

CURRICULUM VITAE

DEONDRE' RUTUES

MA (I/O PSYCHOLOGY), MBA



Contact

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Skills

Management, Operations,
Data Analysis, Leadership,
Organizing, Capacity
Building, Strategic
Planning, Facilitation,
Training & Development,
Analytical Research,
Critical Thinking,
Evaluation & Selection

License/Certification

Mental Health First Aid
Nov 2019 (3yr validation)

Professional Memberships

Society for Industrial and
Organizational Psychology

Roosevelt Industrial
Organizational Psychology
Association

Summary

A PhD-level Business Psychologist interested in improving productivity and efficiency in an organization by combining psychological theory and practical application. Multifaceted quick study with a versatile skillset and an ability to produce in fast-paced, goal-oriented environments.

Dynamic, civic minded community leader with a vision for change and a penchant for developing youth and peers. Focused on motivating individuals to achieve at the highest levels of their ability.

Education

The Chicago School of Professional Psychology Chicago, IL
APA-Accredited Program
PhD candidate in Business Psychology-Consulting Dec 2022
Dissertation: PsyCap training in impoverished communities (Chair: Dr. Jennifer Thompson)

Highlighted Courses: Intergroup Conflict Resolution, Strategic Management, Social Psychology/Behavioral Economics, Coaching/Assessment, Change Management

Roosevelt University-GPA 3.53 Chicago, IL
Dual Degree
Master of Business in Administration Dec 2017
Master of Arts-I/O Psychology Dec 2017
Literature Review: Transformational Leadership: Reviewing the latest leadership theory (Chair: Dr. Mike Helford)

Highlighted Courses: Job Analysis & Performance Management, Executive Leadership, Advanced Statistics, Organizational Development/Assessment, Instructional Design/Training, Consulting Skills, Data Analysis/SPSS, Accounting/Finance for Decision Makers, Quantitative Analysis, Personnel Selection Psychology

Kendall College-GPA 3.77 (Cum Laude) Chicago, IL
Bachelor of Arts Mar 2013
Capstone: Fast-casual dining (Chair: Dr. Aurora Dawn)

Highlighted Courses: Sales & Sales Management, Human Resources Management, Operations Management, Project Management, Succession Planning, Marketing Strategy/Management

Triton College Chicago, IL
Associate of Arts Jun 2010
Highlighted Courses: Micro/Macroeconomics, Spanish II, Calculus II, Business Law, Communications

Howard University Washington, DC
School of Business (International Business) Aug 2005

Teaching Interests

Intro To Business, Intro To Psychology, Positive Psychology, Job Analysis, Strategy, Leadership, Consulting, Intro To Industrial Organization Psychology

Research Interests

Psychological Capital, Coaching, Psychometrics, Personality, Motivation, Leadership, Assessment Centers

Honors

Sigma Beta Delta Honor Society Jun 2013

- Scholastic honor society that recognizes academic achievement among students in the fields of business, management, and administration

Alpha Chi Honor Society Jun 2013

- American collegiate honor society recognizing achievements in general scholarship

Dean's List (4x) Oct 2012-Mar 2013

Teaching Experience

Olive Harvey College Chicago, IL Nov 2020 -Mar 2021

Facilitator/Educator

Key Responsibilities: Teach classes of 20+ officers health/wellness and stress management techniques and skills. Lead discussions focused on unhealthy physical and mental practices that are prohibitive in policing.

- Emphasis placed on bias and prejudice in policing
- Incorporated Positive Psychology techniques

Project Exploration Chicago, IL Mar 2020-Aug 2019

STEM Facilitator

Key Responsibilities: Develop 20+ lesson plans that focuses on STEM activities, write 4+ blog posts describing projects and activities, create socio-emotional activities for children to engage in. Emphasize collaboration and teamwork using team building and icebreaker activities

- Little Brothers for Science
 - Teach 5+ middle school boys, aged 8-11, STEM principles through project creation
 - Stimulate scientific curiosity by engaging children with science experiments
- Sports Science
 - Teach 8 high school boys, aged 14-18, STEM principles by combining an active lifestyle with scientific properties
 - Focus on “whole being” education by incorporating exercise, diet and meditation into curriculum

Teacher (CPS) Chicago, IL Present-Mar 2019

Substitute

Key Responsibilities: Deliver pre-established lesson plans to classrooms of 25-35 children. Develop competency of children in selected subject areas. Provide socio-emotional development to children from disadvantaged communities through positive engagement.

- Type 39 Certificate

Professional Experience

New York University School of Law Chicago, IL Jun 2021-Present
Research Scholar/Community Engagement Specialist

Key Responsibilities: Recruit community members to be Ambassadors – leaders in the community who work with Chicago police to create solutions to neighborhood crime. Engage various stake holders in discussions about NPI and public safety with a community focused lens.

- Facilitate and convene meetings between community members and Chicago police
- Organize and manage all relevant data and information relating to stakeholders and Chicago police

IOS Solutions Chicago, IL May 2021-Jun 2021
Job-Specific Assessor

Key Responsibilities: Served as a contracted assessor for IOS Solutions (i.e., a public safety consulting firm located in Oak Brook).

- Reviewed, along with a rating partner, previously recorded video-based structured interviews from promotional candidates.
- Evaluated the extent to which their responses met pre-determined scoring rubrics— by providing dimension-based ratings.
- Documented observations, evaluations, and ratings according to internal and/or client procedures.

Jefferson County Chicago, IL Mar 2021-Apr 2021
Job-Specific Assessor

Key Responsibilities: Served as a contracted assessor for Jefferson County (i.e., a civil service municipality in a large metropolitan area of Alabama).

- Evaluated the performance of job candidates on audio-based structured interviews, work samples, and/or other job simulations using behavioral guidelines developed by subject matter experts.

Leaders In Transformational Education Aurora, IL Apr 2020-Sep 2019
Community Youth Worker

Key Responsibilities: Created a youth leadership committee (YLC) of 8 Opportunity Youth, 16-24 yr. old young adults, with a mission of assessing the community to gauge availability of programs, resources and viability for success in the Maywood/Proviso and Austin Communities. Held meetings with YLC 2x a month. Forged relationships between organization and community stakeholders. Contacted children at least once a month to keep them engaged in program. Maintained a database of recruited youth and community partners.

- Designed and administered community assessment survey; 16 questions
- Conducted analysis of workplace competencies of YLC by assessing performance during organized work engagements

United Parcel Service Bedford Park, IL Mar 2019-Jul 2017

Key Responsibilities: Supervised package car drivers and package handlers during daily operations. Utilized technology to track progress of package drivers and package handlers. Maintained relationships with business clients and residential customers.

- *Package Car Supervisor*
 - Directed nearly 40 drivers during daily operations
 - Resolved 20+ customer and business concerns relating to delivery and receipt of packages daily
 - Processed time sheets and entered payroll information
 - Used logistical software to track, direct and communicate with drivers
- *Pre-Load Supervisor*
 - Guided a group of 6 package handlers to goal of placing 41 Packages Per Hour (PPH) inside package cars
 - Handled 3+ hazardous material shipments/containments daily
 - Organized daily operation meetings to provide recap of previous day's performance and discuss safety procedures
 - Trained 8 new hires on standard operating procedures (S.O.P.'s) and developed 5 underperforming package handlers

Cook County Sheriff's Office Chicago, IL Jul 2017-Jan 2017

Intern-Human Resources

Key Responsibilities: Assisted Bureau Chief and department heads with various tasks. Assisted with recruiting correctional officers (COs). Organized/created databases for greater efficiency and streamlined file location.

- Recruited new talent at university career fairs
- Entered over 100 recruits' information into Recruit Tracker
- Scheduled and conducted interviews for Correctional Officer candidates
- Created a centralized database for every department in the Sheriff's Office to include over 350 job descriptions; analyzed job descriptions and updated as necessary
- Analyzed 30 employee tuition reimbursement files to confirm non-compliance with program and to disseminate non-compliant letters
- Audited over 600 Risk Management records for accuracy and compliance with OSHA
- Audited Collective Bargaining Agreements for important points for upcoming contract negotiations
- Audited CCSO application to benchmark against other agencies in order to create a more efficient application process

Great Lakes Coca-Cola Chicago, IL May 2017-Jun 2016

Merchandiser

Key Responsibilities: Fostered relationships between store management and organization. Designed displays that enhanced marketing and advertising opportunities in retail locations. Maintained shelf and back room by rotating product for freshness. Handled a wide range of product offerings that resulted in an increase of \$50,000+ in revenue each month.

- Created displays that increased sales by 25% from the previous year
- Practiced inventory control procedures; reduced back stock regularly by at least 3 pallets per store
- Placed 200+ items on the shelves at each retail location; averaged 3-5 stores per day

Nestle DSD/Edy's Ice cream Glendale Heights, IL Nov 2015-Apr 2007

Key Responsibilities: Fostered relationships between store management and organization. Designed displays that enhanced marketing and advertising opportunities in retail locations. Used technology to place and track delivery orders. Maintained shelf and back room by rotating product for freshness.

- *Utility*
 - Ordered and delivered 650+ products to 5+ stores daily
 - Increased sales revenue by \$1,500 per month
 - Obtained Class B CDL which allows operation of Nestle vehicles to deliver product to both large (Mariano's, Jewels, Ultra) and small format (Walgreen's, CVS, service stations) stores. Employed the following work site strengths:
 - Proficient in logistics
 - Enhanced time management and organizational abilities
 - Greater focus on safety and attention to detail
- *Merchandiser*
 - Improved the sales of a large format route over a period of 3 months from \$17,000 to \$20,000 per month
 - Provided excellent customer service to retail stores, which generated an increase in revenue; \$8,000 increase over previous year

Political Experience

State Representative-10th District Chicago, IL Feb 2020-Oct 2019

Business Psychologist-Executive Leadership Team

Key Responsibilities: Advised candidate and executive team members on social/communication style to increase cohesion. Trained and motivated 10 field staff on techniques to properly engage voters during direct voter contact. Assisted Field Coordinator during election day by assuming duties of Area Coordinator, employing the following work site strengths:

- Organizing group of 11 field staff
- Motivating field staff at 5 election polling sites
- Educating field staff on engagement techniques for voter base

Alderman-37th Ward Chicago, IL Feb 2019-Aug 2018

Candidate

Key Responsibilities: Created candidate platform based on issues effecting ward. Gathered 1700+ signatures, unaided, during qualification period. Raised \$5,000 during fundraising efforts. Recruited and organized field staff for election day outreach. Increased voter engagement through strategic placement of candidate signs, website creation, social media marketing and other candidate paraphernalia.

- Earned 6% of vote
- Endorsed by Chicago Tribune

Cook County Commissioner-1st District Chicago, IL Jan 2018

Volunteer

Key Responsibilities: Engaged voters with door to door direct contact. Handed out material to raise awareness of candidate in race.

Entrepreneur Experience

D'vraughn Le'Claire, LLC Chicago, IL Present-Nov 2019
President

Key Responsibilities: Utilize education and professional skills to enhance efficiency and productivity in organizations. Develop business functions of small business clients with < 3 years in business to increase awareness, brand engagement and revenue. Consult clients, community organizations, and political figures in need of strategic and leadership development. Implement PsyCap training in academic and community settings to improve positive behaviors and mindset.

UnRivaled Aura Chicago, IL Present-Apr 2016
Brand Owner

Key Responsibilities: Locate and recruit talent to perform for the Austin community. Create a monthly budget used to purchase wares from local businesses to raffle off to venue attendees. Organize the proceedings for the event and subsequent clean-up of the community. Delegate tasks to employees to ensure event success. Plan and execute every aspect of event planning and operations management.

Leadership and Community Service

Bobby E Wright Behavioral Health Chicago, IL Present-Feb 2022
Board Member

Key Responsibilities: Strategize and review annual program plan for organization. Locate sources funding for organization. Develop and manage yearly financial budget. Promote organizational efforts to the community at large.

Chicago I/O Psychologists (CIOP) Chicago, IL Present-Feb 2022
Board Member

Key Responsibilities: Strategize and implement yearly initiatives and meetings. Plan and organize 2-3 events per year. Assist with community/organization outreach efforts. Locate sources of funding for organization. Manage yearly financial budget.

Below The Line Chicago, IL Present-Nov 2021
Board Member

Key Responsibilities: Assist with locating qualified ESOP-eligible organizations. Advise ownership on DEI initiatives and equitable practices for minority workgroups. Develop trainings around Psychological Capital to bolster People Development initiatives in the organization.

Community Engagement Initiative Chicago, IL Jun 2021-Sep 2019
Chairman

Key Responsibilities: Lead 11 community members (Ambassadors) during organizational meetings. Recruit new members to organization. Assist with newly implemented community safety initiatives alongside Chicago Police Department. Design creative activities to engage community and garner support for community engagement initiative (311 day/911 day).

- International Rotary Club** Maywood, IL Present-Jun 2019
Member
 Key Responsibilities: Recruit new members. Locate speakers for club.
- Northwest Austin Council** Chicago, IL Present-May 2019
Board Member
 Key Responsibilities: Recruit new members to organization. Strategize and implement yearly initiatives. Assist Executive Director with community outreach efforts. Locate sources of grant funding for organization. Focus on educating community by hosting weekly meetings that center on housing, safety and employment.
- West Side Rising** Chicago, IL Present-Mar 2019
Organizer
 Key Responsibilities: Focus on growing community political awareness with door-to-door engagement. Recruit new members to organization. Attend monthly strategic leadership meetings.
- Black Workers Matter** Chicago, IL Present-Feb 2019
Organizer
 Key Responsibilities: Provide support to Black and Latino workers who are facing discriminatory hiring and firing practices. Assist with awareness campaigns aimed at disrupting segregationist employment models.
- College Mentoring Experience** Chicago, IL Present-Nov 2016
Mentor
 Key Responsibilities: Provide mentorship to young men from Austin community from 6th grade through college. Tutor and aid with homework. Speak with mentee at least once a week and meet at least once a month. Record progress in MentorTrack database.

Communication

- TCSPP Student Profile: Deondre Rutues (2020)
<https://www.youtube.com/watch?v=FyW3eR6fc6Q&t=6s>
- Lydersen, K. (2019, November 17). Chicago Police Hope To Build Trust With Experiment In Community Policing. Retrieved from <https://interactive.wbez.org/curiouscity/community-policing/>
- Board, E. (2019, February 7). Our choices for Chicago City Council: Wards 30-39. Retrieved from <https://www.chicagotribune.com/opinion/editorials/ct-edit-chicago-aldermen-endorsement-sieracki-santiago-brown-20190205-story.html>
- Dukmasova, M. (2019, Feb 1). Can #AnybodyButMitts win in the 37th Ward? Retrieved from <https://www.chicagoreader.com/chicago/37th-ward-aldermanic-election-emma-mitts-tara-stamps-deondre-rutues/Content?oid=67158322>

Board, C. S. T. E. (2019, January 27). 37th Ward candidate for alderman: Deondre' Rutues. Retrieved from <https://chicago.suntimes.com/2019/1/27/18369070/37th-ward-candidate-for-alderman-deondre-rutues>

Deondre Rutues: Candidate for City Council: 2019 Election Voters' Guide: Chicago News: WTTW. (2019, Jan 17). Retrieved from <https://news.wttw.com/elections/voters-guide/2019/candidates/chicago-city-council/deondre-rutues>

Austin native employs arts to revitalize neighborhood. (2016, July). Retrieved from [https://www.austinweeklynews.com/News/Articles/7-19-2016/Austin-native-employs-arts-to-revitalize-neighborhood-/](https://www.austinweeklynews.com/News/Articles/7-19-2016/Austin-native-employs-arts-to-revitalize-neighborhood/)