

TIMOTHY S. CARSEL

Timothy.Carsel@gmail.com • <http://timcarsel.com/> • (850) 529-7519 • Chicago, Illinois

Experienced HR professional with a diverse range of experience. Subject matter expert on organizational psychology. Experienced in developing training curricula and communicating technical subject matter to technical and non-technical audiences. Skilled analyst with a deep understanding of statistical analyses, visualizations, and communication across a range of analytic paradigms. Decorated military veteran, with awards for leadership, teamwork, and service.

PROFESSIONAL EXPERIENCE

UNIVERSITY OF ILLINOIS AT CHICAGO, Chicago, Illinois

Doctoral Researcher, August 2014 – August 2020

- Pioneered adaptive idiographic survey research methodology that combines qualitative and quantitative approaches.
- Lead every aspect of the research pipeline on over 20 research projects.
- Wrote and delivered over 15 research presentations at national and regional conferences to audiences of 50 or more.
- Led teams of 3 teaching assistants to teach classes of over 30 students in undergraduate statistics.

HIRE ABBEY, Chicago, Illinois

Consultant, August – October 2018

- Analyzed proprietary data in service of customer segmentation for recruiting analytics.

SOCIETY FOR PERSONALITY AND SOCIAL PSYCHOLOGY, Chicago, Illinois

Consultant, August 2016 – February 2017

- Developed and distributed surveys to evaluate and facilitate a new organizational initiative.
- Drafted executive summary and full report of findings to be distributed throughout the largest professional society of social/personality psychologists (available here: <https://www.spsp.org/CareerCenter/non-academic-internships>).
- Presented findings at the organizations' national conference to over 2000 members.
- Facilitated organizational change of adding non-academic career support to the organization's career advancement program.

MINISTRY LEADERSHIP CENTER, Denver, Colorado

Social Science Observer, March – May 2016

- Delivered qualitative data for the program evaluation of leadership formation and value propagation in Catholic organizations.

UNITED STATES NAVY, San Diego, California

Aviation Electronics Technician Third Class, E-4, August 2005 – June 2010

- Promoted to Quality Assurance at an unprecedented rank.
 - Developed training and onboarding curricula for calibration technicians.
 - Led teams of 15 personnel in a fast-paced, high-stress environment (i.e., combat zone).
 - Received the Joint Service Commendation Medal for meritorious service in a combat zone and the Navy and Marine Corps Achievement Medal for exceptional workmanship and leadership, among others.
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EDUCATION

University of Illinois at Chicago, Chicago, Illinois

Doctor of Philosophy (Ph.D.) in Social & Personality Psychology (3.67 GPA), August 2020,

Masters of Arts (M.A.) in Social & Personality Psychology (3.58 GPA), August of 2017

Illinois Institute of Technology, Chicago, Illinois

Bachelors of Science (B.S.) in Psychology (3.96 GPA), May 2014

Summa cum laude, Presidential Scholar recipient, Dean's List, President's List

RESEARCH METHODS PORTFOLIO

Experiments • Surveys • Interviews • Big data • Observation • Field research • Multilevel modeling (MLM) • Structural Equation Models (SEM) • Multi-Trait Multi-Method (MTMM) • Exploratory and Confirmatory Factor Analysis (EFA, CFA) • Principal Components Analysis (PCA) • Causal modeling • Analysis of Variance (ANOVA) • A/B testing

SOFTWARE PROFICIENCIES

R • SPSS • Jamovi • JASP • Github • Microsoft Office • Tableau