John Fields

johnfields.tech | linkedin.com/in/johntfields | github.com/jtfields

Data Scientist | Business Leader | Assistant Professor | AI Researcher

As a data scientist and business leader, I have a diverse background that has equipped me to help companies and students thrive in our increasingly complex digital world. In addition to an MS in Applied Data Science from Syracuse University, my experience includes a variety of progressive roles spanning data, analytics, IT, sales operations, e-business, information security, continuous improvement, and marketing. Key strengths include:

- Collaborating in global teams to maximize the investments in people, data, analytics, and operations.
- Combining the art and science of data analysis, decision making, and storytelling with data.
- Demonstrating how organizations can capitalize on the value of predictive analytics by using algorithms and models to solve complex problems in an ethical way.
- Working in high performing cross-functional teams with scalable systems/processes.

Core Business Competencies

Data-Driven Leader | Global Team Building | Creating Compelling Business Cases
Cross-Functional Collaboration | Organizational Design | Agile Product Owner

Core Technical Competencies

AI | Data Science | R | Python | Tableau | DataRobot | Information Visualization| NLP | SAS | Lean
BERT | Machine Learning |Data Mining | Data Modeling | ERP | Statistics | SAP | SQL | MDM | CRM

Professional Experience

Concordia University Wisconsin/Ann Arbor
Assistant Professor, 2020 - Present
Full-time faculty position teaching Business Analytics, Management Information Systems, and Statistics plus starting a new undergraduate Business Analytics major in the Batterman/Haab Schools of Business.

Talent Select AI (formerly Harqen)
Data Scientist, 2019 - Present
Inventor on U.S. Patent Application 62/935,928 for new machine learning and text mining models to improve the higher education admissions process. Additional projects in 2021 to analyze the potential bias/fairness in these models.

Rockwell Automation
Director - Global Customer Data, 2013 – 2018
Created and led a 50-person global team with responsibility for customer data used across the enterprise to support a $6.5 billion business with 23,000 employees.

- Increased global visibility of customer data from 80 to 94% by partnering with business leaders to prioritize the value of customer data and invest in new teams in Poland, Mexico and Shanghai to accomplish this goal.
- Proof of concept to demonstrate how predictive analytics could solve business problems such as product leakage and financial forecasting more cost effectively than the current manual process.
- Collaborated with business intelligence teams to improve processes and build a Hadoop data lake using global customer data for analyzing customer trends to improve service and provide critical customer information for the sales organization.

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Professional Experience (con't)

Director - Market-to-Quote Processes, 2008 – 2012
Built a global sales operations organization to support 5000 sales employees around the world.

- Established a centralized business intelligence function, lean six sigma organization and project office that launched new systems for the sales organization to improve customer engagement and sales.

Manager - Channel Operations, 2004 – 2007
Leader of a 50-person team with responsibilities in Customer Care (Distributor Response Center, Negotiations Response Center & e-Business Support) and Marketing (Integrated Account Management) for US customers and distributors.

Other **Professional Roles**

- **Manager, Customer e-Business Solutions**
- **IT Order-to-Cash Lead Europe**
- **Sales Engineer & Industry Account Manager**

Education

Marquette University, **PhD Student in Computer Science** (Aug 2021 start)
Syracuse University, **Master of Science in Applied Data Science** (GPA: 3.9)
University of Wisconsin, **Strategic Leadership Series**
Texas A&M University, **Bachelor of Science in Industrial Distribution**

Research

- *Integrating categorical and continuous data in a cluster-then-classify methodology for predicting undergraduate student success. Accepted paper for IEEE Big Data 2024 conference.*
- *A Survey of Text Classification with Transformers: How wide? How large? How long? How accurate? How expensive? How safe?* Accepted peer reviewed paper by IEEE Access. Preprint link.
- *Combining Demographic Tabular Data with BERT Outputs for Multilabel Text Classification in Higher Education Survey Data,* co-author on IEEE Big Data Conference 2023 accepted paper.
- *Beyond Shaming In The Algorithmic Fairness Debate: A Review of Solutions to Engage Business and Academia*. Submitted to a May 2024 conference.
- Predicting Student Success Using Large Language Models**:** Collaborating with a Milwaukee-area company to analyze the admissions essays of university students to predict the factors for success.
- *Detecting Bias/Unfairness In The College Admissions Process*: A four month consulting project to detect and measure potential bias/unfairness in the college admissions process.
- Projects, Presentations, Visualizations, and Research Examples at http://johnfields.tech

Teaching

- BUAN 4850 - Business Data Analytics Programming with Visualization (Python)
- BUAN 4900 – Analytics and the Digital Economy (Tableau, DataRobot, and DataChat)
- BUAN 4950 – Data Analytics: Integrative Project (Business Analytics capstone)
- BUS 3420 – Management Information Systems (Excel, Access, Tableau)
- BUS 315 – Business Statistics
- MGMT 130 – Principles of Management