

Jennie Huang

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Programming languages: R, SQL

EXPERIENCE

Senior Data Scientist, People Analytics | Airbnb | Boulder, CO

Apr 2023 – present

- Advised executive leadership and guided strategic initiatives by delivering actionable insights from comprehensive research on employee programs evaluation, equitable outcomes, and worker behaviors leveraging longitudinal surveys and employee data and applying causal inference and ML methods (e.g. ps-match, gbm) using R and SQL.
- Championed and drove improvements to equitable processes and strategy, reducing stakeholder and talent partners' review times by aligning with stakeholders (DEI, Legal, and Talent Directors), designing user-centric solutions, and automating processes leveraging R, Google Sheets API, and Google service account.
- Led the survey team growing our survey portfolio by 50% and successfully executing the annual Engagement Survey by establishing a clear mission and strategy, fostering cross-functional collaboration, and developing a strategic pipeline to address emerging organizational needs.

People Analytics Researcher, People Innovation Lab (PiLab) | Google | Boulder, CO

May 2021 – Apr 2023

- Informed and influenced senior and executive leadership decisions on future of work and hybrid work policy by scoping and conducting foundational research on the impact of hybrid work and distributed teams on networks, collaborations, and key work outcomes by aligning with privacy (PWG) and legal to obtain critical launch approvals and leveraging surveys, HR, and Google Calendar logs/user data to analyze trends using R and SQL.
- Enabled ecosystem-wide coordination and scaling of hybrid work research by operationalizing new metrics using Plx workflows, developing an automated process to identify and review disparities in remote work outcomes, socializing research, leading implementation of metrics into HR databases, and advising and sharing resources/code for other analysts; received peer and spot bonuses across the ecosystem and a “Transformative” (top 5%) performance rating.
- Ensured the success of PiLab's research roadmap by having sufficient research participants by designing the recruitment strategy, resulting in 2x the number of teams needed (210 teams); and implementing the use of incentives for the first time in PiLab (navigating complex budgeting processes), resulting in 67% of invitees completing the study.
- Mentored and trained analysts on internal systems and tools (e.g. Plx scripts/dashboards/workflows, GoogleSQL, Google3, Critique, Cider, Fig, and more), growth areas (e.g. research narratives, coding best practices), and research fundamentals (e.g. research scoping, stakeholder management, storytelling).

Research Economist (Investor Behavior) | The Vanguard Group | Malvern, PA

Jul 2019 – Apr 2021

- Elevated thought leadership and influenced business strategy by conducting and publishing in-depth research on investing behavior, digital financial attention, and household finance leveraging Vanguard's administrative, clickstream, and survey data of over 6M investors using R and Stata.
 - Informed product development and strategy on emerging business by conducting a causal analysis on the impact of mobile use on robo-advice adoption using matched sample and instrumental variable method and collaborating with cross-functional partners (e.g. product manager, UX strategist, data scientists)
- Mentored and trained summer interns and new hires, equipping them with essential skills in systems, data, and research methods and industry best practices by developing user guides and training sessions and 1:1 coaching
- Successfully led the organization of the 3rd annual Vanguard Research Symposium, growing attendance to over 120 attendees (+25%) and expanding research contributions from 4 to 6 departments by acquiring key sponsors, managing a committee of 8 volunteers, conceptualizing a new virtual conference, and fostering an inclusive environment.

Consultant | Navigant Consulting Inc. | Chicago, IL

Aug 2012 – Jun 2014

- Analyzed and developed economic models on patent infringement, technology valuation, brand pricing, and marketing strategies saving clients upwards of \$100M in damages and reasonable royalties in high profile litigation cases for large American corporations and multinational companies

EDUCATION

The Wharton School, University of Pennsylvania | Doctor of Philosophy, Applied Economics, May 2019

The University of Chicago | Bachelor of Arts in Economics, Jun 2012

SKILLS & LANGUAGES

Technical Skills: R, SQL, Qualtrics, experimental design, A/B testing, causal inference, machine learning (gbm)

Communication & collaboration: Storytelling with data, effective cross-functional collaboration, presenting to non-technical and executive audiences

Language: Fluent in English and Spanish, Proficient Portuguese, Conversational Chinese