

Education

- Teachers College, Columbia University**, New York, NY May 2021
- Ph. D. Fellow in **Measurement and Evaluation**
 - Master of Science in **Applied Statistics**
- New York University**, New York, NY May 2014
- Master of Arts in **Political Science**, specializing in **International Affairs**
- Boston University**, Boston, MA May 2012
- Bachelor of Arts in **Economics, International Relations, Political Science**, and **Spanish**
 - Summa Cum Laude graduate
 - Study Abroad Program at Instituto Internacional (Madrid, Spain)
- Highland Park High school**, Dallas, TX May 2008
- High school diploma

Work Experience

Mercer Workforce Strategy & Analytics, New York, NY

Associate, May 2021 – Present

- Estimating, reporting, and presenting results from linear and logistic regression models to understand what drives pay, performance, promotion, and turnover within client companies
- Advising clients on Pay Equity and Diversity, Equity, and Inclusion (DEI) issues
- Introduced a new statistical methodology, structural equation modeling (SEM), into our practice that uses use path models to illustrate how a client's internal almost market functions

Adjunct Assistant Professor at Columbia University, New York, NY

The School of International and Public Affairs and Teachers College, January 2022 – Present

- Taught the following graduate-level statistics courses: Applied Regression Analysis, Probability and Statistics, and Modern Data Structures

Community College Compass Project, New York, NY

Research assistant, September 2019 – May 2021

- Assisting with evaluation for an NSF funded project by helping create survey instruments to administer to professors and students.
- Analyzing evaluation data, most of which is survey data but also includes reviewing project documentation.

Mercer Workforce Sciences Institute, New York, NY

PhD Candidate Research Intern, May 2019 – April 2020

- Meta-analyzed regression cases to understand how age and tenure drive business outcomes.
- Built meta-regression models and conducted moderator analyses; ran diagnostics and sensitivity testes and implemented robust variance estimation methods.

Learnabi, New York, NY

Psychometrics Researcher, August 2018 – July 2019

- Designed a diagnostic assessment to measure gaps in knowledge for the Algebra I NY State Regents Exam.

Office of Institutional Studies (Columbia University), New York, NY

Research Assistant, September 2016 – May 2019

- Provided analysis for reports about college-wide surveys, e.g. the Graduate Exit Survey.
- Examined and documented the psychometric properties of the office's survey instruments.
- Created an algorithm that archived over 20,000 course evaluations into a database.

Assessment and Evaluation Research Initiative, New York, NY

Senior Research Assistant, September 2018 – January 2019

- Met with medical professionals to provide technical research assistance, including matters related to assessment design, statistical analysis and research design.
- Implemented statistical analysis, created statistical tables and figures for different projects.

Strong Minds Rise Together (SMRT), New York, NY

Director of Research and Evaluation, October 2014 – September 2016

- Worked closely with SMRT's clients to create a shared understanding around evaluation activities, including identifying which outcomes to monitor and how to measure them.
- Conducted regression and time-series analyses for various projects, and also used descriptive techniques to answer key evaluation questions.
- Supervised a small research team and directed a multidisciplinary approach.

Housing Services, Inc. New York, NY

Consultant, January 2014 – October 2014

- Oversaw data collection and input activities, developed survey and interviewing methodology.
- Created and maintained a database to evaluate a GED program. Lead evaluation efforts by quantifying the economic, social, and health impacts of HSI's intervention program.
- Assisted with designing a GED program molded around evidence-driven practices.

United Nations Internal Evaluation Division, New York, NY

Consultant, August 2013 – April 2014

- Managed data collection and analysis through the administration of a web-based stakeholder survey, which included more than 2,000 contacts in the Asia from national governments, UN agencies, civil society, etc.
- Conducted regional trend analyses of economic development across Asia and created statistical database with key development indicators.
- Supported the evaluations for the Millennium Development Goals (MDGs) and the Economic and Social Commission of Asia and the Pacific (ESCAP), the regional arm of the UN in the Asia-Pacific region that promotes inclusive and sustainable development.
- Managed data collection and analysis; developed evaluation methodology; prepared document reviews; created statistical database with key development indicators.
- Mainstreamed gender, human rights, and relevant international agreements into evaluations.

United States Mission to the United Nations, New York, NY

Intern, June 2013 – August 2013 (Security Clearance)

- Drafted cables on Security Council deliberations as well as briefing memorandums for American political officers and diplomats.
- Prepared information memorandums on issues relating to US interests around the world.
- Covered several different thematic areas, including: peacekeeping; Women, Peace, and Security (WPS); Children and Armed Conflict (CAAC); international humanitarian law.

America Reads and Counts, New York University, New York, NY

Teaching Assistant, September 2012 – June 2013

- Helped teach and guide a third grade class of twenty students in core subjects under the direction of a professional teacher, Miss Grace Chen.
- Assisted with preparing and leading lesson plans as well as other administrative duties.

International Action Network on Small Arms, New York, NY

Intern, October 2012 – December 2012

- Attended the First Committee of the General Assembly of the United Nations to prepare reports detailing the negotiations of the Arms Trade Treaty.
- Researched and reported on various topics related to the arms trade.
- Advocated for the Arms Trade Treaty (ATT) and the Program of Action (PoA) which aim to protect vulnerable populations from the harmful effects of the arms trade.

Undergraduate Research Opportunity Program, Boston University, Boston, MA

Research Assistant, July 2011 – December 2011, UROP Grant recipient

- Aided Professor William Keylor, the Director of the International History Institute at Boston University, with his research on Charles de Gaulle.
- Compiled primary and secondary research, prepared summaries for each source and inputted them into an excel database accessible via cloud computing services.

Mundo Cooperante, Madrid, Spain

Intern, January 2010 – May 2010

- Translated documents and correspondence from English to Spanish and vice versa.
- Researched data for various development indicators, e.g. gender violence, HIV/AIDS, human rights statistics, for countries in Asia, Africa, and South America, which were used to campaign for funding from the Spanish Government's development fund for NGOs.

Qualifications & Skills

- Language Skills: proficient in Spanish; basic Italian and Latin
- Advanced MS Office (vlookups, pivot tables); R, Python, SAS, STATA, SPSS, Mplus; Oracle; Github.
- Data mining; data visualization (*ggplot2*); factor analysis, PCA; structural equation modeling; web scrapping
- Quantitative and qualitative research skills, econometric modeling
- Strong communication skills, experience in public speaking and tutoring/teaching

Publications & Presentations

- Meta-analyzing logistic regression slopes: A partial effect size for categorical outcomes
- Age, Experience, and Business Performance: A Meta-Analysis of Work Unit-Level Effects." *Work, Aging and Retirement* 8.2 (2022): 208-223.
- Characterizing Health Care Delays and Interruptions in the United States During the COVID-19 Pandemic: Internet-Based, Cross-sectional Survey Study. *Journal of Medical Internet Research*, 23(5), e25446.
- Check the Blood Pressure! An Educational Tool for Anesthesiology Trainees Converting Epidural Labor Analgesia to Cesarean Delivery Anesthesia, *Anesthesia and Analgesia Practice*, 2020.
- Learning outcomes of a serious video game among novice anesthesiology residents: A battle of the sexes, paper presented at The International Meeting on Simulation in Healthcare, 2020.
- Estimating the Labor Market Returns of the General Educational Development, paper presented at Annual Conference for American Education Research Association, 2019.
- Developing a Global Health Experience Survey (GHES) for anesthesia residents, paper presented at the Columbia University Medical Center Academic Evening, 2019.

Grants & Scholarships

- Research Dissertation Fellowship
- Doctoral Fellowship scholarship to attend Teachers College
- Winner of undergraduate research opportunity program grant at Boston University to serve as research assistant for a professor writing a book on Charles de Gaulle.

Honors & Awards

- William J. Newman Book Award for an excellence in International Relations at BU
- Barbara Argote Award in Hispanic Language and Literature at BU
- Phi Beta Kappa and Sigma Alpha Lambda membership