

JUSTIN S GARDNER

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EDUCATION:

University of Nevada - Las Vegas Las Vegas, NV (Aug 2012 - present)
PhD Candidate, Public Affairs Cumulative GPA - 4.0

Program Summary:

- Interests: Evaluative Policy; Decision Making; Network Analysis; Principal Agent Theory; Systems and Implementation Theory; and Research Methods and Statistics
- Passed Comprehensive Exam (Jan 2014)
- Golden Key International Honour Society (Nov 2013-present)
- HonorSociety.org (Aug 2015-present)

Inter-university Consortium for Political and Social Research Courses:

- Introduction to Spatial Regression Analysis: Boulder, CO (Aug 2014)
- Mixed Methods: Approaches for Combining Qualitative and Quantitative Research Strategies: Chapel Hill, NC (Jun 2014)
- Causal Inferences in the Social Sciences: Matching, Propensity Scores, and Other Strategies: Berkeley, CA (Aug 2013)
- Applied Multilevel Models for Cross-Sectional Data: Boulder, CO (Jul 2013)

University of North Texas Denton, TX (Jan 2007 - Dec 2009)
Master's Degree, Recreation and Leisure Studies (Recreation Program Management) Cumulative GPA - 3.58

Comprehensive Exam Topic:

- Reservoir Recreation Management and Operation Plan design based on U.S. Army Corps of Engineers policies and regulations.

University of Mississippi Oxford, MS (Jan 2004 - Dec 2005)
Bachelor's Degree, History (minor Political Science) Cumulative GPA - 3.15

Coastal Carolina University Conway, SC (Aug 2001 - Dec 2003)
Transferred to University of Mississippi (Dec 2003)

Student Group Involvement:

- Junior Class President (Aug 2003-Dec 2003)
- Student Government Representative (Aug 2001-May 2003)
- University Spanish Club Member (Aug 2001-Dec 2003)

PROFESSIONAL SUMMARY:

- Professional experience managing programs and projects; program and supervisory management; and conducting system-level evaluations in the public sector at the federal and state level.
- Extensive operations experience implementing procedures, policies and programs to meet regulatory requirements, uphold federal and/or state compliance standards, and provide auditor documentation.
- Expertise in research, project organization, and program management including: technical documentation; statistical analysis; policy development; staff, contractor, and volunteer supervision; database development; program evaluation; and training development.
- Proficient in database programs and applications (Oracle, PeopleSoft, Learning Management Systems and SQL); computer software (SharePoint, Access, Excel, PowerPoint and Word); and statistical software packages (SPSS, SAS, R Statistic, GeoDa).

PROFESSIONAL EXPERIENCE:

Innovative Research and Analysis LLC Henderson, NV (Apr 2015 - present)

Founder and CEO

Projects:

- 2015 PAPOR Student Research Paper Award Submission, Veteran Financial and Payday Lending Article- completed as part of project funded by Schwab Bank
- Breast and Cervical Burden Report for State of Nevada
- Breast and Cervical Cancer Toolkit for State of Nevada
- Executive Order 2014-13 Nevada Veterans Resource Directory- funded by NDVS
- Executive Order 2014-20 Data Mapping by State Agencies Report- funded by NDVS
- Nevada Medicaid Long Term Services and Supports Report
- Nevada Public Health Needs Assessment for State of Nevada
- Obesity Burden Report for State of Nevada
- Strategic Planning, Study and Report for Goodwill of Southern Nevada
- Survey Analysis for Faculty Voices Community College Survey- completed for NCII- funded by Gates Foundation
- Veterans Homeless Needs Assessment for State of Nevada
- Veterans Financial Stability Research Study and Report- funded by Schwab Bank
- Veterans Payday Lending Study and Report- funded by Schwab Bank
- Vocational Rehabilitation Outcomes Evaluation Project for State of Nevada
- Development of Strategic Online Interface with Higher Education Institution Student Data Systems and/or Learning Management Systems for Innovative Educators

Clients:

- Goodwill of Southern Nevada
- Innovative Educators
- National Center for Inquiry and Improvement
- Nevada Bureau of Vocational Rehabilitation
- Nevada Community Foundation
- Nevada Department of Veterans Services
- Nevada Division of Public and Behavioral Health
- Nevada Office of Grants Procurement, Coordination and Management
- Nevada System of Higher Education
- Schwab Bank
- Wild Air Marketing
- Workforce Connections

Partners:

- BP2 Solutions
- DP Video Productions
- Strategic Progress, LLC
- Veteran Policy Leadership Institute

College of Southern Nevada Las Vegas, NV (May 2014 - Feb 2014)

Director - MyCSN Technology Group

Responsibilities and Accomplishments:

- Design, implement, and evaluate student driven interventions utilizing the PeopleSoft student data system using Universal Design concepts.
- Supervise a small team of analysts; write, review, and edit queries; design trainings and create training materials; develop technical support documentation and quick reference guides; manage major changes, modifications, and updates to CSN specific database content; and provide reports, audit support, and other technical assistance to Senior Executives.
- Manage coordination initiatives with other technical systems both internal and external to match data requirements for updating student records and managing interventions and provide QA/QC reports and documentation.
- Provide support to module areas of the student data system; coordinate with Module Leads to discuss data issues and system changes; conduct gap-fit analyses to improve system operations; and review queries and technical processes.

- Serve as a Project Lead for the college at the state level in which system-level decisions are discussed and made for changes, updates, and modifications to the PeopleSoft student data system as well as on various institutional committees including: Achieving the Dream Implementation; Student Success Case Management Implementation; Strategic Intake and Matriculation Process Evaluation; Human Resources Employment Search Committees; and Consultant Work Groups.
- Conducted an assessment of merit pay options for Administrative Faculty on special request from the President of the Administrative Faculty Assembly. The assessment included a historical review of salaries and performance evaluation data; development of a comparison model between a 'fixed-rate' and 'percentage-rate' merit pay policy; presentation to the AFA Executive Committee for policy development; and writing content for the AFA Merit Pay Policy.

College of Southern Nevada Las Vegas, NV (Jan 2013 - May 2014)
Analyst - Department of Business Operations

Responsibilities and Accomplishments:

- Provided technical reports using relational databases for programmatic, project, and process QA/QC as well as reports and documentation as requested by internal constituents including Senior Executives.
- Developed and led training workshops; generated quick reference guides; and created video-based training for faculty, staff and students.
- Coordinated with Nevada System of Higher Education, other institutions of higher education, and various consultants to ensure the college meets both federal and state-level regulatory compliance requirements.
- Provided project support for Business Operations such as updating website content, developing project tracking procedures and providing project documentation.
- Conducted system assessments to improve database operations and data quality with gap-fit analyses, process mapping, and research of emerging technologies and/or new products.
- Served on various institutional committees including: Achieving the Dream Implementation; Student Success Case Management Implementation; Strategic Intake and Matriculation Process Evaluation; Human Resources Employment Search Committees; and Consultant Work Groups.

Bowhead Science and Technology Vicksburg, MS (Feb 2010 - Jan 2013)
Data Analyst III

Responsibilities and Accomplishments:

- Conducted research projects at the nationally recognized U.S. Army Engineer Research and Development Center including two years of telecommute/virtual/remote work (Feb 2011 - Jan 2013).
- Managed conceptual development and planning for the Retrospective database as well as the project website, <http://cw-environment.usace.army.mil/retro/index.cfm>, for internal and external constituents.
- Conducted research and analyses to produce technical reports, develop presentation materials, document management procedures.
- Produced training and guidance manuals for project team; conducted relevant database training; and created calibration and tracking procedures.
- Coordinated with Corps project managers across the nation to collect and catalog project documents, enter and calibrate project data, as well as review and update project records.
- Provided database, SharePoint and website administration and support to research team and project managers.

U.S. Army Corps of Engineers Lewisville, TX (Oct 2007 - Feb 2010)
Park Ranger - Natural Resource Specialist

Responsibilities and Accomplishments:

- Monitored activities of adjacent landowners and surrounding city governments to ensure regulatory compliance and enforce Corps of Engineers regulations.
- Supervised volunteers (20+) and contractors (8+); managed park and recreation area operations; and developed program specific training and evaluation procedures.
- Updated and generated reports in Corps of Engineers databases; conducted compliance, regulatory and real estate compliance inspections; collaborated with partnering agencies to operate park and recreation areas, maintain wildlife areas, and protect environmentally sensitive areas.

- Project Manager: USACE Corps Cares Angel Tree Adoption Campaign (Nov 2009-Dec 2009)
- Public Speaker: USACE Fort Worth District Quarterly Awards Ceremony (Feb 2009)
- Participant: USACE Adopt-A-School Pen Pal Program (Nov 2008-May 2009)

CONSULTING EXPERIENCE:

University of Nevada, Las Vegas (Aug 2015 - present)

Adjunct Instructor

Courses Taught:

- PUA 723: Research and Analytical Methods, Fall 2015: Course design to introduce students to applied mixed methods research. The course includes an active project, which is funded by Schwab Bank through the Nevada Community Foundation to research veterans' services and resources in the State of Nevada. Course includes survey design, focus group facilitation, data gathering, presentations and evaluation of academic articles.

Wild Air Marketing (Feb 2015 - Sep 2015)

Consultant/Researcher

Projects:

- Conducting research on sustainability in the private sector for a national company to determine effective and successful strategies and initiatives related to sustainability.
- Work will include conducting research to complete a designed template for assessing sustainability efforts and identifying critical components for a presentation to the requesting company.

Strategic Progress, LLC (Oct 2014 - Dec 2014)

Consultant/Researcher

Projects:

- Developed an Excel version of the entire published version of the Nevada Veterans Resource Directory to serve as an Internet upload and updatable master listing of all resources identified during the research phase of the project.
- Conducted research related to veteran resources in the State of Nevada, including: government and non-governmental support services and service agencies. Collected information was utilized to develop content for a published Nevada Veterans Resource Directory (to be published in early 2015), which incorporated written text, contact and location information, and agency logos or images.

U.S. Army Engineer Research and Development Center (Jan 2014 - May 2014)

Consultant

Projects:

- Webinar presentation of the Retrospective Database Project, which included; an introduction and historical overview; a presentation of analyses and results; a produced website demo video; a live narration of the video; and an edited transcription of presentation.

National Center for Inquiry and Improvement (Aug 2013 - Jan 2014)

Consultant

Projects:

- Cohort-based Cluster C-Analysis for core course persistence at El Paso Community College using SPSS and updated additional PowerPoint presentation slides (Dec 2013-Jan 2014).
- Cluster C-Analysis for course sequence persistence at El Paso Community College using SPSS and updated PowerPoint presentation slides (Aug-Sept 2013).

Marketing Resource Group (May 2001 - May 2007)

Project Researcher

Projects:

- Completed data entry, analysis and review for various research validation projects.
- Compiled survey research and site evaluations for a publication on National Historic Landmarks.

- Conducted data validation research on American antique specialty stores for a national shopping guide published by *Essentially America*.

PUBLICATIONS:

- Stream, C., Gardner, J.S., & Ralphs, B. (2015). *Nevada Veterans Survey*. School of Environmental and Public Affairs, University of Nevada, Las Vegas: Las Vegas, NV.
- Gardner, J.S., Maynard, E.E., Price, D.L., & Fischenich, J.C. (2014). "Retrospective Evaluation of Corps Aquatic Ecosystem Restoration Projects Protocol Part 1: Project Overview," EMRRP-ER-20. U.S. Army Engineer Research & Development Center, Vicksburg, MS.
- Gardner, J.S., Maynard, E.E., Price, D.L., & Fischenich, J.C. (2014). "Retrospective Evaluation of the Protocol for U.S. Army Corps of Engineers Aquatic Ecosystem Restoration Projects Part 2: Database Content and Data Entry Guidelines," EMRRP-ER-19. U.S. Army Engineer Research & Development Center, Vicksburg, MS.
- Gardner, J. (Summer 2010). "Thoughts from Engineer Research and Development Center (ERDC): A Researcher's View." *The Whale's Tale: Bowhead's newsletter for inter-company activities and acknowledgements*.

CONFERENCES AND PRESENTATIONS:

- CSN: eLearning Conference Presenter, Las Vegas, NV (Feb 2015)
- CSN: eLearning Conference Poster Presenter, Las Vegas, NV (Feb 2015)
- CSN: Southern Nevada Diversity Summit Presenter; Las Vegas, NV (Oct 2014)
- CSN: Adjunct Faculty Conference Poster Fair Presenter; Las Vegas, NV (Aug 2014)
- ERDC: EMRRP Webinar Series Presenter; Virtual/Vicksburg, MS (May 2014)
- CSN: HEUG-Alliance Workshop Participant; Las Vegas, NV (Mar 2014)
- CSN: HEUG-Alliance Conference Participant; Las Vegas, NV (Mar 2014)
- CSN: College of Southern Nevada Student Success Poster Fair Presenter; Las Vegas, NV (Jan 2014)
- CSN: HEUG-Alliance Workshop Participant; Indianapolis, IN (Mar 2013)
- CSN: HEUG-Alliance Conference Participant; Indianapolis, IN (Mar 2013)

DEVELOPED PROJECT DOCUMENTATION:

- UNLV: Final Report and Executive Summary, Nevada Veterans Financial Preparedness Survey; School of Environmental and Public Affairs (Jan 2015)
- CSN: Merit Pay Policy, Statistical Analysis and Policy Content Development; Administrative Faculty Assembly (Dec 2014)
- CSN: Technical Documentation Summary; Achieving the Dream Mandatory Matriculation Process (Jun 2014)
- CSN: Technical Documentation Summary; Veterans Resource Office (Feb 2014)
- CSN: QA/QC Technical Documentation Summary; Financial Aid Department (Sep 2013)

PROFESSIONAL TRAININGS ATTENDED:

- CSN: Search Committee Chair Training (Sep 2013)
- CSN: Search Committee Training (May 2013)
- CSN: Web-Editor Training: Concrete5 (May 2013)
- CSN: Beginner and Advanced Query Training for Oracle and PeopleSoft Campus Solutions (Jan 2013)
- USACE: Leadership Development Program Strengths Builders Workshop (Oct 2009)
- USACE: Risk Communication and Public Participation Course (Sep 2009)
- USACE: Cultural Resources PROSPECT Course (May 2009)
- USACE: Command Spanish Course for Federal Employees (Jan 2009)
- USACE: Visitors Assistance for Natural Resource Managers PROSPECT Course (Nov 2008)
- USACE: Operations and Maintenance Contracts PROSPECT Course (Oct 2008)
- USACE: Corps of Engineers Fiscal Law Training (Jan 2008)