Lorien Elleman, PhD

Email: LorienElleman@gmail.com | Phone: 202-430-8804 | Website: LorienElleman.com

EDUCATION

PhD, Personality and Health Psychology | **Northwestern University**, Evanston, IL | 2014 – 2020
Graduate Student **Quantitative Certificate** | Psych. Dept., **Northwestern University,** Evanston, IL | 2014 – 2016
B.A., Liberal Arts | **St. John's College**, Santa Fe, NM | 2002 – 2006

RESEARCH SKILLS

- Seventeen years of professional experience with large data sets: importing, scrubbing, analyzing, and presenting findings on quantitative and qualitative data.
- Developing data-driven analytic tools to answer new questions and improve existing answers.
- Effectively leveraging AI and machine learning to get more done faster.
- Designing, implementing, and reporting on empirical studies.
- Specialization in statistical coding language R; proficient in SQL, Python, Superset, and Google Docs and MS Office Suite; experience with SAS, UNIX, PHP, HTML, and Tableau.
- Applying advanced psychometric methodologies to design, develop, and validate assessment instruments, to ensure the reliability and validity of measurements
- Writing and editing business documents and peer-reviewed research manuscripts.

RELEVANT EXPERIENCE

Behavioral Scientist | Torch Leadership Labs | 2021 – present
- Lead the Behavioral Science team's most analytically advanced projects, such as extracting ROI metrics from customer data and testing for adverse impact in Torch's selection tools.
- Build new assessments for Torch that are valid, reliable, and otherwise psychometrically sound. Also, build reporting tools for these assessments.
- Provide scientific expertise to customers for designing custom coaching programs and building instruments to measure the success of these programs.
- On an ad hoc basis, design studies, code them, build the reporting, present the results at company-wide meetings, and translate the results into actionable insights for business teams.

Postdoctoral Researcher | Northwestern University | 2020 – 2021
- Planned and executed literature reviews and statistical analyses related to the study of personality psychology and psychometrics, focusing on short-term, high-quality, and high-impact projects.

Research Assistant | Northwestern University | 2013 – 2020
- Co-developed a peer-reviewed statistical learning technique that uses personality data to create parsimonious, transparent models that predict life outcomes.
- Published seven academic articles (three primary-author) in peer-reviewed journals on: psychometrics, machine learning, item-level and factor analysis, replication, and geographical psychology.
- Managed and mentored undergraduate research lab assistants.
- Coded, data scrubbed, and redesigned feedback for participants for the lab's personality assessment website, https://sapa-project.org.
- Presented research at eleven international academic conferences.

Credit Risk Analyst | Federal National Mortgage Association (**Fannie Mae**) | 2006 – 2013
- Developed and produced monthly and quarterly credit quality and mortgage payment monitoring reports. Each report contained an executive summary, detailed analyses, and business recommendations related to credit policies and other risk countermeasures related to Fannie Mae's $2T book of business.
- Conducted ad hoc analyses for a variety of risk issues, such as overall credit policy recommendations and risk alignment of Fannie's and customers' automated underwriting systems.
- Built and maintained the database for financial loss reporting in the Katrina-devastated Gulf Coast; identified extent of flooding damage using geospatial mapping software.

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SELECTED PUBLICATIONS

Elleman, L. G., McDougald, S. K., Condon, D. M., & Revelle, W. (2020). That takes the BISCUIT: Predictive accuracy and parsimony of four statistical learning techniques in personality data, with data missingness conditions. *European Journal of Psychological Assessment 36*(6), *948-958.* DOI: https://doi.org/10.1027/1015-5759/a000590

Elleman, L. G., Condon, D. M., Holtzman, N. S., Allen, V. R., & Revelle, W. (2020). Smaller is better: Associations between personality and demographics are improved by examining narrower traits and regions*. Collabra: Psychology, 6*(1), 17210. DOI: https://doi.org/10.1525/collabra.17210

Elleman, L. G., Condon, D. M., & Revelle, W. (preprint). Laying personality BARE: Behavioral frequencies strengthen personality-criterion relationships. *https://psyarxiv.com/yufne/*

Elleman, L. G., Condon, D. M., Russin, S. E., & Revelle, W. (2018). The personality of U.S. States: Stability from 1999 to 2015. *Journal of Research in Personality,* 72, 64-72. DOI: https://doi.org/10.1016/j.jrp.2016.06.022

HONORS AND AWARDS

2019   Association for Research in Personality Poster Award—Winner
2018   NU Weinberg College of Arts and Sciences Teaching Fellowship
2006   Fannie Mae Single-Family Innovation and Change Award

COMMUNITY LEADERSHIP

Northwestern University
Psychology Graduate Student Peer Mentor Program: Mentor (2015 – 2017) and President (2017 – 2020)
Psychology Graduate Student Council: Personality area rep. (2015 – 2017) and Chairperson (2017 – 2018)