Rania Elanwer

Email: re308@rutgers.edu

Education

May 2021	**Pennsylvania State University, University Park, PA, USA** PhD. Human Resource and Organization Development Department of Learning and Performance System
Aug. 2011	**University of Minnesota**, **Twin Cities, MN, USA** M.Sc. Human Resource Development Department of Organizational Leadership, Policy and Development
May 2003	**Helwan University, Cairo, Egypt** B.Sc. Advertising and Marketing

Certification

Aug 2020	**Business Analytics Certificate** (Pennsylvania State University, University Park, PA, USA)

Skills

- Data modeling
- Machine learning modeling
- Data visualization
- Data quality assessment
- Data trends identification

- Data mining
- Data transforming
- Modeling interpreting
- Data cleaning

- R Programing Language
- Tableau

- Excel

Work Experience

Sep, 2024	**Rutgers University, NJ, USA** **Teaching Instructor at the School of Management and Labor Relation** - Teaching undergraduate and graduate analytic courses.
Nov,2022-Aug,2024	**The Pennsylvania State University, University Park, PA, USA** **Data Analyst** - Collaborate with academic departments and administrative units to gather, clean, and analyze data related to student performance, enrollment trends, and institutional effectiveness. - Develop data models and perform in-depth statistical analyses to identify patterns, trends, and opportunities for process improvements. - Design and maintain interactive dashboards using [Tableau, Power BI] to visualize data and facilitate decision-making for various stakeholders.

- Support institutional research initiatives by extracting and transforming data from diverse sources, ensuring data accuracy and consistency.

- Work closely with faculty and administrators to provide data-driven recommendations for curriculum enhancements and student support strategies.
- Prepare comprehensive reports and presentations to communicate findings and insights to senior leadership and faculty committees.

Jan-May 2023 **Rutgers University, NJ, USA**
Lecturer (Part Time) **at the School of Management and Labor Relation**
- Designed and taught Human Resource Analytics course introducing three levels of analytics: descriptive, predictive, and prescriptive.
- Incorporated machine learning principles, covering supervised/unsupervised learning, feature engineering, and model evaluation.
- Utilized R programming as a primary tool to demonstrate analytics and machine learning concepts.
- Enabled students to apply analytics and machine learning to real HR scenarios, fostering practical problem-solving skills.
- Guided hands-on projects using diverse machine learning models (regression, classification, clustering, etc.) in R on actual HR datasets.

Aug.2017 - June 2021 **The Pennsylvania State University, University Park, PA, USA**
Graduate Assistant at Learning and Performance System
My role as a graduate assistant involves teaching and research.
- As a teaching assistant I participated in multiple graduate and undergraduate level courses. My role involves participating in course designing, grading, and providing assistant to students.
- As a research assistant I have contributed to multiple research projects such as, designing virtual reality training simulation, integrating machine learning in the field of human resource (HR), and different career development projects.

Jan.2005-Dec.2007 **Pyramids Cosmetics, Cairo, Egypt**
Marketing and Advertising Manager,
- Creating and assessing the company's marketing plan and strategy, conducting competitors marketing research, and evaluating demand for the organization's products.
- Leading the media and advertising team in developing brand awareness, identifying potential customers, and creating advertising campaigns.
- Maintaining high team performance by conducting continuous performance assessment, providing feedback, training, and career development opportunities to the advertising team.

Research Projects

Using Data Analytics to Predicting Employees Turnover	- Extracted, cleaned, transformed data. - Developed various machine learning models (logistic regression, decision tree, neural network, etc.) focused on predicting employees with high risk of leaving the organization. - Evaluated models performance using confusion matrix and ROC. - Prepared reports that interpreted models' results and identified factors that are associated with employees intention to leaving the organization.
Virtual Reality in Organization Development	- Participated in the virtual reality OD research team at The Pennsylvania State University. The project focuses on developing virtual reality OD simulations to provide scenario-based real to life case studies aims to strengthen OD competencies. Our focus is to promote innovative OD theories and practices to provide OD simulations that discusses the field's rapid evolution leadership and professions such as HR, diversity, equity and inclusion, talent, development, and management consulting.
Employee Career Development Integration Model (ECDI)	- Improving the ECDI model, that focuses on guiding HR and career development practitioners of the types of organizations career support practices they can offer to support employees based on current employee's career stage.
Fact-Based Career and Learning Planning	- Using R, I analyzed Pennsylvania State University students' data. Used output to create personalized career and learning opportunities for students based on evaluating students' academic programs, experience, future plans, etc.