

TISHMA RHINE JOARDER

Mississauga, Ontario • (647) 594-0179 • tishma.joarder@mail.utoronto.ca •

EDUCATION

Honours Bachelors of Science, University of Toronto Mississauga Sep 2023 - Present

- Financial Economics Specialist, Applied Statistics Minor, Certificate in Advanced Economics
- University of Toronto International Scholar Award, University of Toronto Scholar Award, University of Toronto Mississauga Principal's Entrance Award, Dean's List Scholar (CGPA: 3.7/4.0)

WORK EXPERIENCE

Research Opportunity Program Student to Philip Oreopoulos Sep 2025 - Present Department of Economics, University of Toronto

- Synthesized 500+ fictitious resumes using A.I-generated headshots, dispatched 2000+ randomized applications to German job postings online identified through scraping and tracked employer responses via email automation for a field experiment on hiring bias.
- Applied Natural Language Processing (NLP) algorithms to detect biased language descriptions towards 1000+ transgendered applicants; extracted and analyzed de-identified data to document trends using Python and R.
- Authored an empirical research essay and presented findings on transgender passing privilege in discriminatory hiring practices in Germany to end-of-year research conference.

Global Learning Assistant Aug 2025 - Present International Education Centre, University of Toronto

- Provided one-on-one guidance to 200+ student on U of T's outbound exchange, UTM abroad, summer abroad and global classroom opportunities, held weekly office hours to assist inquiries, deliver tailored constructive feedback to 60+ students and tabled events to promote global learning.
- Facilitated weekly peer mentorship sessions through the International Student Mentorship Program (ISMP) and intercultural advising through immigration toolkit and funding options workshops to foster professional development, reaching 100+ students.

Research Assistant, directly supervised by Philip Oreopoulos Sep 2024 - Jun 2025 Department of Economics, University of Toronto

- Delivered weekly one-on-one support to 4 teachers in the KWIK program, offering curriculum curation and troubleshooting guidance to facilitate computer-assisted learning to 150+ students.
- Generated 210+ weekly progress reports for teachers and 45+ comprehensive monthly progress reports for project management to support tutee recruitment using R.
- Developed 200+ questions for grades 5-8 in LaTeX and JSON for NUMI (an experimental pilot platform for the KWIK program), performed assurance checks on back-end JSON configurations for visual components (images, diagrams) for correct rendering, and resolved LaTeX syntax structure back-end configurations
- Scraped Khan Academy exercises using Python to collect and design 10+ individual end-of-year assessment questionnaires for students in Qualtrics using custom HTML.

OTHER EXPERIENCE

Sponsorship Director Jun 2025 - Present Undergraduate Economic Council, University of Toronto

- Mentored 3 sponsorship associates through bi-weekly check-ins, providing a clear direction towards KPI targets and fostering a collaborative environment.
- Developed tiered sponsorship packages (bronze, silver, gold) tailored to individual UEC events for potential sponsors, securing financial and in-kind sponsorships for 6+ UEC events.
- Directed multi-channel external communications strategy (LinkedIn, cold email, calls, in-person meetings) and maintained partnerships with 5+ corporate entities and industry professionals, U of T's economics department and alumni to enhance industry presence at networking events.

utmONE Scholars Journal Publication: Vol. 4, No. 2 (2025) Jan 2024 - Apr 2025 Institute for the Study of University Pedagogy, University of Toronto

- Selected from a competitive pool of U of T International Scholar Awardees (20% acceptance rate) to participate in a research intensive utmONE scholars seminar
- Conducted a literature review and secondary survey to author a 12-page final report titled "Bangladesh's attitude to psychiatry: Evaluating the Mental Health Act (2018) and National Mental Health Policy (2022)", receiving a 4.0/4.0 (A).
- Selected for publication (<10% acceptance rate) upon anonymized peer review in "Writing for University and Beyond: A Journal of First-Year Student Writing at UTM"

ADDITIONAL INFORMATION

- **Technical Skills:** R (dplyr, ggplot2, readr), LaTeX (amsmath, biblatex, booktabs), Overleaf, HTML (Rich Text, MathML), Microsoft (Office suite, VS Code), Qualtrics (survey design, logic flaws, embedded data)
- **Languages:** English, Bangla, Hindi, Urdu
- **Certifications:** Standard First Aid - CPR C - AED (St. John's Ambulance), Bloomberg Market Concepts (Bloomberg Terminal)