JULIETTE HENKE PAGLIARO

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Mixed-Methods Research | Data Collection & Analysis | Product Management | Leadership | Client Management

Data-driven leader bridging research, product strategy, and business impact. Deep expertise in user insights, stakeholder influence, and cross-functional collaboration, translating complex data into actionable decisions.

Proven impact: Developed data dashboards that increased submissions tenfold, spearheaded predictive modeling using data from 53 projects, and optimized user experiences to drive engagement and performance.

Well-versed in mixed-methods research, Agile development, and data storytelling, influencing product roadmaps and executive decisions. Trusted mentor who works with colleagues and clients to resolve challenges and advance goals.

Areas of Expertise

Research Design & Methodology | Quantitative and Qualitative Methods | Data Quality & Governance | Research Protocol Development | Research-Based Best Practices | Data Visualization | Human-Centered Design | Product Development Strategy | Business Rule Development | Data Systems Testing | Workflow Optimization | Team Leadership & Mentoring | Relationship Management | Budget Administration | Agile Methods | Dissemination | Business Development & Strategy | Innovation

Technology Skills

Microsoft Office Suite | MURAL | Programming Languages (Stata, SQL, Python) | Azure | AWS | Qualtrics | Jira/Kanban Boards | Adobe CC | Trello | Microsoft Teams | Microsoft Project | Roadmaps | Gantt Charts

PROFESSIONAL EXPERIENCE

MATHEMATICA | Remote   **July 2008– March 2025**
Senior Researcher (March 2020-March 2025)
Researcher (July 2012-March 2020)
Analyst (July 2008-July 2012)

Directed multimillion-dollar contracts and managed teams, achieving 100% on-time delivery of results.

- **Guided 40 technical and non-technical staff** evaluating child welfare grants on $3M contract.
  - Supervised teams creating 12 major products in 6 months, delivering each on time and budget.
  - Reallocated project resources, improving project efficiency and increasing revenue by $30,000 (1pp).
  - Advised client on improvements, leading to $4.5M contract to identify innovations and actionable insights.
  - Briefed diverse stakeholders, including government officials and community leaders, on project outcomes at five annual national conferences.
- **Collaborated in directing $6.3M project** supporting 20 teen pregnancy prevention evaluations.
  - Prepared monthly financial reports, tracked 100+ products ensuring on-time delivery, determined risks to project success, engaged in active issue resolution, and oversaw subcontracted partners.

Mobilized cross-functional team developing web-based 0-1 data collection products from ideation to launch.

- **Conceptualized and constructed** two child welfare data collection products to align user and business goals.
  - Drafted high-level architecture, wireframes and business specifications to ensure alignment with concept.
  - Conducted usability and A/B tests and conceived 20+ responsive enhancements to optimize experience.
  - Upgraded product after 5 years to integrate 2 systems into 1 to improve efficiency of data collection.
  - Established data steward role to implement continuous improvement procedures, including data dashboards that resulted in 10-fold increase in data submissions.
  - Engineered streamlined SQL and Python-based database to accelerate dissemination of 400 reports.
- **Orchestrated team of architects, engineers, and data scientists** to launch and advance products.
  - Expanded team from 3 to 13, cultivating high-performance culture that executed 10 Agile sprints annually.
  - Advocated for content design and UX perspectives, instilling a shared vision that galvanized team buy-in.

Spearheaded evaluations and conducted in-depth analyses, distilling complex data into client-relevant insights.

- **Co-directed evaluation design** of child welfare grants, identifying key performance indicators and informing policymaking decisions.
  - Synthesized performance data from 53 projects by leveraging predictive modeling, improving program insights and sustaining Congressional funding.
  - Steered data quality advisory group, fortifying accuracy in 25 high-impact communications per month.
  - Authored research brief, distributed to 300 stakeholders, on data-driven continuous improvement cycles.
- **Interpreted patterns in food stamp spending** using 5TB of administrative big data.
- **Facilitated ~40 focus groups and individual interviews** for federal agencies to unearth user experiences.

Spearheaded ideation strategies for innovative research assessment tools, elevating methodological rigor.

- **Pioneered assessment framework and benchmark strategy** for groundbreaking assessment of longitudinal research, shaping federal policymaking and culminating in peer-reviewed publication.
  - Overhauled search strategy, enhancing accuracy and slashing study pool from 15,000+ to 5,000.
  - Mentored team of 10 assessing ~50 studies in 3 months, nurturing research quality and efficiency.
- **Championed innovation in training protocols** for 30 staff, fortifying ability to assess high-complexity studies.

Forged robust stakeholder relationships, strengthening research capacity and cementing productive collaborations.

- **Advised 18** high-priority state government and community projects, amplifying impact through strategic coaching and ensuring on-time delivery of crucial data to inform findings to Congress.

ADDITIONAL EXPERIENCE

U.S. NEWSPAPERS | Onsite
Copy Editor
Maintained editorial standards for Milwaukee Journal Sentinel, The Tampa Tribune, and The Washington Post.

EDUCATION

Gerald R. Ford School of Public Policy, University of Michigan | **Master of Public Policy (MPP)**
Medill School of Journalism, Northwestern University | **Bachelor of Science, Journalism**

Professional Affiliation
Research to Policy Collaboration, Member

Certifications
Certified Scrum Product Owner (expected April 2025)