**Aggie Martinez**

**Organizational Development in Non-Profit and Public Sector**

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**Executive Summary**

Trained social scientist with expertise in organizational change and development within mission-based non-profit and public institutions. Ability to analyze problems, communicate findings, and formulate solutions.

* Record of building trust with stakeholders to identify pressing organizational cultural needs
* Innovation in determining key points of influence in public sector employee morale
* History of conceptualizing and executing timely action research aimed at results
* Proven record of field-specific accomplishments, including Fulbright study to enhance skillset
* Functional experience in public sector with high level of responsibility

**Education**

**Texas A&M University** College Station, TX

Doctor of Philosophy in Sociology May, 20xx (anticipated)

**Arizona State University** Tempe, AZ

Master’s of Arts in Sociology August, 20xx

**Baylor University** Waco, TX

Bachelor’s of Science in Anthropology May, 20xx

**Organizational Research Experience**

**Texas Municipal Project** Bryan, TX

Principal Investigator June, 20xx – Present

* Lead continuous ethnographic action research study focused on determining points of impact on employee morale in regional state organization with 3 locations and 650+ workforce
* Uncover impressions of surveillance leading to low employee morale and 17-19% reductions in measurable production
* Identify key cultural themes, including lack of agency and erosion of trust, and culminating in three key recommendations to agency senior leadership
* Consult with senior leaders and middle management on implementing a three-point strategy to build lines of trust concentrated on strengthening organizational culture

**Philanthropic Organizational Development Project** Houston, TX

Co-Investigator March, 20xx – April, 20xx

* Collaborated with 2 researchers on organizational development project in multinational non-governmental organization at Texas location to determine employee motivational factors
* Generated five insights providing direct explanation of organizational inertia, delivering results in under 4 weeks of study
* Co-authored fundraising grant, providing $7k financial support for research travel and supplies
* Presented theoretical framework at selective (24% acceptance rate) conference to 125 scholars working in organizational development, disseminating innovative vision for field

**Public Administration Experience**

**City of Tempe** Tempe, AZ

Assistant Comptroller (Internship) May, 20xx – July, 20xx

* Hired from competitive applicant pool and given increased level of responsibility after 2 weeks due to performance and establishing trust with leadership
* Managed $40k budget, allocating to three city government functions, including waste disposal, emergency services, and afterschool programs
* Recognized need and instituted in collaboration with Information Technology Department new proprietary database system to track financial records, reducing lookup time from 12 to 3 minutes (75%)
* Trained and managed day-to-day work of 3 administrative assistants, including goal setting, approving time off, and performance review, to support financial functioning of the operations system

**Teaching Experience**

**Blinn College** Bryan, TX

Adjunct Professor January, 20xx – Present

* Deliver 5 courses to 230+ undergraduate students, increasing scores by average of 1 letter grade

**Texas A&M University** College Station, TX

Teaching Assistant August, 20xx – Present

* Support instructor of record through 8 courses, delivering education to 2300+ students

**Walden University** Minneapolis, MN

Online Instructor August, 20xx – December, 20xx

* Implemented pre-constructed course using instructional design framework to teach 60 students in virtual space

**Professional Development**

**Fulbright Scholar** Naples, FL

* Selected from applicant pool of 1300 to study public administration, acquiring knowledge domains on public sector finance, operations, and human resources
* Researched and implemented logic models for social services to tallying $250k in annual revenue
* Guided 3 different learning communities with 25 professionals on survey construction and program evaluation centered on philanthropic action research

**Volunteer Service**

**AGGIE Scholarship Forum**—Chair: Oversee selection of scholarship award based upon merit of research work

**Graduate Student Senate**—Delegate: Represent 56+ social science students in student government forum

**Thought Leadership**

**Author:** “Raymond Rousell’s intellectual influence on the writings of Michel Foucault” in *The New*

*Social Criticism*

**Reviewer:** *“*Re-examining Foucault’s theory for organizational research in Addison Aggie’s newest title” in *Social Stratification*