BRIAN HARWARD, PH.D. | (619) 818-4307 | BHARWARD@ME.COM

Summary:
Organizational Psychologist and experienced full-cycle statistics/research consultant, specializing in advanced analytics and communicating actionable insights. Proven excellence in managing people, projects, and uncertainty. Open minded, adaptable, and hard working.

Work Experience:

Research/Statistics Consultant   **2009 to present**
Significant Difference LLC
- Design & conduct research/analytics for business, government, and academic clients
- Specializing in people analytics, market/consumer research, surveys/assessments
- Implement long-term organizational or institutional research plans
- Adapt rapidly to new and diverse client projects
- Present research to professional organizations and organization leadership

Senior Research Analyst   **2017 to 2018**
TrendSource Inc.
- Managed analytics department including survey design, data analysis, reporting
- Led advanced analytics capabilities for client and internal projects
- Selected and trained new analysts
- Created and presented professional presentations for executive-level audiences
- Managed projects on branding, consumer behavior/journey, product perceptions

Director of Research & Faculty Member   **2010 to 2015**
San Diego University for Integrative Studies
- Led campus research areas of research methodology, data collection, and analysis
- Cast deciding vote at all dissertation and thesis defenses
- Taught psychology, business, and statistics in internationally diverse classrooms
- Assessed current faculty performance, and interviewed potential new faculty

Faculty & Assessment Liaison   **2009 to 2014**
Previous Title: Social Sciences Research Chair
University of Phoenix – San Diego Campus
- Coordinated research symposia (in former role as Research Chair)
- Promoted and supported faculty campus research projects
- Trained faculty in facilitation skills
- Coordinated institutional research and assessment of student learning outcomes
- Taught psychology and statistics courses
- Challenged and motivated students toward higher standards

Adjunct Faculty   **2012 to 2015**
Palomar College
- Taught psychology, sociology, and statistics in Community College setting
- Developed curriculum and activities for the classroom
- Designed standardized statistical software lessons for new learning requirements

Education:

Ph.D. - Organizational Psychology
Walden University, Minneapolis, Minnesota

Master of Science - Psychology
Walden University, Minneapolis, Minnesota

Bachelor of Arts - Psychology
Wright State University, Dayton, Ohio

Skills and Abilities:

- Extensive knowledge of research design and statistics
- SPSS, Excel, Stata, R, NVivo, Alteryx, SAS, Tableau, Python, SQL, Mplus
- Excellent problem solver and provider of innovative and efficient solutions
- Training analysts and product managers in data and analysis strategies
- Public speaking and presentation in professional and academic settings
- People analytics, market/consumer and employee/candidate research
- Adept at telling a story with data, and presenting to various stakeholders
- Virtual team member and leader experience
- Adapting rapidly to new and changing project requirements
- Consistently excellent client and student reviews
- Institutional research & business intelligence

Statistical Techniques: Simple and multiple linear regression, ordinal logistic regression, binary logistic regression, t-test, ANOVA, MANOVA, MANCOVA, general and generalized linear models, factor analysis, principle components analysis, structural equation modelling, cluster analysis, normality testing, Chi-Square, Fisher's Exact, mediation and moderation, and many others.

Awards, Publications, and Papers:

Award: Distinguished Faculty 2014 - University of Phoenix, San Diego – For work in teaching statistics and research methodology courses.

Doctoral Dissertation: Effort-reward imbalance at work and realization of physical activity intentions. http://gradworks.umi.com/36/06/3606189.html

Master's Thesis: The Relationship Between Individual Dispositions and Facet-level Job Satisfaction.

Please contact me for recommendations, work samples, etc.