

Micah W. Sanders

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1. Professional Experience

George Washington University, George Washington Institute for Public Policy. Washington, DC. Senior Research Associate, April 2023 to present. Conduct policy analysis on center priorities including skilled technical workforce and state longitudinal data systems. Author original reports and help develop grant proposals. Act as data lead for analysis and a subject matter expert on government data projects.

- Technical lead for Leveraging Technology to Link Skills project
- Survey development and implementation of SLDS systems survey
- Research design and development for non-degree credentials quality framework project

Educational Testing Services (ETS), Policy Evaluation and Research Center (PERC). Princeton, NJ. Research Project Manager. November 2021 to March 2023. Develop and manage research projects relating to existing and emerging business needs. Lead project teams in preparing reports and conducting data analysis for use in peer reviewed publications and corporate strategy. Apply my knowledge of government programming and policies to provide perspective on major company initiatives.

- Authored primary research relating to a new line of business
- Provided data analysis expertise for a major data initiative
- Led the development and implementation of Agile processes within the division

Defiant Enterprises. Shelton, WA. CEO Research Director. December 2020 to December 2023. Owner/Operator of a successful, multifaceted consulting business focused on education, workforce, and market research. Develop research proposals for contracted clients and manage projects for the company. Oversee a diverse group of contract researchers who contribute to projects. Lead bidding on potential projects and author grant/contract proposals.

- Developed a number of policy reports for a major national association
- Provided research data for an international conglomerate
- Built a model for forecasting real estate valuations for a corporate investor

Washington Office of Financial Management, Education Research and Data Center (ERDC). Olympia, WA. Senior Higher Education Analyst. September 2018 to August 2021. Conduct original research relating to higher education and student transitions between school and higher education/workforce. Develop new data resources for use in innovative statistical modeling. Serve as the state subject matter expert on student financial aid data.

- Published extensive higher education to workforce outcome study for use in forecasting
- Served as the steward for data warehouse integration of higher education finance data
- Developed machine learning backed workforce improvement demonstration project

Washington Office of the Insurance Commissioner (OIC), Policy Division. Olympia, WA. Economic Policy Analyst. December 2016 to September 2018. Design and implement economic analysis in support of agency priorities by integrating data resources with advanced statistical techniques. Develop data sets and surveys from a diverse group of stakeholders to inform policy decisions. Collect and coordinate management comments to facilitate the creation of economic forecasts of financial impacts.

- Developed fiscal impact statements for more than 120 bills during the 2017-2018 biennium
- Designed and implemented Washington's the largest study of Earthquake Insurance to date
- Led the economic analysis for a \$200m individual health insurance market stabilization project

Florida Department of Economic Opportunity (DEO), Labor Market Information (LMI). Tallahassee, FL. Economic Consultant. May 2015 to May 2016. Provide leadership to an economics group tasked with producing agency priority reporting and ad-hoc analysis of policy proposals. Analyze large and complex data sets for policy insights and present findings to management. Conduct business plan review and provide stakeholder feedback.

- Authored the state position report on the impact of the updates to FLSA (federal overtime)
- Advised management on the implications technical changes to Census models
- Conducted final analysis of business plans under consideration for state grant funding

Florida Supreme Court, Court Administration. Tallahassee, FL. Court Statistician. September 2014 to May 2015. Manage the data collection and processing of a large, state wide, foreclosure caseload database. Provide rapid feedback for submitters and management regarding data quality and trend analysis. Conduct software development of tools for cleaning and curating data.

- Resigned data processing software to streamline processing and identify data flaws
- Created new metrics for analysis of dataflow and forecasting using Perl and SQL
- Operated under a SCRUM sprint environment to complete complex tasks on time and on budget

Florida Department of Environmental Protection (DEP), Office of General Counsel. Tallahassee, FL. Economic Analyst. May 2008 to May 2010. Conduct economic analysis on environmental rulemaking and policy. Design and implement data collection strategies to support research projects. Work with legal and economic experts to develop cost estimates.

- Analyzed impact of nutrient contamination court ruling and resented results to stakeholders
- Advised policy makers on changes to power plant air quality rules
- Served as subject matter expert at public meetings and news conferences

2. *Publications*

- Liu, Ou Lydia & Kell, Harrison & Williams, Kevin & Ling, Guangming & Sanders, Micah. (2023). ETS Skills Taxonomy. Chinese/English Journal of Educational Measurement and Evaluation. 4. 10.59863/NMIE9603.
- Education Research & Data Center. (2021). *Workforce outcomes of Washington high school graduates: Measuring the long-term impacts of higher education, program choice and college costs*. Washington Office of Financial Management.
- Sanders, M. (2019). *Outcomes of Need-based Financial Aid Choice of Major & After-graduation Earnings* (Report No. 5020). Washington Office of Financial Management.
- Sanders, M. (2019). *Institutional Impact of Upward Transfer on Baccalaureate Degree Attainment* (Report No. 5028). Washington Office of Financial Management.
- Kreidler, M. (2018). *2017 Earthquake Data Call Report*. Washington Office of the Insurance Commissioner.

3. *Education*

Florida State University, Education Specialist in Education Leadership and Policy Studies. Tallahassee, FL. 2020. Education specialist degree with a focus on higher education and student transitions. Classwork included education policy, quantitative research methods, program evaluation, and survey methods. Thesis topic: Impact of Statewide Merit Based Scholarships on Long Term Wages. Research assistant, TA.

Florida State University, Master of Arts in Economics. Tallahassee, FL. 2012. Academic master's degree with a focus on game theory and econometrics. Classwork included game theory, econometrics, micro economics, macroeconomic forecasting, experimental economics, and statistics. Full scholarship, TA, research assistant, instructor for introduction to microeconomics.

Case Western Reserve University, Bachelor's of Arts in Economics. Cleveland, OH. 2007. Bachelor's degree with a minor in statistics as well additional specializations in computer science and physics. President of Omicron Delta Epsilon (economics honor society), experimental economics lab director, TA, economics tutor, admissions assistant (undergraduate and medical school).
