

## DEAN BALTIANSKY

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### SUMMARY

People Analytics researcher with a background in organizational behavior and expertise in **employee behavior, leadership dynamics, survey design, and causal modeling**. Experienced in analyzing employee datasets, running experiments, modeling behavioral drivers across large samples, and uncovering drivers of attitudes, trust, and decision-making in organizational contexts. Skilled in R, SQL, and advanced statistical modeling, with a strong background in translating findings into clear insights that support leadership development, manager effectiveness, and evidence-based people decisions.

### SELECTED STRENGTHS IN PEOPLE ANALYTICS

- Insight communication for HR and People Ops
- Designing and validating employee experience metrics
- Modeling leadership behavior and team dynamics
- Identifying drivers of trust, fairness, and engagement
- Translating behavioral data into recommendations for manager development

### CORE SKILLS

**Analytics & methods:** Survey design, employee sentiment analysis, causal inference, multilevel modeling, longitudinal modeling, A/B testing, segmentation, behavioral modeling, text analysis, driver analysis

**Technical:** R, SQL, GitHub, R Markdown, Qualtrics, data visualization, reproducible pipelines

**People analytics focus areas:** Employee attitudes & beliefs, manager effectiveness, team dynamics, trust & fairness perceptions, leadership style analytics, workforce behavior trends, decision-making patterns

**Research & design:** Experimental frameworks, behavioral measurement frameworks, sampling strategy, employee metric development, insight communication

### EXPERIENCE

*Graduate Student Researcher, Columbia Business School*

2021 – present

Conduct people-focused research on **employee behavior, interpersonal dynamics, belief formation, and decision-making** across 20+ large-scale studies. Work includes experimental and survey design, causal modeling, and quantitative analysis of nationally representative and organizational samples. Built R + SQL workflows for scalable analysis, reporting, and reproducibility, improving efficiency and consistency across research projects.

#### **Managerial Dominance: Incentive-Compatible Experiments on Leadership Behavior**

**N = 2,248 full- and part-time employees across five studies**

- Designed and analyzed randomized, incentive-compatible behavioral experiments simulating manager-employee interactions.
- Identified a **3× increase** in dominant managerial communication (30% vs. 11%) when individuals reflected on positive relational outcomes, clarifying conditions under which managers adopt dominance-oriented leadership behaviors.
- Modeled how relational expectations predict leadership style choices (**21%–81%** variance explained).
- Produced clear summaries of findings with implications for manager effectiveness, communication training, and leadership development initiatives.

#### **Belief Dynamics & Organizational Trust: Modeling Perceived Social Contract Violations**

**N = 3,960 across three nationally representative U.S. samples**

- Built a text-embedding workflow (GPT-derived embeddings) to quantify perceptions of fairness, trust, and expectations in authority and organizational structures.
- Identified semantic patterns predicting institutional trust and perceived fairness ( **$\eta^2 \approx 0.06$** , ~0.5-point shift on a 7-point scale).
- Conducted multilevel and causal modeling to understand how trust-related beliefs develop, cluster, and relate to perceptions of leadership legitimacy.
- Generated insights relevant to psychological safety, organizational trust, and fairness perceptions in workplace contexts.

#### **Belief Systems & Decision-Making: Longitudinal Modeling Across Behavioral Contexts**

**N = 2,442 across five studies; 789 in a 3-wave panel**

- Conducted longitudinal analyses tracking belief change and behavior across a 3-wave panel.
- Identified shifts in fairness perceptions and zero-sum beliefs that predicted changes in preference or behavioral intention over time.
- Developed validated measurement items used across surveys and behavioral datasets.
- Created visualizations and analytical summaries highlighting belief patterns across subgroups.

EARLY RESEARCH ROLES

<b>Stanford Social Neuroscience Lab, Stanford University</b>	2019 – 2021
<ul style="list-style-type: none"><li>- Ran longitudinal sampling (2,000+ participants) and modeled well-being dynamics within social networks.</li><li>- Contributed to multi-year collaborations studying interpersonal connection, belonging, and behavior transfer.</li></ul>	
<b>Social Justice Lab, New York University</b>	2017 – 2019
<ul style="list-style-type: none"><li>- Conducted high-volume survey and behavioral research; analyzed data on attitudes, humor, and interpersonal dynamics.</li></ul>	

PUBLICATIONS

Peer-reviewed papers in *Emotion*, *Journal of Experimental Social Psychology* (forthcoming), *Current Directions in Psychological Science*, *Humor*, and more.

EDUCATION

<b>Columbia University</b>   PhD, Organizational Behavior	2026 (expected)
<b>New York University</b>   MA, Psychology	2019
<b>Hebrew University of Jerusalem</b>   BA, Psychology	2016