



Agata M. Gluszek

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EDUCATION

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| Yale University , New Haven, CT | |
| PhD in Social/Personality Psychology | 12/2010 |
| MS in Social/Personality Psychology | 12/2007 |
| Cornell University , Ithaca, NY | 05/2005 |
| BA in Psychology (<i>magna cum laude</i>) and History | |

RELEVANT EXPERIENCE

U.S. Army Research Institute for the Behavioral and Social Sciences, Fort Belvoir, VA
Research Psychologist 04/2012–present

- Conduct primary and secondary research on predictors of leadership performance and continuance among US Army officers (e.g., creativity, personality).
- Design survey instruments and interview questions, create questionnaires, and optimize data collection strategies.
- Collect and statistically analyze qualitative and quantitative data using SPSS.
- Review responses to request for proposals and technical reports.
- Prepare technical reports summarizing the results of complex analyses in a clear, concise, and logical manner.
- Prepare and participate in formal and informal briefings to the military leaders.

Organizational Performance Group, Hamden, CT 05/2007–present
(formerly Organizational Design & Development Associates)
Associate

- Participate in consulting projects aimed at assessing and resolving organizational problems and creating strategic plans for organizations in non-profit, for-profit, and public sectors.
- Conduct primary and secondary research on management and organizational issues.
- Design survey instruments and interview questions, create questionnaires, and optimize data collection strategies.
- Collect and statistically analyze qualitative and quantitative data using SPSS and Excel.
- Prepare formal and informal technical reports with graphic displays summarizing the results of complex analyses in a clear, concise, and logical manner.
- Communicate with clients, draft and edit proposals, and create presentations.
- Provide informal training to team members and clients on all aspects of research methods.
- Manage projects by creating work plans and timelines, monitoring progress, making adjustments, overseeing logistics, and communicating with stakeholders.

Literacy Volunteers of Greater New Haven, New Haven, CT 6/2011–3/2012
Tutor

- Taught English to speakers of English as a foreign language, focusing on writing skills.
- Worked in a team to identify students' needs and plan the content of classes.
- Designed lesson plans, evaluated performance, and provided constructive feedback.

Commission on Human Rights and Opportunities, Bridgeport, CT

5/2011–8/2011

Intern

- Planned investigations by identifying required documents, recommending witnesses, drafting interview questions, and communicating with involved parties.
- Assisted the intake officer in conducting interviews and drafting complaint affidavits.
- Gained knowledge of State and Federal discrimination and equal employment opportunity laws.
- Drafted memos and case summaries that synthesized input from different sources.
- Published an op-ed piece in the state newspaper (*The Hartford Courant*) on the importance of combating discrimination despite budget cuts.

Yale University, Graduate School of Arts and Science, New Haven, CT

08/2005–05/2010

Graduate Student and Teaching Fellow

- Led, planned, designed, implemented, and managed three to five short and long-term research projects simultaneously; developed project plans; assessed available resources; specified internal timelines and adhered to external deadlines, often completing work ahead of schedule.
- Conducted and synthesized literature reviews from social science disciplines.
- Identified research problems; developed testable hypothesis and evaluation criteria; developed study procedures; conducted interviews; designed questionnaires, surveys, and experiments; performed data collection; created and maintained databases; and assured data quality.
- Conducted statistical analysis of quantitative data using SPSS (both descriptive and inferential).
- Disseminated study results through four written scientific publications in academic journals.
- Presented in writing and orally the results of studies at fourteen local and national conferences.
- Trained and supervised twenty-two undergraduate research assistants; oversaw four undergraduate theses by assisting in the development of research proposals and study designs, reviewing research plans, consulting on data collection and analysis, and providing feedback on research reports.
- Managed grant budgets and reimbursements; performed administrative tasks in support of research.

LANGUAGES

- Fluent English • fluent Polish • fair German • basic Russian

COMPUTER SKILLS

- Statistical Packages: Advanced SPSS, SAS, NVIVO
- MS Office: Word, Excel, PowerPoint, Access, Outlook