Daniel Maurath

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Education	**San Francisco State University, San Francisco, California**	**May 2014**

M.S. Industrial-Organizational Psychology, 4.0 GPA

M.S. Thesis: "Volunteer Experience May Not Bridge Career Gaps" presented at Association for Psychological Science Conference, San Francisco, May 2014.

	The Ohio State University, Columbus, Ohio	**June 2010**

B.A. Psychology & German

	Universität Bonn, Bonn, Germany	**August 2009-February 2010**

B.A. coursework in German Language and Culture Studies

Experience	**YouEarnedIt**	**June 2014-Present**

Research Consultant
- Lead a research project to investigate the effect of YouEarnedIt's employee recognition software on work engagement, job satisfaction, and job performance for over 1,000 client employees.
- Administer industry-standard surveys of job satisfaction and work engagement.
- Analyze survey, YouEarnedIt and company data in R and SPSS to test hypotheses.

Bright.com (acquired by LinkedIn)	**February 2013-March 2014**

Associate Data Scientist
- Led three data analysis projects for Bright Labs on (1) the H1-B Visa program, (2) biases against the unemployed, and (3) veteran hiring practices within the Fortune 100. Used Python, Excel and SPSS to complete analyses. Awarded Bright Senior Leadership award after H1-B Visa report was published in the New York Times.
- Collaborated with data science and engineering to develop a custom platform for collecting crowd-sourced data.
- Recruited, trained, and managed 96 Human Resources professionals as participants in a large-scale crowd-sourced study. Resultant data set was 400% larger than previous study, which significantly improved a statistical model to predict resume-job fit.
- Wrote extensively on Industrial-Organizational Psychology research to establish Bright as a science-led company and thought leader in the recruitment industry.

Applied Psychology Lab (P.I. Kathleen Mosier, Ph.D.)	**August 2012-December 2014**

Graduate Researcher
- Developed and designed participant training materials for asynchronous communications study.
- Collaborated with engineers at NASA and Georgia Tech to research, purchase, manage, and maintain all hardware and software technology for asynchronous communications study on a grant from NASA.
- Wrote detailed technical documentation on all study technology for other lab members.

City Year San Jose/Silicon Valley, AmeriCorps   **July 2011-June 2012**

Learning and Development Project Leader

• Served over 2700 hours in the San Jose community training and coaching volunteers.

Learning

• Collaborated with a team of subject matter experts in developing a Behaviorally Anchored Rating Scale assessment tool to identify corps member training needs and to quantify corps member performance.
• Developed training feedback survey, analyzed results in Excel, and presented findings to trainers in a self-designed report.
• Advised staff on adult learning principles to maximize training effectiveness.

Development

• Led bi-weekly leadership development sessions for 52 peers that exceeded all feedback goals and saw a satisfaction increase of 27% over the previous year.
• Coordinated all support for career, graduate school and college planning for 52 peers including two career days in partnership with local professionals.
• Coached four peers in managing student behavior, leading a classroom, and in following organizational standards; 100% were retained for the year, and 75% applied for competitive second year positions.

City Year San Jose/Silicon Valley, AmeriCorps   **July 2011-June 2012**

First Year Corps Member, Literacy Specialist

• Served over 2700 hours in the San Jose community as a mentor and tutor for 13 ESL learners, and as a school-wide after school program instructor.
• Conceptualized, directed, and edited a crowd-sourced documentary to highlight City Year's work.

Skills   SPSS, R, Python, MS Excel, MS PowerPoint, Keynote, HTML, and CSS; familiar with SQL, JavaScript, and Tableau.

Publications   Maurath, D.(2014). A critical incident for big data. *The Industrial-Organizational Psychologist*, 51(3), 16–25.

Honors   2014 Distinguished Graduate Achievement Award, San Francisco State University
2013 Bright Senior Leadership Award, Bright
2012 Site Delegate to National Leadership Summit in Washington, D.C, City Year San Jose
2010 Ohio State Senior Management Council Scholarship Recipient, Ohio State University
2009 Brandt Family Memorial Scholarship Recipient, Ohio State University
Dean's List 7 Quarters, Ohio State University