Ali Herington

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EDUCATION

University of Texas, Austin, TX
- Data Analysis and Visualization Certificate; Grade A+   Apr. 2022

Texas A&M University, College Station, TX
- M.S., Industrial-Organizational Psychology; GPA 4.0   Dec. 2020
- B.S., Psychology; GPA 3.57 (Major GPA 4.0)   Dec. 2018
  - Certificate in Work and Organizations

SKILLS & TOOLS

Tools: Python, PostgreSQL, MongoDB, AWS, Excel, VBA, R, SPSS, HTML5, CSS3, JavaScript, Web APIs, Tableau, Git/Github, Qualtrics, SurveyMonkey, Google Forms

Statistical Skills: Regression Analysis, Multi-Level Modeling, Factor Analysis, Structural Equation Modeling, Machine Learning

Other Skills: Survey design, job analysis, talent management, project management

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PROJECTS

Machine Madness | github.com/alilynnh/Machine_Madness
- **Summary:** A machine learning model intended to predict 2022 March Madness outcomes.
- **Role:** Responsible for creating the project dashboard, and assisted with testing various models and establishing a connection between the database and the model.
- **Technologies Used:** Python, pandas, NumPy, scikit-learn, PostgreSQL, SQLAlchemy, HTML5, CSS3, JavaScript, Bootstrap, D3.js, Plotly, Git

Amazon Vine Analysis | github.com/alilynnh/Amazon_Vine_Analysis
- **Summary:** An analysis with the purpose of determining if there is a positive bias in reviews from members of the Amazon Vine program.
- **Technologies Used:** Python, Google Colab Notebook, PostgreSQL, AWS

CitiBike Bikesharing | github.com/alilynnh/bikesharing
- **Summary:** A series of visualizations completed as part of a business proposal for a bike sharing program.
- **Technologies Used:** Python, Tableau

MechaCar Statistical Analysis | github.com/alilynnh/MechaCar_Statistical_Analysis
- **Summary:** A statistical analysis done to provide insights to the manufacturing team of the MechaCar. Included a multiple regression and t-tests.
- **Technologies Used:** R

Kickstarter Analysis | github.com/alilynnh/Kickstarter-Analysis
- **Summary:** An analysis of kickstarter campaigns in order to compare the campaign outcomes in relation to their respective launch dates and monetary goals.
- **Technologies Used:** Excel, VBA

WORK EXPERIENCE

Community Action Inc. of Central Texas, San Marcos, TX   Oct. 2021 – May 2022
Online Adult Education Teacher
- Taught high school math, science, social studies, and language arts to groups of adult learners over Zoom.
- Created engaging PowerPoint presentations for each chapter of study.
- Communicated with students through email and Remind101 to provide support and increase retention.

Brazos Valley Food Bank Together We Grow Program, Bryan, TX   May 2020 - Aug. 2020
Program Intern
- Conducted extensive research on best practices for training a diverse group of adult learners.
- Developed pre-training surveys and assessments to help the trainer to tailor the curriculum to each participant.
- Developed evaluations to be used to determine the effectiveness of the TWG training program.

Reynolds & Reynolds, College Station, TX   Jun. 2016 - Jan. 2020
Manufacturing Assistant
- Collaborated with a team to build approximately 500 electrical cables and wiring harnesses per week to later be used as part of Reynolds & Reynolds products.
- Trained new team members on correct uses of tools and procedures.

HEB, Bryan, TX   Feb. 2019 - May 2019
Perishables Representative - Produce
- Prepared, stocked, and rotated product to ensure freshness of products on sales floor.
- Communicated product knowledge to customers by explaining prices and locations of items.

CONSULTING EXPERIENCE (Pro Bono)*

TAMU Division of HR and Organizational Effectiveness, College Station, TX   Aug. 2020 - Dec. 2020
Survey Design Student Consultant
- Created a survey to assess employee engagement and assessed the psychometric properties of the survey.
- Administered the survey and analyzed resulting data.
- Presented results and recommendations to the client about how to increase employee engagement.

City of Bryan City Manager's Office, Bryan, TX   Aug. 2020 - Dec. 2020
Leadership Development Student Consultant
- Gathered and administered 360 leadership assessments and analyzed the resulting data.
- Coordinated a meeting with the leader to debrief assessment results and assist in setting developmental goals.
- Designed a leadership development plan and presented it to the client.

Brazos Valley Food Bank Together We Grow Program, Bryan, TX   Feb. 2020 - May 2020
Training Student Consultant
- Conducted a training needs analysis that involved interviewing the program directors.
- Constructed a training module on strategic and critical thinking to fit within the current training program.
- Prepared a final report and presented procedures and recommendations to the client.

Mathnasium, Bryan, TX   Feb. 2020 - May 2020
Applicant Selection Student Consultant
- Conducted a job analysis to determine the knowledge, skills, and abilities needed for the Center Director position.
- Developed a recruitment strategy and structured interview process for the position.
- Revised the current job description, prepared a final report and presented results to the client.

Texas A&M Engineering Extension Service, College Station, TX   Sep. 2019 - Oct. 2019
Job Analysis Student Consultant
- Conducted interviews of subject matter experts to gain information on tasks and the KSAOs for a job position.
- Developed and administered surveys to determine relevance of tasks and KSAOs and to perform a linkage analysis.
- Prepared a final report of the job analysis to be given to the organization.

*Part of graduate program curriculum.