Mark Burnard, Ph.D.

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EDUCATION

Florida International University, Department of Psychology *Miami, FL*
Ph.D., Industrial-Organizational Psychology Dec 2023

Florida International University, Department of Psychology *Miami, FL*
M.S., Industrial-Organizational Psychology, Concentration in Statistics, GPA: 4.0/4.0 Apr 2021
Relevant Coursework: Organizational Consulting, Psychometrics, Proseminar I-O Psychology, Personnel Selection, ANOVA, Regression, Multivariate Regression, Structural Equation Modeling, Categorical Data Analysis, Missing Data, Applied Psychological Training and Development, Women and Leadership, Social Psychology in Organizations, Organizational Stress

Florida International University, Department of Psychology *Miami, FL*
B.A., Psychology, GPA: 3.6/4.0 Dec 2017

CAREER ACCOMPLISHMENTS

- Led an end-to-end interdisciplinary mixed-methods research initiative, in partnership with a global talent acquisition and talent management consulting firm, resulting in pre-hire assessment product innovations and an invitation to present findings at SIOP's Leading Edge Consortium.
- Generated people and organization insights from large datasets (up to 175k+ datapoints) and reported them to leadership teams at industry-leading companies to inform workforce strategy, with a focus on human capital skill arsenals and company turnover.
- Collected and analyzed data from 300+ participants using quantitative and qualitative research methods, including surveys, interviews, behavioral observations, and literature reviews.
- Communicated insights to key stakeholders through 6 conference presentations and 2 peer-reviewed scholarly publications.
- Maintained 2 selection assessment product norms, validated 1 multi-media SJT, and oversaw development of 5 IT selection assessment products.
- Developed 2 organizational training programs rooted in needs assessment data, focused on culture change and developing career maps.

PROFESSIONAL AND RESEARCH EXPERIENCE

Department of Health (DOH)/Centers for Disease Control and Prevention (CDC) via WiredPeople *Miami, FL*
Research Scientist Feb 2024 – Present
- Interviewed and surveyed 29 individuals (healthcare providers, community informants) for the CDC's National HIV Behavioral Surveillance (NHBS) research program.
- Developed a study recruitment pipeline by building partnerships with 3 local providers of healthcare resources.
- Undergoing qualitative data analysis of 870 pages of interview transcripts.

MasTec Communications Group, Human Resources *Miami, FL*
Human Resources Data Analyst Aug 2022 – Present
- Generated 5 Power BI dashboards visualizing company-wide monthly attrition and hire datasets (>175,000) by market.
- Managed the employee merit salary increase process for 28 markets and a total of 5,500 employees.
- Created a centralized HR report request procedure and managed HR department reporting.
- Co-created a company-wide employee listening survey during the onboarding process.

SHL, Psychometrics (resigned to pursue PhD dissertation work full-time) *Remote (Miami, FL)*
Associate Scientist Nov 2021 – Apr 2022
- Analyzed 5 large assessment datasets (>70,000) to determine norms and subgroup differences.
- Conducted composite validation analyses of an SJT simulation with other standard products to predict job performance.
- Oversaw development of 5 new IT assessment products by reviewing appropriateness of SMEs, item development procedures, content validity.
- Linked 15+ job performance scales to SHL's proprietary competency framework.

Lockheed Martin, Enterprise Operations *Miami, FL*
Industrial-Organizational Psychology Intern July 2021 – Oct 2021
- Co-developed an enterprise-wide training program on employing career paths and competency models.
- Visualized large datasets (>10,000) related to Engineering Group workforce competencies using Tableau.
- Conducted a job analysis on a ML Engineering role using both quantitative and qualitative data collection.

Florida International University, Psychology Department *Miami, FL*
Graduate Teaching Assistant and Laboratory Instructor, Research Methods II Aug 2018 – Dec 2021
- Lectured ~50 undergraduates per semester on scientific research topics: (quasi-)experimental design, theory, hypothesis testing, psychological measurement, statistical analyses, scientific writing.
- Prepared course materials for 4 semesters, including weekly lecture presentations (32 lectures per semester).
- Advised 150+ students on performance through written feedback and one-on-one coaching during office hours.

Florida International University, Healthy Work Lab [Dr. Valentina Bruk-Lee] *Miami, FL*
Doctoral Researcher Aug 2018 – Dec 2023
- Managed 2 mixed-methods studies exploring attitudes of neurodivergent employees and job seekers, the data were analyzed on R, SPSS, and NVivo.
- Co-developed cross-industry leadership training program for creating an inclusive workplace culture, informed by needs assessment data.
- Managed a quantitative study on effects of workplace interpersonal conflict on attitudes and well-being.

PUBLICATIONS
- Burnard, M., Bruk-Lee, V., Snihur, A. and Allen, J. (2020). Is all conflict the same? The role of perceived intensity in understanding its effects. *Stress and Health*.
- Allen, K., Burnard, M. (2022). Using inclusive assessments to support ethical decision making in organizations. *Industrial and Organizational Psychology*.

PRESENTATIONS
- Gaddie, C. (Chair)., Burnard, M., Ugalde, D., Bruk-Lee, V., Rosiek, G. (April, 2024). Engaging Organizational Stakeholders: Pathways to Disability Employment Inclusion [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
- Allen, K., Burnard, M., Ugalde, D. (2023). Evidence-based best practices for Autistic-inclusive assessments: The value of reactions in neurodiversity research [Conference Presentation]. Society for Industrial and Organizational Psychology's Leading Edge Consortium. Philadelphia, PA, United States.
- Camden, L., Burnard, M., Colley, K., Willis, C., Ritterbush, E., Phebus, A., Allen, K. (Co-chair), & Specht, M. (Co-chair). (2023). Assessing Neurodiverse Talent: Bridging the Gap Between Research and Practice [Alternative Symposium Session Type]. Society for Industrial and Organizational Psychology Annual Conference. Boston, MA, United States.
- Burnard, M., Ugalde, D., & Bruk-Lee, V. (2023). Organizational and Supervisor Support: Implications for Autistic Employees. [Poster]. Work, Stress, and Health Conference. Miami, FL, United States.
- Burnard, M., Bruk-Lee, V. (2021). Traversing the cacophonous office jungle: Investigating the effects of office type and organizational practices for autistic employees [Poster]. Work, Stress, and Health Conference.
- Burnard, M., Ugalde, D., Bruk-Lee, V. (2021). Autistic employees' experiences in the office environment and suggestions for improvement: A qualitative reflexive thematic analysis [Poster]. Work, Stress, and Health Conference.

SKILLS
- **Technical:** R, Python, SPSS, Excel, Qualtrics, Tableau, Power BI, NVivo, Survey Development, Qualitative & Quantitative Research, Data Analysis, Assessment Development and Validation, Adobe Creative Cloud.
- **Languages:** Native proficiency in Spanish and English.

AWARDS
- FIU Psychology Department SEED Funding - $1,050 for research.
- FIU EMBRACE Funding - $600 for research.