Joshua D. Wright, Ph.D.

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SKILLS

Survey Design | Survey Methodology | Questionnaire Development | Psychometric Testing | Research Design | Experimental Design | Data Analysis | Statistical Analysis | Data Visualization | Sentiment Analysis | Report Writing in Quarto | Project Management | Excel | R | Qualtrics | Tableau | Python | SQL | Data Simulation | Survival Analysis | Trend Analysis | A/B Testing | Cluster Analysis | Factor Analysis | Structural Equation Modeling | Topic Modeling

EMPLOYMENT

Texas State Technical College   September 2022 - Current
Senior Survey Research Scientist

- ➤ Manage enterprise-wide institutional research and analytics across an 11 campus higher education system, which includes over 30 end-to-end research projects each year on behalf of diverse institutional stakeholders, including the Chancellor's Office, Executive Leadership, Enrollment Management, Student Recruitment, Testing Services, Human Resources, Sponsored Programs (Grants), Student Learning, and Workforce Development

- ➤ Introduced standard annual reporting of employee attrition using Kaplan-Meier survival estimates and Cox-Regression models, which identified disparities in retention across campuses and departments

- ➤ Developed and deployed automated employee exit survey workflow, including ETL pipeline to dashboard

- ➤ Developed and deployed automated 30, 60, & 90 day evaluations of new-hires to provide early information about employee needs and identify resources to maximize performance and engagement

- ➤ Managed the FY22 and FY23 performance evaluation of the Chancellor & CEO, which included targeted quantitative and qualitive data collection from direct reports and the Board of Regents. This included development of a new reporting format in R Quarto to deliver results to the Board of Regents for consideration in annual compensation discussions.

- ➤ Deployed annual assessment of employee engagement, including production of Tableau dashboard for internal stakeholders to access team data, production of individual reports on 8 year trends in high-level functional areas (e.g., operations) using R, and tailored presentations to the Chancellor/CEO, executive leadership team, provosts, and managers to communicate findings, insights, and recommendations

- ➤ Provide data collection and analytics to support successful grant funding, including $3,000,000 in successful Department of Education grant funding in FY2023

- ➤ Developed annual report of qualitative data using sentiment analysis and topic modeling of employee comments and recommendations and online reviews including Glassdoor and Indeed

- ➤ Produced 3-year projections for institutional graduation rates that accounted for macro and microeconomic trends, which were adopted by institutional leadership

- ➤ Produced a web app that utilizes prospective student inputs and institutional data to produce estimated lifetime net economic value for TSTC programs

- ➤ Designed and automated end of course instructor evaluation process and communication plan in Qualtrics, which increased response rates +59% YoY first term in use, +113% YoY second term in use, and +54% YoY third term in use

- ➤ Designed and automated assessment of student enrollment process, which identified key deficiency in the scheduling and communication system – a deficiency which was causing an estimated 35%-45% of phone appointments to be missed by academic advisors

- ➢ Built comprehensive data simulations to demonstrate the potential impact on grades of instituting a competency based evaluation model

- ➢ Instituted annual collection of student experience data and instituted reporting of impact of student experiences on academic performance, retention, employment, and wages, using multivariate statistical models

- ➢ A/B Testing of At-Risk Intervention designed to reduce student failure rates and attrition rates

St. Joseph's University, NY   August 2020-June 2022
<u>Assistant Professor</u>
- ➢ Managed multiple multiyear survey research projects culminating in 4 scientific publications.
- ➢ Mentored 12 undergraduate students through independent research projects using Qualtrics and R.
- ➢ Designed and taught 17 undergraduate courses in psychology.

Simon Fraser University   September 2018-August 2020
<u>Postdoctoral Research Scientist</u>
- ➢ Managed multiple multiyear research projects culminating in 6 scientific publications.
- ➢ Mentored 4 undergraduate and 2 graduate students through independent survey research projects using Qualtrics, R, and SPSS
- ➢ Used SEM and factor analysis to develop, evaluate, and publish scales for research use
- ➢ Designed and taught 6 courses including an advanced methods and statistics course for doctoral students

University of Western Ontario   August 2014-May 2018
<u>Doctoral Research Lead</u>
- ➢ Managed multiple multiyear research projects culminating in 10 scientific publications.
- ➢ Mentored 7 undergraduate students through independent research projects using Qualtrics, R, and SPSS
- ➢ Used SEM and factor analysis to develop, evaluate, and publish scales for research use
- ➢ Produced and synthesized comprehensive analysis on migration flows for the government of Alberta
- ➢ Led workshop on statistics, survey design, and questionnaire development practices for ~ 200 attendees.
- ➢ Designed & directed statistics course with 45 hours of course content for approximately 40 students.
- ➢ Awarded International Council of Psychologist's *Sukemune-Bain* Award for "outstanding early career contributions to scholarly endeavors…" (2015)

Contract Employment

Data Analyst, LW Kimber Interests LP   February 2021 - Current
- ➢ Perform evaluation of investment opportunities, primarily using discounted cash-flow models over 5 and 10 year time horizons under varying assumptions, and produce quarterly and annual reports (in R Quarto) to provide summary of firm's investment performance

Data Analyst & Data Science Certification Consultant, DataCamp Inc.   September 2022 - Current
- ➢ Review Professional Data Analyst and Data Science certification submissions in Python, R, Tableau, and Power BI to determine whether applicants meet competencies, while maintaining a reliability rating over 80%.

EDUCATION
Ph.D. Experimental Social Psychology, Western University
M.A. Psychology, Hunter College, CUNY
B.A. Psychology, Texas Tech University
B.S. Exercise Science, Texas Tech University