Mansi Joshi, Ph.D.

mansi95j@ gmail.com • (551) 226-0013 • <u>Publications</u> • <u>Website</u> • <u>LinkedIn</u>   Bayonne, NJ 07002

RESEARCH EXPERIENCE

Senior Researcher | Veris Insights | Washington, D.C. (Remote)   **June 2022 – Present**

- Provided insights and discoveries to help inform talent acquisition strategy and long-term roadmaps for clients
- Conducted user interviews with talent acquisition leaders at Fortune 500 companies to assess our products
- Independently owned and managed multiple research workstreams for industry benchmarking while leading the company's DEI program

Behavioral Researcher | 3M Company | St. Paul, Minnesota (Remote)   **March 2021 – August 2022**

- Lead researcher on projects reporting insights directly to stakeholders
- Effectively diagnosing complex problems and making data-driven recommendations at a fast pace
- Managed five research assistants to assess qualitative data and pull key insights into actionable strategies
- Produced an empirically based academic article for retaining early career tech talent

Diversity & Inclusion Consultant | Indiana University | Bloomington, Indiana   **August 2019 – May 2021**

- Successfully designed & analyzed a mixed-methods survey to reduce the churn of marginalized employees
- Provided solutions to stakeholders across universities aiming to increase engagement and retention
- Conducted workshops on implicit bias & how to design inclusive course syllabi that increase student engagement

Researcher & Manager | Indiana University | Bloomington, Indiana   **August 2017 – May 2022**

- Positively shifted public opinions of science by qualitatively and quantitatively testing NYT's scientist profiles
- Designed & tested course syllabi descriptions to increase STEM course interest among first-gen students
- Supervised 50+ research projects and 10+ direct reports annually
- Taught statistical and research methods to over 200+ undergraduate students and received exceptional reviews

STRENGTHS & EXPERTISE

- **Leadership**: Proven track record in leading cross-functional teams across different levels and industries. Excelled at recruiting, interviewing, mentoring, and training over 30 researchers. Led DEI program and successfully provided DEI consulting to organizations aiming to increase retention.
- **Communication**: Adept at crafting stories and presenting complex information to technical and nontechnical audiences. Disseminated 10+ presentations annually at conferences or organizations.
- **Statistics:** Expert in advanced quantitative data analysis (via SPSS, R, & Excel) and qualitative analysis such as analyzing nonverbal data and linguistic analysis (via LIWC). Excel at conducting A/B tests, Regressions, Multivariate tests, Mixed-Models, Moderation Testing, Factor Analysis, & Thematic Coding.
- **Research Design:** Advanced skills in visualizing data (via R, Tableau, Excel, DisplayR, & PowerPoint), and designing images via Adobe Photoshop, Canva, & GIMP. Expert in designing websites using Wix, CSS, & HTML.
- **Research Methods**: Proficient at creating surveys in Qualtrics, conducting interviews (case studies), longitudinal studies, and designing longitudinal interventions. Trained to collect eye-tracking data using Tobii Pro and stress data via Salivette and electrocardiogram.
- **Hobbies**: Passionate about online gaming, community building, and teaching hip-hop/Bollywood choreography

EDUCATION

Ph.D. in Social Psychology & Minor in Statistical Methods | Indiana University in Bloomington, IN   **Nov 2022**
B.A. in Psychology with Honors & Minor in Public Health | Rutgers University in New Brunswick, NJ   **May 2017**