**Charles J. Haydon Gonzalez-Dyer**

(832) 885-8407 | haydongonzalezdyer@gmail.com | [www.linkedin.com/in/CharlesGonzalDyer](http://www.linkedin.com/in/CharlesGonzalDyer)

**Education**

**University of St. Thomas, Houston, TX**  May 2020

BA in Psychology GPA: 3.951

**Academic Achievements**

Dean’s List - 5 terms out of 6

Graduated with Honors from the Honors Program

Graduated as Summa Cum Laude

Scholarships - Presidential Excellence Scholarship, Susan Karnaky Endowed Scholarship, Brown Foundation Multicultural Student Scholarship, and Hugh R. Goodrich Scholarship, Study Abroad Award Sum, and UST Study Abroad Scholarship Sum

**Study Abroad - Poland**  Summer 2018

Learned ethics and explored the history of Poland from World War II to the fall of the Soviet Union with an emphasis on Saint Pope John Paul II

**University of Houston-Clear Lake** May 2023

MA in Industrial/Organizational Psychology Current GPA: 3.976

**Google Certificate-Data Analytics** October 2023

**Research Experience/Project Experience**

**University of St. Thomas Undergraduate Research**

● Psychology Department- Research Capstone September 2019 - March 2020

○ Research Advisor: Dr. Carl Scott, Phd.

■ Studied the relationship between student illness and academic performance

■ Produced and administered a survey to students.

■ Analyzed statistical data to determine the correlation between possible relevant factors such as psychological health, bodily health, and socioeconomic status.

■ Completed APA formatted article documenting study for capstone class.

■ Project was accepted to be presented at the Southwestern Psychological Association’s Convention.

**University of Houston-Clear Lake Graduate Projects** August2021-May 2023

● Focus Group Preparation

○ Conducted literature review for focus group best practices.

○ Developed targeted focus group questions.

○ Participated in mock focus group seminar.

● Job Analysis Report and Presentation

○ Conducted interviews to evaluate job-related knowledge, skills, and tasks.

○ Compiled and presented findings regarding job analysis.

● Development of Job Interview Procedure

○ Developed interview procedure based on Job Analysis findings.

○ Generated interview questions and scoring process for evaluating relevant characteristics in an applicant.

● Employee Selection

○ Reviewed question battery to evaluate the effectiveness of question items by determining their point-biserial coefficient, item difficulty, and discrimination index rating.

○ Developed a selection procedure and ranked job applicants based on assessment battery results.

● Performance Appraisal Development

○ Developed performance appraisal from scratch for employee development based on key performance indicators.

○ Evaluated and improved existing performance appraisal to better accord with best practices.

● Executive SMART Goal Development Training

○ Created training content and presentation for managers based around how to set employee development goals.

○ Generated training program to account for pre-training needs and post-training evaluation procedures.

○ Delivered training session to an audience.

**University of Houston-Clear Lake Graduate Research**

● Workplace Satisfaction and Remote Work Literature Review August 2021-December 2021

○ Examined Twitter’s company policy changes due to COVID-19 through the use of public company records.

○ Applied knowledge of organizational change management theories to evaluate changes made to adjust to COVID in the workplace.

● Remote Work Study August 2021- May 2022

○ Developed survey questions through a literature review of related psychometrics.

○ Ensured study was in accord with the University’s confidentiality standards.

○ Analyzed and interpreted survey results using SPSS to find statistically significant results.

○ Presented significant findings to audience.

● Updated Workplace Procedure and Satisfaction Survey August 2022- December 2022

○ Developed new procedure for curriculum development at Houston Community College.

○ Developed a survey to assess employee satisfaction with the updated procedure.

○ Delivered report on the success of the new procedure based on employee satisfaction.

**Google Data Analytics Certificate Projects**

* Global COVID Trends in SQL and Tableau December 2023
  + Imported CSV into MySQL and cleaned the date entry to fit MySQL’s formatting for dates.
  + Explored data and created new columns to produce a rolling count of the vaccinated population over time.
  + Communicated findings with a professional Tableau dashboard.
* Data Analyst Survey Results in Power BI. December 2023
  + Cleaned raw survey data with Power Query before importing results into Power BI.
  + Created Power BI dashboard to display data driven insights.
* Iris Flower Statistical Analysis in R. January 2024
  + Utilized descriptive statistics to assess iris data set in RStudio.
  + Ran statistical analyses to determine the relationship between variables using a linear regression model.
  + Visualized descriptive statistics and regression model using R’s visualization tools to include legends, labels, and colors to improve readability.

**Professional Experience**

**Boy Scouts of America**  Summer 2017

● Summer Camp Merit Badge Instructor*.*

● Instructed groups of around 15 youth in motor boating, row boating, kayaking, and canoeing.

● Enforced safe swimming policies as a lifeguard and disciplined offenders.

● Worked as a team within the aquatic division.

**Sunpro Solar** February 2021 - June 2021

● Helped to generate new clients for the company by going door-to-door and persuading homeowners to schedule a free home assessment.

● Trained and encouraged new lead setters in how to be persuasive and operate salesforce software.

**Ivision**  July 2021 - December 2021

● Worked as an optometry technician to schedule patients, handle insurance, and perform preliminary examinations.

**Center for Workplace Consulting** August 2021-May 2023

● Survey Creation and Analysis

○ Created and organized distribution of survey to evaluate branding image of client using Qualtrics.

○ Performed statistical analysis of survey results and provided data-driven recommendations to improve brand messaging.

● Culture Shock Training

○ Conducted literature review and structured interviews to develop content for training.

○ Developed presentation on relevant topics such as culture shock and resilience.

○ Presented research findings as training for attendees to prepare them for working as expatriates.

**Minerva Work Solutions** September 2022-October 2022

● Conducted a literature review on organizational structures to consult a small non-profit on how to manage their expansion.

● Categorized interview responses for data analysis based on interview responses.

**Houston Community College**  July 2022-Current

● Course Curriculum Development

○ Interviewed subject matter experts to develop course outcomes.

○ Developed learning objectives, assignments, multiple simulations, and rubrics to facilitate student learning.

● Organizational Development

○ Designed new replication and onboarding processes for future cycles of credential development.

○ Designed training for revamped curriculum development process.

○ Created a staffing model for college subdivision based on industry benchmarking.

● Program Effectiveness Focus Group

○ Conducted a literature review to determine how to run a successful focus group.

○ Developed targeted focus group questions.

○ Analyzed focus group data using Excel and reported results.

● Survey Analysis

○ Analyzed alumni and employer survey data for trends related to academic programs.

○ Presented findings through written reports and graphics made with Excel.

● Data Collection and Cleaning

○ Used web scraping to collect vital data points.

○ Cleaned and organized dataset using Excel formulas.

○ Generated an Excel dashboard to communicate key findings from the dataset.

**Emunah Advising** March 2023-Current

● Blog Article Writing

○ Researched topics related to organizational development and translated the graduate-level information to be more approachable to the average person.

○ Generated blog articles describing topics related to industrial-organizational psychology so that the theory could be understood and applied by a non-academic audience.

● Employee Retention Training

○ Created a five-hour employee retention training plan to assist small business owners in learning how to hire and maintain talent for their organization.

● Employee Improvement Plan and Selection Process Development

○ Examined the necessary knowledge, skills, and abilities associated with job role to produce a comprehensive job analysis.

○ Deconstructed and organized the common job factors into themes and behaviors that could be used to assess performance.

○ Researched and developed a training process that could improve performance based on the criteria outlined in the newly created performance appraisal.

● Web Scraping and Data Management

○ Used web scraping to generate cold leads for a marketing team.

○ Formatted and cleaned the raw data using formulas and other tools to produce a user-friendly Google Sheets dashboard for the marketing team.