TIM SULLIVAN

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Technical Writing Samples Link | **Data Analysis Skills Repository Link**
Tim Sullivan's LinkedIn Profile

Research Analyst with a background in data analysis, data visualization, technical writing and communication, research, strengths-based personality assessments, psychometrics, blog writing, and copy editing. Recognized for producing high-quality results rapidly. Seeking to master Microsoft Excel, Microsoft Power BI, and R Studio, propelling business results in the process.

WORK EXPERIENCE

Tilt 365 [A tech startup that is grounded on a framework of character strengths complete with strengths-based personality tests that help individuals and teams better understand themselves and others, fueling team cohesion and performance]

Consultant   (*March 2023-September 2023*)
- Interfaced with the Science Team in the development of a new strengths-based personality assessment using SurveyMonkey and Google Sheets

Senior Research Scientist   (*November 2021-January 2023*)
- Coalesced with the Science Team in the development of a new strengths-based personality assessment and updated an existing strengths-based personality assessment via a focused scientific approach to expand the number of unique assessments available to Tilt 365 clients
- Helped compile a new technical report investigating the psychometric qualities of a strengths-based personality assessment to demonstrate the power of the assessment, in terms of reliability and validity
- Revamped an extensive eLearning course using iSpring to enhance flow and content value
- Authored numerous highly praised blogs and conducted research to enhance the scholarly appeal of the deliverables, discussing topics such as team performance, generativity, and self-leadership
- Executed Search Engine Optimization (SEO) tasks such as writing content incorporating keyword research to boost the company's online footprint, backlinking, and populating meta tags
- Assembled business metrics data and used Power BI and Google Sheets to visualize the data to assess financial standing, helping plan for the future
- Completed the Certificate Program in Applied Neuroscience to better understand the link between the mind and work

TECHNICAL SKILLS

Analytics: Multiple Regression, Factor Analysis, Power Query, ANOVA, t-tests, VLOOKUP, PivotTables, Data Cleaning, p-values, Confidence Intervals, Hypothesis Testing, Outliers, Correlation, Descriptive Statistics, Microsoft Excel Functions, Microsoft Excel Formulas, Nested If Statements
Tools: Microsoft Excel, Power BI, PowerPoint, and Word; R Studio; Google Scholar
Content Creation: Data Analysis, Data Visualization, Technical Reports, PowerPoint Presentations, Blog Writing, Surveys/Assessments, E-learning Modules, Copy Editing

ACADEMIC PROJECTS at UNCC

- Conducted multiple regression analysis on 22 predictor variables (two categorical and 20 continuous) to quantify their impact on crime rate in 90 North Carolina counties
- Analyzed the impact of gender, race, and tenure on engagement, organizational commitment, and perceived organizational support, finding a significant relationship between gender and engagement
- Crafted an eight-item scale to assess ethical leadership and evaluated the validity and reliability of that scale
- Built a forty-four-item scale to assess the impact of risk propensity on turnover intent and whether or not that relationship was affected by conscientiousness

EDUCATION COMPLETED

University of North Carolina at Charlotte, Charlotte, NC   **GPA:** 4.0/4.0
Master of Arts in Industrial/Organizational (I/O) Psychology (**August, 2018**)

> **Relevant Coursework**: Organizational Research Methods, Field & Lab Quantitative Research Methods, Measurement in Organizations, Job Attitudes, Talent Management

University of North Carolina at Charlotte, Charlotte, NC   **GPA:** 3.826/4.00
Bachelor of Science in Psychology (**June, 2015**)
  Started with a civil engineering track, later changed to a psychology track
Honors/Achievements:
> Magna Cum Laude
> 4.00 cumulative GPA in major and minor

Oxford College of Emory University, Oxford, GA   **GPA:** 3.906/4.00
Associate of Arts (**August 2010**)
Honors/Achievements:
> Dean's Scholarship (Full Tuition Academic Scholarship)
> Phi Theta Kappa (Top 5% of Freshman Class)
> Starting member of Oxford's NJCAA Division III National Champions Varsity Tennis Team

Additional Graduate-Level Analytics Coursework (Fall 2019-Spring 2020)   **GPA** 3.8/4.0

> Applied Probability I, Applied Statistics I, Theory of Statistics I, Big Data Analytics for Competitive Advantage, Applied Statistics II

OTHER HIGHLIGHTS AND ADDITIONAL INFORMATION

- Eagle Scout and Senior Patrol Leader
- Extensive volunteer work with Loaves and Fishes: Loading trucks and stocking food pantries
- June 2005: Graduated from Charlotte, NC's Providence Senior High School
- Fall 2014-Fall 2021: Ran my own lawn business during my undergraduate and graduate studies
- Fall and Winter 2015: Studied for the GRE and applied to the I/O Psychology master's program
- Spring 2016: Worked at Home Depot as a cashier while waiting for the admission decision at UNCC's I/O master's program and leading up to the genesis of the program, once I was accepted
- Fall 2018-Spring 2019: Took undergraduate prerequisites for studying Applied Statistics at the graduate level
- Summer/Fall 2020: Continued mowing lawns in the community while waiting for the pandemic to alleviate