

Lina Huang

linahuang.m@gmail.com 909-641-6617 [Linkedin](#)

Professional Summary

Fourth-year Ph.D. student in Industrial-Organizational Psychology with comprehensive training in organizational development, change management, and talent optimization. Experienced in conducting assessments and designing interventions to drive organizational change. Eager to contribute to consulting projects that align organizational structures with strategic goals and foster a positive workplace culture.

Core Competencies

- Organizational Assessments & Diagnostics
- Change Management Strategies
- Leadership Development & Coaching
- Employee Engagement & Team Building
- Talent Management & Succession Planning
- Data-Driven Decision Making
- Strategic Planning & Implementation
- Training & Development Programs
- Stakeholder Engagement & Communication
- Process Improvement & Optimization

Education

Ph.D. in Industrial-Organizational Psychology

University of Minnesota -Twin Cities, Minnesota

2021-Expected Graduation 2025

- **Dissertation:** Measuring Pre-Procrastination and Its Impact on Leadership and Teams
- **Relevant Coursework:** Organizational Change and Development, Change Management, Coaching, Organizational Climate and Culture, Culture Change, Leadership and Influence Processes, Organizational Justice, Performance Management and Evaluation, Employee Motivation, Work Groups and Teams, Occupational Health & Safety, Job Attitudes, Recruitment and Selection, DEI Training & Interventions, Advanced Statistical Methods, etc.

Bachelor of Arts Degree in Psychology

University of California, Riverside (UCR)

June 2020

- Graduated with University Honors *Summa Cum Laude*

Certificate & Membership

Change Management Specialist (*Management and Strategy Institute*)

08/26/2024

Management and Strategy Institute Fellow™

08/16/2024

Professional Experience

Organizational Effectiveness Researcher

University of Minnesota, Twin Cities

August 2021 – Present

- Orchestrated the development and deployment of surveys for three large-scale research studies, successfully gathering data from 600-800 participants total to inform organizational strategies.
- Applied advanced statistical techniques (e.g., ANOVA, multilevel modeling, regression analysis) to analyze data and provide evidence-based recommendations for organizational transformation.
- Collaborated with faculty and industry professionals to develop training modules and workshops aimed at enhancing leadership skills and team dynamics.
- Prepared reports and presentations to communicate findings and recommendations to stakeholders, driving informed decision-making and strategic planning.
- Conducted research on AI in selection, delivering expert insights to optimize hiring practices and drive organizational performance and innovation.
- Executed a comprehensive meta-analysis on team composition, providing insights that guide effective team assembly and leadership approaches in collaborative environments.
- Conducted extensive research on organizational effectiveness, leadership development, and employee engagement, contributing to actionable insights for organizational improvement.

Graduate Teaching Assistant

University of Minnesota, Twin Cities

Spring & Fall 2023

- Assisted in teaching *Psychology in the Workplace* courses, providing students with practical knowledge and case studies on implementing effective organizational strategies.
- Facilitated group discussions and workshops focused on team building, leadership, and conflict resolution, helping students apply theoretical concepts to real-world scenarios.
- Provided academic support and mentorship to undergraduate students, guiding them through research projects and career development.

Technical Skills

- Proficient Tools & Technologies: R, Google Business Suite, Microsoft Office Suite, Tableau, Power BI, Python, SQL, Qualtrics, Asana, Trello, etc.
- Data Collection, Visualization & Analysis
- Survey Design and Analysis
- Quantitative and Qualitative Research
- Machine Learning & Predictive Modeling
- Psychometric Scale Development and Measurement
- Advanced Statistic Skills: Correlation, T test, ANOVA, Regression, Multilevel Modeling, Structural Equation Modeling, Factor analysis, etc.
- Multilingual: English, Mandarin, Cantonese, Spanish

Soft Skills

Verbal and Written Communication, Change Management, Presentation, Collaboration and Teamwork, Project Management, Problem Solving, Cultural Awareness, Strategic Thinking and Planning, Attention to Detail, Self-motivated, Leadership, Decision-Making, Adaptability, Client Resolution, Relationship Building, Relationship Management