Michael G. Housman

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Education

2004-2009   **THE WHARTON SCHOOL, UNIVERSITY OF PENNSYLVANIA**   **PHILADELPHIA, PA**
A.M., Ph.D., Applied Economics and Managerial Science. Concentration: Management. GPA: 3.83. Recipient of a National Research Service Award (NRSA) training grant from AHRQ. Coursework in microeconomics, econometrics, statistics, strategic management, network theory, and entrepreneurship.

1998-2002   **HARVARD UNIVERSITY**   **CAMBRIDGE, MA**
A.B., *magna cum laude*, in Health Care Policy. GPA: 3.6 overall, 3.74 in major. Winner of Harvard College and John Harvard Scholarships for academic excellence. Coursework included microeconomics, macroeconomics, health economics, statistics, medical sociology, public health, and medical ethics.

Work Experience

2014-present   **CORNERSTONE ONDEMAND, INC**   **SAN FRANCISCO, CA**
Chief Analytics Officer responsible for engaging in thought leadership, building relationships with University partners, developing intellectual property, and leading all research and development activities.
- Engaged in thought leadership by mining client data for unique insights into human resource practices and disseminated the findings through conference presentations, Research Insights, and White Papers.
- Built and managed collaborative relationships with researchers at a half-dozen top tier Universities around the world that yielded presentations at academic conferences, working papers, and journal articles.
- Led all research and development (R&D) activities that created intellectual property and ultimately resulted in a number of provisional and utility patents being filed on behalf of the company.

2011-2014   **EVOLV, INC**   **SAN FRANCISCO, CA**
Chief Analytics Officer responsible for applying econometric techniques to analyze client data, automating reporting / optimization processes, and leading efforts to port this functionality into a scalable SaaS platform.
- Developed new econometric models and methodologies and applied them to client data in order to produce monthly updates of client results and to calculate the value created by Evolv.
- Provided econometric expertise to automate the closed loop optimization process, calibrate the pre-employment assessments, and make them more strongly predictive of employment outcomes.
- Led the team that developed the business requirements, coordinated with Engineering, and performed the QA necessary to port reporting and optimization functionality into a scalable SaaS platform.

2009-2011   **PASCAL METRICS, INC**   **WASHINGTON, DC**
Managing Director of Applied Science responsible for leading the firm's Research and Development (R&D) activities and acted as a link between the firm's Operations, Engineering, and Client Development groups.
- Provided scientific support and insight – methodological, statistical, and analytical – to clients in need of assistance interpreting, disseminating, and acting on organizational data.
- Developed new products, services, and technologies with respect to survey- and observation-based metrics; text mining procedures; data reports, visualizations, and analytics; and statistical algorithms.
- Provided scientific expertise throughout the sales cycle in existing lines of business and identified new opportunities for growth that complemented and extended Pascal's existing lines of business.

Activities

2004-2008   **STOUFFER COLLEGE HOUSE**
Graduate Associate; Supervised 30 undergraduate residents, organized hallway and house-wide events, and coordinated intramural sports, leading Stouffer to four consecutive College House Cup championships.

1999-2002   **HARVARD HEALTH POLICY REVIEW (HHPR)**
Co-Founder, Business Manager; Located sources of funding for the journal in the form of corporate sponsorships and personal donations. Raised a total of $12,500 in the first year of publication.

1998-2002   **EXPLORING POLICY IN HEALTH CARE (EPIHC)**
Business Manager; Maintained the finances of the organization, created budgets for each fiscal year, solicited outside donations, and organized the 4th annual Harvard Health Care Career Fair.

Skills: SAS, STATA, R, SQL, Python, HTML, Office Suite, VBA
Interests: Traveling, SCUBA diving, handball