



# EMILY KATZ, B.A.

RESEARCHER

## CONTACT

975 SE SANDY BLVD., STE. 220  
PORTLAND, OREGON 97214  
(503) 243-2436 x 118  
KATZ@NPCRESEARCH.COM  
WWW.NPCRESEARCH.COM

## EDUCATION

B.A. SOCIOLOGY &  
ANTHROPOLOGY, AND STUDIO  
ART  
UNIVERSITY OF PUGET SOUND

## PROFILE

Emily Katz joined NPC Research in June 2021 as a Researcher and Data Analyst. Since joining NPC, Ms. Katz has worked on a variety of research and evaluation projects related to treatment courts and community well-being. Additionally, Ms. Katz assists in running NPC's Best Practices assessments as part of the treatment court evaluation process.

Ms. Katz has experience in data cleaning, manipulation, and analysis in SPSS, Excel, and R. Her background also includes qualitative research methods, as well as extensive process improvement experience. Prior to joining NPC, Ms. Katz worked as a Compensation Analyst where she analyzed market data and conducted research on internal pay to provide recommendations to the business, as well as highlight internal equity concerns.

Ms. Katz earned a Bachelor of Arts in Sociology & Anthropology and Studio Art from the University of Puget Sound.

## WORK EXPERIENCE

### RESEARCHER

NPC Research | June 2021 – Present

Involved in a variety of research and evaluation projects related to treatment and community well-being with an emphasis on process and outcome studies. Works with diverse program providers with varied needs to streamline and standardize data gathering practices. Cleans, manipulates, and analyzes many sources of data to provide programs with data-driven feedback and recommendations. Responsible for all aspects of data management and analysis, provides technical assistance to programs, and assists with reports and other deliverables to ensure informative and quality products.

### ASSOCIATE COMPENSATION ANALYST

New Relic | March 2019 – June 2021

Analyze market data and conduct research on internal pay to provide recommendations to the business, as well as highlight internal equity concerns, to ensure fair practices when promoting employees. Manage our monthly project of awarding employees stock awards, a process requiring intense attention to detail, extensive tracking and auditing, and an ability to meet tight deadlines. Gather and analyze internal data for 2,000+ employees to complete extensive compensation surveys.

### PEOPLEOPS ASSOCIATE/TALENT ACQUISITION COORDINATOR

New Relic | March 2019 – November 2019

Independently onboarded 100+ new hires to the Portland office by leading a weekly 3-hour session, as well as providing ongoing support to facilitate a smooth transition to the New Relic community. Launched monthly and quarterly events to increase employee understanding and engagement with resources. Managed the scheduling and logistics of candidate interviews by forming partnerships with recruiters and hiring teams, as well as hosting candidates onsite to provide a seamless interview experience.

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## WORK EXPERIENCE CONTINUED

### **PRESIDENT, PEER ALLIES SUPPORT NETWORK**

University of Puget Sound | September 2016 – May 2018

Led 20 students as advocates in the sexual assault prevention movement to offer unique, confidential spaces for conversations about assault. Designed and facilitated workshops about consent and healthy relationships for groups of 30 – 90 students, resulting in a 500% increase in the organization's educational programming per semester. Represented Peer Allies on the Sexual & Gender Violence Committee and collaborated with faculty, staff, and university leaders to provide student input in rewriting campus Sexual Misconduct Policy and Procedures. Streamlined the recruitment, interview, and selection process for highly competitive Peer Allies positions, resulting in enhanced efficiency and confidentiality.

### **CAMPUS VISIT PROGRAM COORDINATOR**

University of Puget Sound | September 2016 – May 2018

Hired, trained, and supervised a student team of 40 tour guides and 18 overnight hosts to innovatively share their Puget Sound experiences with prospective students. Collaborated and communicated with 4 other student coordinators to provide a seamless visitor experience, manage day-to-day operations of the visit program, and provide administrative support to Admission staff. Coordinated, planned, and facilitated bi-weekly student staff meetings.

## VOLUNTEER WORK

### **Leadership Advocacy Team Member**

Planned Parenthood Advocates of Oregon | November 2019 – August 2021

### **Afterschool Sisterhood Program Volunteer**

YMCA of Tacoma Pierce County | January 2016 – May 2016

### **Suicide Prevention Hotline Volunteer**

Samaritans | June 2011 – January 2015

## REFERENCES AVAILABLE BY REQUEST