

HONORS AND AWARDS:

- Received first place in Graduate Research division at the 2000 Rocky Mountain Psychological Association's Annual Conference

- Received first place in Graduate Research division at 1998 Great Plains Psychology Conference.

- Received second place in Graduate Non-Research division at 1998 Great Plains Psychology Conference.

- Received Outstanding Achievement award in research at 1998 Psi Chi Annual Banquet.

- Elected Community Psychology Student Representative for 1998-1999 school year.

- Received first place in Graduate Research division at 1997 Great Plains Psychology Conference.

- Received first place in Graduate Non-Research division at 1997 Great Plains Psychology Conference.

- Received Outstanding Achievement award in research at the 1997 Psi Chi Annual Banquet.

- Received first place in Graduate Research division at the 1996 Great Plains Psychology Conference.

- Received second place in Graduate Non-Research division at the 1996 Great Plains Psychology Conference.

- Received outstanding achievement award in research at the 1996 Psi Chi Annual Banquet.

- Treasurer for University of Missouri-Kansas City Psi Chi Chapter during 1995-1997.

- Received first place in graduate research division at the 1995 Great Plains Psychology Conference.

- Received first place in graduate non-research division at the 1995 Great Plains Psychology Conference.

- Received outstanding achievement award in research at the 1995 Psi Chi Annual Banquet.

- Awarded certificate by UMKC Graduate School for advanced teaching strategies (1995).

- University of Missouri-Kansas City Dean's List (1994).

PROFESSIONAL AFFILIATIONS:

- American Psychological Association
- Academy of Management
- The Society for Industrial and Organizational Psychology
- The Society for Consulting Psychologists
- The Society for Teaching Psychology
- Society for Consumer Psychology
- Psi Chi (National psychology honor society)
- Phi Kappa Psi (National academic honor society)