Grace Bogle

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EDUCATION

University of Michigan   **August 2022-April 2026**
Bachelor of Science   Major: Psychology, UX design   *Ann Arbor, MI*
GPA: 3.7/4.0; Dean's List All Semesters
I am dedicated, hardworking, and committed to becoming a dependable and communicative team member. I have a strong interest in pursuing further education in Industrial Organizational Psychology.

WORK EXPERIENCE

People Analytics Internship   **June 2024 – August 2024**
MacArthur Foundation   *Chicago*

- **Survey Design and Analysis:** Designed and distributed 20+ online employee engagement and satisfaction surveys, synthesizing responses from over 100 employees to inform strategies for improving organizational culture and retention
- **Enhanced Recruitment Processes:** Conducted data-driven analyses to improve hiring outcomes, sourcing and evaluating 50+ candidate profiles and facilitating 15 intake meetings with HR and departmental leads. Developed predictive metrics to improve time-to-hire by 20% and alignment of candidates to organizational needs.
- **Experience & Journey Mapping:** Applied UX research methods to analyze candidate's personal attitudes towards online employee portal, improving alignment between job roles and applicant expectations. .
- **Data Preparation and Cleaning:** Organized and cleaned datasets from HR systems and training evaluations, reducing errors by 25% and ensuring consistency for use in advanced statistical models and dashboards.
- **Dashboard and KPI Development:** Created interactive Tableau dashboards, tracking key performance indicators (KPIs) such as turnover rates, time-to-promotion, and diversity metrics, leading to a 12% improvement in departmental reporting efficiency.
- **Trend Analysis for Cost Optimization:** Conducted trend analyses of benefits and insurance costs, identifying a 12% cost-saving opportunity and presenting actionable recommendations to senior leadership.
- **Insightful Presentations:** Delivered research insights through compelling presentations and research briefs to stakeholders, influencing leadership decisions and aligning analytics with organizational objectives.

Healthcare Coalition Consultant Research   **Sep 2023 — April 2024**
University of Michigan   *Ann Arbor*

- Led qualitative UX research for online healthcare crisis response systems; performed thematic analysis and saturation studies using MAXQDA.
- Designed and implemented surveys assessing system usability, collaboration workflows, and satisfaction with healthcare tech platforms.
- Created visual reports and personas to inform user-centered policy recommendations and platform redesigns.
- Collaborated with interdisciplinary teams to align research findings with human factors strategies and public health infrastructure design.

Neuropsychology Lab Researcher   **December 2023 — December 2024**
University of Michigan   *Ann Arbor*

- Supported experimental research on language acquisition using fNIRS to monitor neural responses in child participants.
- Visualized cognitive and behavioral data in RStudio and Excel, translating raw outputs into accessible insights and interactive graphs.
- Trained lab technicians on user testing protocols, research ethics, and safety procedures, improving lab reliability and participant experience.
- Conducted 30+ usability trials contributing to broader investigations on attention and sensory processing in early development.

SKILLS & INTERESTS

UX Research: Survey Design, Persona Development, R, HTML, CSS, Javascript, Methods: Mixed Methods, Human-Centered Design, Statistical Modeling, Communication, Persona Creation, Profiling, A/B Testing