ISABEL BILOTTA, M.A.

Ph.D. Candidate
Industrial Organizational Psychology
Rice University
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RESUME OBJECTIVE

I am a Ph.D. candidate in Industrial-Organizational Psychology at Rice University seeking a people research scientist position. I have 3+ years of consulting experience, as a selection specialist for NASA, a psychometrics consultant for the Reach Group, a data analyst with MD Anderson, and a subject matter expert and head learning facilitator for 2U. I specialize in applied research related to diversity, equity, inclusion, and leadership in the workplace. I have extensive survey methodology skills and advanced data analysis skills, primarily in R, as well as Excel, Python, SQL, and Tableau. My research is published in widely cited, peer-reviewed journals including *The Journal of Applied Psychology and Behavioral Science & Policy*.

AWARDS & ACHIEVEMENTS

Lodieska Stockbridge Vaughn Fellowship, May 2021
- Awarded $16,750 from Rice University for outstanding research achievement and promise.

Rice University Race and Anti-Racism Award, November 2020
- Awarded $36,500 from Rice University for research on a natural language processing approach to identifying subtle racism in healthcare.

Doerr Innovation Award, May 2019
- Awarded $19,600 from Doerr Institute for inclusive leadership scale and training development research.

SKILLS AND ABILITIES

- Quantitative and qualitative methods
- Data collection and advanced data analysis (e.g., multilevel modeling, natural language processing, longitudinal research, SEM, PCA and cluster analysis, regression, ANOVA)
- Data visualization in R/R Markdown, SQL, Tableau, and Excel
- Survey research experience (Qualtrics, Google) and item development (psychometrics expertise)

APPLIED RESEARCH AND CONSULTING EXPERIENCE

ASTRONAUT SELECTION SPECIALIST

NASA, May 2019 - Present
- Prepare and present research reports to diverse stakeholders (technical and non-technical audiences) to promote effectiveness of astronaut selection processes
- Develop innovative behavioral selection tests and teamwork assessments
- Analyze data from a battery of assessments and testing techniques in R
- Automate scoring outputs and provide data visualization using R Markdown

PSYCHOMETRICS CONSULTANT

The Reach Group, January 2019 - July 2019
- Developed safety climate measure using psychometrics best practices
- Assessed safety climate measure validity and reliability using EFA and CFA
- Conducted mixed ANOVAs on safety and leadership climate data from oil and gas client to determine which rigs required increased safety and leadership training

HEAD LEARNING FACILITATOR & SUBJECT MATTER EXPERT

2U and Jones School of Business, Rice University, October 2020 - Present
- Collaborated with Dr. Eden King and Dr. Mikki Hebl, professors in the Jones School of Business, to develop a six-week professional certificate course entitled "Leading Workplace Diversity" for 2U's short course series.
- Provide constructive feedback to students, grade assessments, monitor questions and provide additional resources throughout course implementation.

ASSISTANT EDITOR

The Journal of Business and Psychology, September 2020 - Present
- Evaluate contributions of empirical research studies, determine if manuscript warrants peer review, and inform authors of journal decisions

EXECUTIVE AND LEADERSHIP COACH

The Doerr Institute, Rice University, May 2020 - Present
- Graduate of Activation and CoachRICE leadership coach programs via Doerr Institute - 60-hour certification level
- Engage in evidence-based, individualized coaching strategies to enable clients to reach their self-set goals and develop as leaders
- Coach clients from a variety of experience levels (e.g., executives, young professionals) and provide actionable insights

GRADUATE RESEARCH ASSISTANT

Rice University, September 2018 - Present
- Read, write, and publish theoretical and empirical research papers
- Develop studies and assess longitudinal and cross-sectional data in partnerships with organizations (e.g., CCL, MD Anderson).
- Develop and assess validity of survey measures (e.g., item development, construct validity via EFA and CFA)
- Conduct job analyses and diversity needs analyses
- Manage and lead researchers in cross-disciplinary empirical projects

EDUCATION

RICE UNIVERSITY

Ph.D. Candidate in Industrial Organizational Psychology, September 2018 - March 2022
- Cumulative GPA: 3.89
- M.A. in Psychology, March 2020
  - Multilevel modeling examined impact of employee fairness perceptions on patient and employee health outcomes in a multi-year archival dataset with approximately 100K employees from 100 hospitals.
  - Manuscript accepted by the *Journal of Applied Psychology* as a feature article in May 2021
- Relevant coursework: Psychometrics, Advanced Psychological Statistics I and II, Machine Learning, Personnel Psychology, Leadership, Occupational Health Psychology, Individual Differences, Human Factors. Organizational Behavior

LOYOLA UNIVERSITY MARYLAND

B.A. with Honors in Psychology, Summa Cum Laude, January 2016 - May 2018
- Cumulative GPA: 3.85