Noah C. Pollock, M.S.

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EDUCATION

Oakland University, Rochester MI

M.S. Information Technology Management   August 2020
- Concentration in Business Analytics

M.S. Psychology   April 2015
- Thesis: Is "Average" Feedback Threatening? Performance Feedback and the Stress-Buffering Model of High Self-Esteem

B.A. Psychology, Cum Laude, Psychology   April 2013
- Departmental Honors
- Minor in Philosophy

DATA MANAGEMENT, REPORTING, AND ANALYSIS

Senior Systems and Data Analyst   May 2019-Present
Student Affairs & Diversity IT, Oakland University
- Manage university-wide post-graduation outcome collection and reporting
- Support assessment, reporting, and data integrations across multiple departments
- Lead software implementations and provide ongoing support

Assistant Director of Assessment   September 2016-May 2019
Career Services, Oakland University
- Collected, cleaned, analyzed, and reported on post-graduation success and engagement data
- Supervised IT Interns and collaborated with diverse staff and departments
- Managed data integrations, Extract Transform and Load processes, and other IT projects

Research Area Specialist Intermediate   February 2016-September 2016
Institutional Research, University of Michigan-Dearborn
- Coordinated with multiple departments to manage data definitions and integrity
- Satisfied federal and state government reporting requirements
- Extracted, analyzed, and reported on student success and program review data

Data Transfer Specialist   May 2015-February 2016
Office of the Registrar, Oakland University
- Developed user-friendly databases connected to Banner (Ellucian ERP System)
- Explored data relevant to transfer student success and articulation
- Solved technical challenges using MS Access, SQL*Plus, VBA, and Batch scripting

Research Assistant   September 2014-October 2015
Office of Institutional Research and Assessment, Oakland University
- Programmed and automated analytic processes using SPSS syntax and R
- Drafted reports to summarize institutional data
- Cleaned, organized, and analyzed datasets with over 1 million rows and 100 columns

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PUBLICATIONS

Smydra, V. R., Ring Cebelak, A.**, Pollock, N. C.** (2019, August). First steps to improving internship participation. *National Association of Colleges and Employers Journal*. 40-44

Zeigler-Hill, V., Holden, C. J., Southard, A. C., Noser, A. E., Enjaian, B., & **Pollock, N. C.** (2016). The dark sides of high and low self-esteem. In V. Zeigler-Hill & D. K. Marcus (Eds.), *The dark side of personality: Science and practice in social, personality, and clinical psychology* (pp. 325-340). Washington, DC: American Psychological Association.

Pollock, N. C., McCabe, G. A., Southard, A. C., & Zeigler-Hill, V. (2016). Pathological personality traits and emotion regulation difficulties. *Personality and Individual Differences*. 95, 168-177

Pollock, N. C., Noser, A. E., Holden, C. J., & Zeigler-Hill, V. (2015). Do orientations to happiness mediate the associations that personality traits have with subjective well-being? *Journal of Happiness Studies*. doi:10.1007/s10902-015-9617-9.

Southard, A. C., Noser, A. E., **Pollock, N. C.,** Mercer, S. H., & Zeigler-Hill, V. (2015). The interpersonal nature of dark personality features. *Journal of Social and Clinical Psychology, 34*, 555-586.

PRESENTATIONS

Pollock, N. C. (2019, November). Collecting and Reporting Post-Graduation Outcomes. Oral presentation at Michigan Association for Institutional Research, Gaylord, MI.

Gonzalez, J., **Pollock, N. C.** (2019, November). Open-Sourced IR: Zero-Cost Solutions for Data Management, Analytics, and Reporting. Oral presentation at Michigan Association for Institutional Research, Gaylord, MI.

Thibodeau, W., **Pollock, N. C.** (2019, June). Capitalize on Your First-Destination Survey: The Next Step. Oral presentation at National Association of Colleges and Employers, Orlando, FL.

Pollock, N. C. (2018, November). Introduction to R: Complete and Automate a Data Request. Pre-conference workshop at Michigan Association for Institutional Research, Midland, MI.

Pollock, N. C., Gonzalez, J. (2017, November). Introduction to R: Practical Use for Institutional Research. Pre-conference workshop at Michigan Association for Institutional Research, Ann Arbor, MI.

Thibodeau, W., **Pollock, N. C.** (2017, July). Embracing the 21st Century and Beyond: Transforming from a Fixed to a Growth Mindset. Oral presentation at Midwest Association of Colleges and Employers, Detroit, MI.

Thibodeau, W., **Pollock, N. C.** (2017, February). Supplementing Learning Outcomes with Destination Outcomes: A Shift in Mindset. Poster presentation at Great Lakes Regional Student Success Conference, Detroit, MI.

Pollock, N. C. (2015, November). The Commute: The Battle of Finding Distance. Oral presentation at Michigan Association for Institutional Research, Traverse City, MI.

Pollock, N. C., Holub, A. M., Zeigler-Hill, V. (2015, July). Performance Feedback and the Stress-Buffering Qualities of Stable Self-Esteem. Oral presentation at International Society for the Study of Individual Differences, London, Ontario, Canada.

Pollock, N. C., Holub, A. M., Zeigler-Hill, V. (2015, July). Examining the Associations Between Dysfunction in Emotion Regulation and Pathological Personality Traits. Poster presentation at International Society for the Study of Individual Differences, London, Ontario, Canada.

PRESENTATIONS (continued)

Holub, A. M., **Pollock, N. C.,** Zeigler-Hill, V. (2015, July). Does Knowing a Victim of Sexual Assault Moderate the Associations that Dark Personality Features Have with Cognitive Distortions Concerning Rape and Victim Empathy? Poster presentation at International Society for the Study of Individual Differences, London, Ontario, Canada.

Nofar, N., McCabe, G. A., Holub, A. M**., Pollock, N. C.,** & Zeigler-Hill, V. (2015, July). Does Self-Esteem Instability Moderate Associations between Self-Esteem Level and Sociosexual Orientation? Poster presented at International Society for the Study of Individual Differences, London, Ontario, Canada.

Pollock, N. C., McCabe, G., Southard, A. C., Zeigler-Hill, V. (2015, May). Do Pathological Personality Traits Moderate Reactions to Daily Events? Oral presentation at Midwestern Psychological Association, Chicago, IL.

Southard, A., Noser, A., **Pollock, N. C.,** & Zeigler-Hill, V. (2015, February) The Interpersonal Core of Dark Personality. Poster presented at Society for Personality and Social Psychology Meeting, Long Beach, CA.

Pollock, N. C., Noser, A., Holden, C. J., & Zeigler-Hill, V. (2014, February) Maladaptive Personality Features and Subjective Well-Being. Poster presented at Society for Personality and Social Psychology, Austin, TX.

Enjaian, B., **Pollock, N. C.,** Holden, C. J., Southard, A. C., & Zeigler-Hill, V. (2014, February) Self-esteem instability and perceptions of personality features. Poster presented at Society for Personality and Social Psychology, Austin, TX.

Pollock, N. C., Williams, K., Spaine, J., Coleman, A., (2014, March) Tools, tactics, and strategies for program improvement. Oral presentation presented at the Association for Orientation, Transition, and Retention in Higher Education, Columbus, OH.

Pollock, N. C., Noser, A., Holden, C. J., & Zeigler-Hill, V. (2014, May) Personality, orientations to happiness, and subjective well-being. Poster presented at Midwestern Psychological Association, Chicago, IL.

Pollock, N. C., Holden, C. J., & Zeigler-Hill, V. (2013, May) Self-esteem instability and personality. Poster presented at Midwestern Psychological Association, Chicago, IL.

COMPUTER & LANGUAGE SKILLS

- **Enterprise Tools and Systems:** Banner, Percussion, Argos, pgAdmin, SQL Server Management Studio, SQL Developer, Handshake, R, SQL, VBA, Git/GitHub/GitLab, CSS
- **Statistics/Research:** RStudio, SPSS, Qualtrics, Excel, Machine Learning and advanced statistics
- **Microsoft Office Suite:** Access, Excel, Word, PowerPoint, Publisher, OneDrive
- **Google:** Analytics, Data Studio, Trends, Charts, Scholar, Drive, Sheets, Slides, Sites, Forms, and more

PROFESSIONAL AFFILIATIONS & ACHIEVEMENTS

- Oakland University Advancement Core Value Award for Teamwork and Community: 2018
- John Steele Grant, Midwest Association of Colleges and Employers: 2018
- Committee Member / Chair-Elect / Chair, Michigan Association for Institutional Research: 2017-2020
- Ad-hoc reviewer, *Self and Identity:* 2015 – 2016
- Ad-hoc reviewer, *Journal of Personality Assessment & Journal of Happiness:* 2014 – 2015
- Ad-hoc reviewer, *Frontiers in Psychology*: 2014
- Graduate Student Grant, Michigan Association for Institutional Research: 2014
- Outstanding Service Award, Center for Student Activities, Oakland University: April 2013