

# PAVEL VANEGAS

Berkeley, CA | 510-375-0509 | pv@ischool.berkeley.edu

<http://pavelvanegas.com>

## EDUCATION

---

<b>UNIVERSITY OF CALIFORNIA, BERKELEY – SCHOOL OF INFORMATION</b> <i>Master of Information Management and Systems, Focus: UX Research &amp; Data Visualization</i>	Berkeley, CA
<b>BROWN UNIVERSITY</b> <i>M.A., Urban Education Policy</i>	Providence, RI
<b>WESLEYAN UNIVERSITY</b> <i>B.A., Sociocultural Anthropology</i>	Middletown, CT

## SKILLS

---

- Research: **Interviews, Survey Design, Personas**
- Technical: **Qualtrics, Moqups, Excel, HTML, Adobe CS, Stata, Tableau, Highcharts, R (working knowledge)**
- Language: **Spanish**

## EXPERIENCE

---

<b>NATIONAL UNION OF HEALTHCARE WORKERS</b> <i>Research</i>	Emeryville, CA 2011-2014, 2016-Present
<ul style="list-style-type: none"><li>• Design and conduct optimal staffing studies; developed study of mental health clinicians at large HMO via one-on-one interviews, online surveys, and existing literature research.</li><li>• Create reports and analyses of healthcare wages and conduct quantitative costing analyses of contract proposals by analyzing company data such as finances, pensions, and health plans benefits.</li><li>• Manage and supervise junior researcher on team.</li></ul>	
<b>KAISER PERMANENTE</b> <i>Digital Strategy</i>	Pleasanton, CA Summer 2015
<ul style="list-style-type: none"><li>• Conceptualized consumer strategy on how to best improve the digital experience of Kaiser Permanente's millennial members as it relates to healthcare cost and coverage.</li><li>• Developed strategic knowledge document focusing on the landscape of physician ratings and reviews. Created an initial point-of-view to provide alignment with the Permanente Medical Groups.</li></ul>	
<b>SAN FRANCISCO UNIFIED SCHOOL DISTRICT</b> <i>Human Resources</i>	San Francisco, CA 2010
<ul style="list-style-type: none"><li>• Utilized PeopleSoft and SearchSoft databases to provide staffing support to over 20 San Francisco school sites.</li><li>• Supported principals, through on-site visits and workshops, in areas of teacher effectiveness, assessment, strategic staffing, and retention planning.</li><li>• Helped maintain the teacher applicant database, collected and analyzed placement data to benchmark goal progress and conducted analysis of results of selection to assess impact and ensure compliance.</li></ul>	
<b>SHEN CLINIC</b> <i>Consultant</i>	Berkeley, CA 2008-2010
<ul style="list-style-type: none"><li>• Installed, tested, and analyze online tracking metrics via Google Analytics for clinic-related services.</li><li>• Designed and implemented new website for the Clinic and helped develop a web-based staffing calendar.</li><li>• Created and developed promotional materials for the Shen Clinic's line of products.</li></ul>	

## PROJECTS

---

<b>A USER-CENTERED PERSPECTIVE ON ALGORITHMIC DECISION-MAKING</b> A mixed methods study of people's current awareness of algorithmic personalization online and what practices they perceive as acceptable or fair.	2015-2016
--	-----------

# PAVEL VANEGAS

Berkeley, CA | 510-375-0509 | [pv@ischool.berkeley.edu](mailto:pv@ischool.berkeley.edu)

<http://pavelvanegas.com>

## PROJECTS (CONT'D)

---

### **SCHOOLPICKER – PROJECT FOR “USER INTERFACE DESIGN AND DEVELOPMENT” COURSE**

2015

Developed hi-fidelity website for parents seeking to pick the best school for their child. Used an iterative design process which included contextual inquiry and usability testing.

### **THE COMMUTE OF HOSPITAL EMPLOYEES**

2014

Using Tableau and ArcGIS, a geographic analysis of where employees reside and how distance, traffic, and other externalities may impact ability to access to medical care.

### **WHITE PAPER: CARE DELAYED, CARE DENIED**

2013

Conducted quantitative and qualitative research, including surveys and interviews of Kaiser Permanente mental health clinicians. Analyzed results and assisted in write-up for the resulting white paper (delivered to the State of CA regulators).

## AWARDS

---

- Past Fellow at The Center for Technology, Society & Policy – UC Berkeley School of Information
- Leadership Award Scholar – UC Berkeley Cal Alumni Association
- Brown University Graduate School Fellowship – Brown University Department of Education