

TIM SULLIVAN

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[Writing Portfolio Link](#) | [Data Analysis Portfolio Link](#)

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Research Analyst with a background in data analysis, data visualization, technical reports, research, strengths-based personality assessments, psychometrics, blog writing, and copy editing. Recognized for producing high-quality results rapidly. Seeking to further cultivate my abilities in these—and other—domains.

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)

- The principal hired me back to temporarily work part-time
- Helped create surveys and then uploaded them into SurveyMonkey

Senior Research Scientist

(November 2021-January 2023)

- Worked with the Tilt 365 Science Team in developing a new strengths-based personality assessment and to update an existing strengths-based personality assessment via a focused scientific approach
- Helped compile a technical report investigating the psychometric qualities of a strengths-based personality assessment
- Revamped an extensive e-learning course
- Authored numerous blogs and conducted research to enhance content value
- Executed Search Engine Optimization (SEO) tasks
- Assembled business metrics data and used Power BI and Google Sheets to visualize the data
- Edited and proofread content written by coworkers

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

Tools: Microsoft Excel, Microsoft Power BI, R Studio, Microsoft Word, Google Scholar, Microsoft PowerPoint

Content Creation: Data Analysis, Data Visualization, Technical Reports, Presentations, Blog Writing, Surveys/Assessments, E-learning Modules, Copy Editing

ACADEMIC PROJECTS

- Conducted multiple regression analysis on 22 predictor variables (two categorical and 20 continuous) to determine 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

- Created an eight-item scale to assess ethical leadership and evaluated the validity and reliability of that scale
- Created 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

University of North Carolina at Charlotte, Charlotte, NC

GPA: 4.0/4.0

Master of Arts in Industrial/Organizational Psychology

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

Honors:

Magna Cum Laude

Oxford College of Emory University, Oxford, GA

GPA: 3.906/4.00

Associate of Arts

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 Coursework

GPA 3.8/4.0

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

COMMUNITY INVOLVEMENT

- Eagle Scout and Senior Patrol Leader
- Extensive volunteer work with Loaves and Fishes