William S. Eddy

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Skills include a business analytics toolkit emphasizing talent optimization and ROI, supplemented by acclaimed presentation and training experience. Eager to relocate upon completing master's degree in May 2020 to continue proactively providing business value and maintaining rapid skill development. Work samples available on request.

Professional Experience

East Carolina University – Graduate Assistant / Intern positions   Aug 2018 – Dec 2019
Institutional Planning, Assessment, and Research Department; Scholarly Communication Department;
Methodology & Analysis Research Lab; Psychology Department
- Created 5 public-facing / internal statistical dashboards using R, SQL, SAS, Excel, Tableau, and Power BI
- Restructured more than 10 confidential datasets in R, tailoring resulting output to departmental needs
- Automated 4 data restructuring and analysis tasks using R, after observing repetitive staff workflows
- Provided consulting to 7 staff members on psychometric best practices and survey creation in Qualtrics
- Initiated and completed pilot dashboard development for planned departmental Tableau to Power BI transition
- Produced web-based training materials to automate repetitive client-service tasks
- Contributed to development of an R/Shiny statistics web app to make data analysis accessible to non-coders
- Conducted formal and informal R education, facilitating team transition from commercial to free analytics tools
- Taught approximately 50 class sessions, provided coaching and performance evaluation

Personnel Board of Jefferson County Alabama – *Assessment center*, Visiting Assessor   Apr 2019
- Evaluated applicant performance in court-ordered, EEOC-compliant work simulations for employee selection

Bucks County, Pennsylvania Free Library System – Human Resources Seasonal Assistant   Jan 2018 – Jun 2018
- Provided consulting to HR staff on employee recruiting, selection, interviewing, onboarding, and discipline
- Compiled empirical solution proposals for organizational behavior issues, presented to top managers and CEO

ElectricUnicycleReviews – Founder and Sole Proprietor   Feb 2015 – Present
- Imported, marketed, and provided support for electric unicycles with total sales exceeding $100,000
- Utilized safety, ergonomic, and customer data to create viral marketing, influencing a niche product community
- Established business partnerships to enable a hands-off, automated, income-generating web destination

Vitamix Corporation – Presenter, Certified Trainer, National Advisory Board Member   Aug 2008 - Dec 2016
- Generated gross revenue of approximately $3,000,000, with mean daily sales of more than double peer average
- Received 11 individual awards for performance, including two "Employee of the year" designations
- Cemented 3 profitable new corporate partnerships, providing initial services for business partner leadership
- Recruited, onboarded, trained, and/or mentored more than 20 salespeople, including two current managers

Awards and Additional Experience

Society for Human Resource Management – President, East Carolina University branch   2019 – Present
- Utilizing waterfall project management techniques to lead 6 officers in conducting 1-2 monthly training events
- SHRM Carolinas Human Resources Case Competition 2019 - Graduate Level, 1st Place Team - Lead Presenter

Big Data Symposium, Eastern NC – Poster Competition, 1st Place – *IBM Employee Attrition, Wage Gap*   2019

Education

East Carolina University - Greenville, NC - *Cumulative GPA 3.73*   Aug 2018 – May 2020
Master's Degree Candidate - Industrial / Organizational Psychology
SAS Institute Joint Certificate in Quantitative Business Analytics
Graduate Certificate in Quantitative Methods for Social and Behavioral Sciences
SHRM Foundation 2019 Academic Scholarship recipient, recognizing achievement and leadership

SAS Associate Certification – Programming Fundamentals Using SAS   2019

Temple University – Philadelphia, PA - *Bachelor of Arts in Psychology*   Aug 2003 - Jan 2007

Descriptive and predictive human resources analytics	Assessment creation for hiring and performance review
Employee development and skill sharing facilitation	Job analysis, EEOC law for fair hiring, liability reduction

R   Excel   Power BI   Tableau   SPSS   SQL   SAS-EM   Visio   Qualtrics   Hadoop via SparklyR   HRIS