



# KRISTINA BECVAR

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## PROFESSIONAL EXPERIENCE

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### Human Security Lab at University of Massachusetts Amherst

Project Manager/Research Associate, UMass Amherst (Remote) May 2022 – July 2023

- Managed groups of undergraduate research coders engaging in qualitative research.
- Evaluated and implemented new qualitative research tools and trained new lab researchers in responsible and effective research methods.
- Assisted Primary Investigator and supervisor Dr. Charli Carpenter in conducting mixed method research pursuant to a National Science Foundation RAPID grant to study women's human rights in post-occupation Afghanistan.

### Eleven Consulting, LLC

Principal Consultant, Chicago, IL, February 2020 – Present

#### *Bridge Alliance Education Fund – Chief Operating Officer*

- Contracted to modernize and professionalize the operations of the established civic non-profit organization to prepare to scale their operations.
- Implemented first-time CRM system to manage a database of over 30,000 constituents and nearly 600 member organizations.
- Conceptualized and drafted proposal for a national movement-wide constituent analysis research project to identify American citizens who are engaged in the pro-democracy ecosystem of organizations and where the demographic gaps exist as opportunities for successful growth.

#### *Blinderman Construction – Director of Human Resources*

- Served as consultant to the leadership team in implementing a complete Human Resources system and sustaining HRIS system. Audited systems in place for recruiting, training, benefits & compensation, career path development, and compliance; implemented recommendations for improving all systems and equipped company leadership to maintain new processes
- Assisted with developing the mission, charter, and strategic plan for the Diversity, Equity & Inclusion Committee; implemented leadership, supervisory, and front-line employee educational programs to facilitate deeper cultural integration of the company's DEI goals.

#### *Chuhak & Tecson, P.C. – Director of Human Resources*

- Responsible for full audit of the management and administration of human resource initiatives for the 140 employee, Chicago-based law firm. Focused on

policy administration and interpretation, employee relations, coaching, and counseling in the areas of performance management and conflict resolution, onboarding and integration efforts, administration of compensation and evaluation processes.

- Led the re-conceptualization of the frameworks for the firm's Diversity & Inclusion and Fun, Fitness & Philanthropy Committees.
- Formed the Executive Readiness Task Force responsible for implementing the safe transition to remote work and developing a compliant return to office plan in response to the COVID-19 pandemic.

### **Rathbun, Cservenyak & Kozol, LLC**

Firm Administrator and Operations Manager, Joliet IL, October 2003 – February 2020

- Managed the largest law firm in Suburban Will County, IL as it developed from a firm of 8 attorneys and 10 staff to the current structure of 18 attorneys and 25 staff in three locations.
- Full responsibility of all aspects of business operations including advertising, internet and social media presence, recruiting, training, benefits administration, human resource management, compliance, and plant management.
- Introduced metrics-based compensation and performance management system with emphasis on qualitative results. Spearheaded employee recognition and awards programs.
- Fully implemented a complete transition to digital file systems and workflow management systems after research and involvement in tech-forward legal industry groups.

### **EDUCATION**

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MS	University of Massachusetts Amherst Data Analytics and Computation for Social Sciences, Summa Cum Laude	2023
BS	University of Massachusetts Amherst Business Studies, Summa Cum Laude	2021

### **ACADEMIC CERTIFICATIONS**

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**Stage-1**, CITI Human Research Training in Social and Behavioral Sciences

### **SKILLS**

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**Technical:** R, Stata, Python, SQL, APIs

**Applications:** Tableau, Microsoft Office/Advanced Excel User, Adobe Suite, MAXQDA, NVivo 12, Zotero, RStudio/Posit, GitHub, WordPress, Kumu, Flourish, AirTable, Qualtrics, Google Analytics

## PRESENTATIONS

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**Workshop**, “Technology Implementation in Legal Management,” American Bar Association Conference, Chicago, IL, 2018

## PUBLICATIONS & APPEARANCES

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Becvar, Kristina. “Exploring the American Landscape: A Call for Nonpartisan Climate Action”. The Fulcrum, July 18, 2023. <https://thefulcrum.us/american-landscape-nonpartisan-climate-action>

Becvar, Kristina. “The Vital Link Between a Healthy Press and our Republic”. The Fulcrum, June 30, 2023. <https://thefulcrum.us/healthy-press-and-our-republic>

Becvar, Kristina. “Moving Beyond Divisiveness: Building a Stronger Republic”. The Fulcrum, June 23, 2023. <https://thefulcrum.us/building-stronger-republic>

Becvar, Kristina. “Building a Resilient Democracy: Unmasking the True Threats”. The Fulcrum, June 7, 2023. <https://thefulcrum.us/unmasking-the-true-threats>

## PROFESSIONAL TRAINING & CERTIFICATIONS

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- **Dale Carnegie Leadership Academy**
  - Organizational Leadership Certificate Program
  - Communications and Human Relations Certificate Program
- **Veterans at Work Certification**, Society for Human Resource Management
- **Google Project Management Certification**, Google
- **SHRM-SCP**, Society for Human Resource Management, Senior Certified Professional
- **CLM**, Association of Legal Administrators, Certified Legal Manager

## PROFESSIONAL AFFILIATIONS

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**Society for Human Resource Management** (2018-present)

- National Committee Member, Strategic Partnerships (2018-2021)
- Chicago Region Committee Member, Diversity, Equity & Inclusion (2018-2021)

**Association of Legal Administrators** (2017-2022)

- Committee Member, Business Partner Relations Committee
- Founding Member, Diversity, Equity, Inclusion & Accessibility Committee

**American Bar Association** (2016-2021)

- Vice-Chairperson of the Business Advice & Financial Planning Committee
- Chairperson of the Technology & Resource Center & Conference Committees