

Dr. ABIGAIL HADDAD

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(202) 487-2725

EDUCATION

Pardee RAND Graduate School

Santa Monica, CA

Ph.D, Public Policy

Dissertation Title: Analyzing Reduced Teenage Employment, 2000-2013

M. Phil., Public Policy

Coursework included: statistics, econometrics, health economics

Kenyon College

Gambier, OH

B.A., Economics, cum laude and with distinction in economics

Coursework included: statistics, data analysis, econometrics

WORK EXPERIENCE

National Guard Bureau, Army National Guard

Arlington, VA

Statistician (contractor)

2016-present

- Created interactive presentations in Tableau to showcase findings on the makeup of the Army National Guard, the quality of enlisted accessions, and how the likelihood of holding a command position varies by occupation and demographic
- Wrote short papers analyzing data on topics including early-career attrition and promotion among officers, whether non-accessed enlisted applicants represent a high-quality and/or diverse pool of untapped talent, and the feasibility of diversifying the applicant pool for officers by recruiting current enlisted soldiers
- Briefed and prepared notes for general officers on various personnel-related issues

RAND Corporation

Arlington, VA

Assistant Policy Analyst

2009-2016

- Modeled eligibility to enlist or commission as an officer in the military by demographic group, comparing results with the youth population and the actual recently-enlisted or commissioned population. Produced one-page memos on results for general officers and longer methodology pieces for more-technical audiences
- Analyzed population, applicant, new-hire, and overall workforce data for civilians within the Department of Defense. Used EEOC procedures and created new methods to determine differences between demographic groups in terms of hiring, promotion, and attrition
- Compared the demographic makeup of STEM graduates within the Department of Defense civilian workforce to STEM graduates and workers in STEM-related jobs in the United States
- Performed data cleaning and data analysis using Stata with a variety of different data sets,

- including both large Census Department data sets and proprietary personnel data sets
- Drafted memos, presentations, report chapters, and technical appendices for a wide range of audiences
 - Briefed RAND senior social scientists, economists, and management scientists, as well as participated in client briefings

SELECTED PUBLICATIONS

Haddad, Abigail, Nelson Lim, Lisa Miyashiro, Henu Zhao and Gary J. Briggs. Diversity Outreach and Recruiting Event Site Selection (DORESS). Santa Monica, CA: RAND Corporation, 2014. <http://www.rand.org/pubs/tools/TL130>.

Lim, Nelson, **Abigail Haddad** and Lindsay Daugherty. Implementation of the DoD Diversity and Inclusion Strategic Plan: A Framework for Change Through Accountability. Santa Monica, CA: RAND Corporation, 2013. http://www.rand.org/pubs/research_reports/RR333.

Lim, Nelson, **Abigail Haddad**, Dwayne M. Butler and Kate Giglio. First Steps Toward Improving DoD STEM Workforce Diversity: Response to the 2012 Department of Defense STEM Diversity Summit. Santa Monica, CA: RAND Corporation, 2013. http://www.rand.org/pubs/research_reports/RR329.

Samaras, Constantine, **Abigail Haddad**, Clifford A. Grammich and Katharine Watkins Webb. Obtaining Life-Cycle Cost-Effective Facilities in the Department of Defense. Santa Monica, CA: RAND Corporation, 2013. http://www.rand.org/pubs/research_reports/RR169.

Haddad, Abigail, Kate Giglio, Kirsten M. Keller and Nelson Lim. Increasing Organizational Diversity in 21st-Century Policing: Lessons from the U.S. Military. Santa Monica, CA: RAND Corporation, 2012. http://www.rand.org/pubs/occasional_papers/OP385.

OTHER

Worked extensively with Stata, Tableau, and Excel, with some work in R, Python and SQL; completed Stanford online SQL class

Worked extensively with the following data sets: IPEDS (NCES), NLSY79 and NLSY97 (Bureau of Labor Statistics), American Community Survey and Current Population Survey (Census), and the Behavioral Risk Factor Surveillance System (CDC)

Received PRGS Impact Award for work on "Obtaining Life Cycle Cost Effective Facilities in the Department of Defense"

Holds secret-level security clearance