

# Hunter Butz

hunterbutz.com ❖ Ashburn, VA

## WORK EXPERIENCE

---

### Research Analyst Intern

May 2025 – Present

*Independent Project Analysis*

*Ashburn, VA*

- Developed and tested predictive staffing models used to benchmark industrial megaprojects (\$1B+) for Fortune 500 clients on a per-engagement basis using Stata.
- Streamlined data processing by automating project standardization (saving hundreds of analyst hours annually), more than doubling the database size and enabling more accurate staffing predictions.
- Collaborated on high-scale consulting engagements to perform staffing analysis and develop organizational effectiveness strategies for clients spanning multiple industries.

### Associate Consultant

August 2024 – Present

*Organizational Effectiveness Research Group (OERG) Consulting*

*Mankato, MN*

- Administered and analyzed surveys for 1,000+ employees, coding open-ended responses and scoring constructs (e.g., engagement, satisfaction, work-life balance) to identify organizational pain points.
- Developed and delivered data visualizations in Power BI, providing clients with actionable insights to support data-driven decision-making.
- Analyzed employee performance ratings used for promotion decisions across 30,000+ employees for a Fortune 100 banking company to assess rater agreement, group differences, and item performance.

### Graduate Assistant

August 2024 – Present

*Minnesota State University Office of Admissions*

*Mankato, MN*

- Managed and maintained records for 10,000+ students across CRM and statewide databases.
- Measured and visualized applicant trends to support changes in the recruiting pipeline.
- Processed and performed data pull and analysis requests.

### Researcher, Cognitive Science and Development Labs

August 2023 – May 2024

*Indiana University*

*Bloomington, IN*

- Designed and executed experimental studies investigating organizational decision-making.
- Built and deployed survey experiments in Qualtrics with custom functionality using JavaScript, and analyzed large datasets using R, Python, SPSS, and Excel.
- Presented findings at conferences (poster award recipient), demonstrating how visualization choices (e.g., histograms vs. scatterplots) systematically altered promotional decision outcomes.

## EDUCATION

---

### Minnesota State University, Mankato

August 2024 – May 2026

*M.A. Candidate in Industrial - Organizational Psychology*

*Mankato, MN*

### Indiana University

August 2020 – May 2024

*Bachelor of Science, with Honors - Psychology*

*Bloomington, IN*

- One of six undergraduate psychology students to graduate with departmental honors.

## SKILLS

---

- Qualtrics
- Microsoft Office/365
- RStudio
- Power BI
- Workday
- SQL
- Data Visualization
- Python
- STATA