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Jana has provided consultation to federal and state government agencies on organization processes, such as job analysis questionnaire writing. She assists in conducting job analyses for such purposes as selection and performance appraisal and management, provides affirmative action and statistics training, and contributes to blogs and other written guidance provided by DCI for the contractor community. Additionally, Jana has been involved with a nationally-scaled job analysis for a selection system redesign. Jana earned her Master of Arts degree in Industrial/Organizational Psychology from Radford University in Radford, Virginia.