HEATHER WHITEMAN

PhD

PEOPLE ANALYTICS

Bellevue University   Doctor of Philosophy (PhD), Human Capital Management

- Activities y groups: PhD in the school of Business focused on Human Capital Management, with a particular focus and dissertation study on the ability to predict and influence employee performance in organizations.
- Dissertation Topic:
  - Predicting Individual Level Employee Performance through Prior Performance and Competency Ratings

California State University-Sacramento California State University-Sacramento

Master's, Industrial Organizational Psychology

University of California, Davis

B.A., Psychology & B.A., Communications.

- Activities y groups: Psi Chi (National Honors Fraternity), Undergraduate Psychology Association, UC Davis Women's Varsity Bowling Team
- Interim Program Chair - Master of Science in Information Management (Online)l

CAREER

University of Washington Information School ·(full time)

Ago. 2022 - present ·

Assistant Teaching Professor in Data, Design and Development for a More Just World

Universidad Francisco Marroquin

Director, People Analytics Specialization

Jan 2021 – present

Guatemala, City

University of California, Berkeley, Haas School of Business

Specialization in People Analytics

People Analytics Lecturer

Jan 2020 - present

Executive Fellow, Future Workplace

Future Workplace oct. 2019 - dic. 2021

Educator, researcher, and consulting fellow with Future Workplace. I help HR leaders and their teams obtain the skills and knowledge to harness the power of people data and analytics to drive business impact and adapt to the trends that matter most in the future of work.

University of Hull

Module Leader, MSc in People Analytics

Jan. 2021 - Jul. 2021 · 7 meses

University of California
Lecturer

UC Davis Graduate School of Management - Data Analysis for Managers & Quantitative Tools for Business Lecturer (Mar '20-Jun '21)

UC San Diego Rady School of Management - People Analytics (Mar '21-Jun '21)

UC Berkeley Extension - Human Capital Analytics Instructor (Jan '17-Mar '21)

General Electric DIGITAL

VP, Global Head of People Strategy, Analytics, Digital Learning & HR Operations
2013 - 2019 · San Francisco Bay Area

- Head of People Strategy, Analytics, Digital Learning & HR Operations at General Electric (GE) Digital. Focused on identifying and defining talent/market shifts and key capabilities to transform to a digital future. Utilizing advanced workforce analytic techniques, such as machine learning, text analytics or modeling, to drive business insights and decision making in the areas of recruiting, learning, development, org design and culture.
  Leading the HR Operations & Immigration teams to drive efficiency and process improvement. Leading the Analytics and the Integrated Talent Management teams to create and execute on a data-based, results oriented, technology platform driven people strategy.
  Leading the Digital Learning Transformation team to build out the critical digital skills needed to compete in the ever changing future of work talent landscape.
  _____
  GE Digital is the team behind the world's first cloud-based industrial operating system, Predix. We build the software that transforms the way people connect with their data, devices and machines.

  Better connectivity means cancer patients can get access to life-saving therapies more quickly, planes and trains running more efficiently to reduce carbon footprint, and greater protection for plant operators against life-threatening accidents at power stations and oil fields.

People, businesses, and communities are at the heart of what we're building at GE Digital. We're on a mission to empower millions of businesses around the world every day to run smarter and improve people's lives.

Strategic Workforce Planning Leader
GE Aviation
mar. 2011 - apr. 2013
Cincinnati, Ohio Area

- Leader of Strategic Workforce Planning at GE Aviation - 40k+ employees, global, 13B revenue business. Supporting the integration of recruiting, organization & talent development, leadership programs and training & development strategies into an integrated Strategic Workforce Planning framework and op rhythm. Built and maintained predictive statistical models (85-99% accurate) for projecting future occurrences in the workforce.

Pacific Gas & Electric
Workforce Planning & Analytics, Expert
Sept 2008 – Jul 2011

- Lead of the Workforce Planning & Analytics team supporting a 20k employee organization to provide data requests, workforce metrics, quarterly business reviews, financial planning & legal support. Implemented & led company-wide workforce planning strategy, predictive modeling, demand planning and HR strategy plan development.

Biddle Consulting Group, Inc.
Consulting Analyst
Biddle Consulting Group, Inc.
apr. 2006 - sept. 2008 ·

- Consulting statistical analyst specializing in Personnel, Equal Employment Opportunity & Affirmative Action cases. Deep experience in the areas of: conducting and validating job analyses, selection plan development, test development/validation, disparate impact theory & analysis, and affirmative action plan development.

Chonic Acceleration Research Unit
Researcher
Nov. 2003 - ago. 2006 ·
- Lead assistant at a NASA funded research laboratory focused on the topics of chronic acceleration, hyper-gravity, circadian rhythms, muscle atrophy, and Martian light cycles. Directly responsible for the research design and implementation, data collection and care of subjects.