### Elizabeth A. Hoornstra

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### **EDUCATION**

University of Michigan, College of Literature, Science, and Arts

Ann Arbor, Michigan

Bachelor of Arts, Organizational Studies

Expected Graduation May 2021

- Major GPA: 3.87/4.00, resulting in University Honors obtained throughout college career
- Minors: Education: Advancing Equity through Education Policy, Community Action and Social Change
- Refined intercultural fluency through international study and language immersion (Spanish) which contributed towards degree progress.
- Related Coursework: Consumer Behavior, Economy & Society, Statistics, Strategic Change & Human Capital Management, Negotiations, Advanced Research Methodologies in Organizational Studies

### PROFESSIONAL EXPERIENCE

### SurveyMonkey

San Mateo, California

Talent Development Intern

June 2020 — August 2020

- Surveyed group of 8 stakeholders and utilized aggregate questionnaire data resulting in analysis of organizational compensation learning needs and development of strategic training plan
- Produced 45-minute-long self-guided digital training module increasing executive functioning and retention of 734 employees

# LS&A Opportunity Hub

Ann Arbor, Michigan

Coaching Services Intern

July 2019 - Present

- Analyzed and built data reports utilizing Qualtrics software to develop reports and recommendations to educate our student engagement team of best practices and ways to develop coaching strategy
- Conceptualized material for and organized workshop services to produce professional development opportunities to enhance professional and academic growth of 16,500 liberal arts students
- Researched creative solutions to further project management goals of Opportunity Hub coaching services in reaching a variety of students working to reach self-identified educational and professional goals

# Michigan Active Citizens - Alternative Spring Break

Ann Arbor, Michigan

Site Leader & Site Development Member

September 2018 - Present

- Reconceptualized organizations operations considering long-lasting impact of COVID-19 pandemic to accommodate solely remote service, successfully supporting 60 student activists
- Developed and maintained partnerships with multiple service organizations and nonprofits, accommodating changing needs and advocating for partnerships our organization has held for a decade
- Ensured financial stability of organization through development of fundraising strategies and dissemination of these methodologies to fellow organization members to achieve \$1000 funding goal early and efficiently

### Frankel Cardiovascular Center

Ann Arbor, Michigan

Research Administration Assistant

*September 2017 – May 2019* 

- Designed and maintained websites hosting science seminar advertisements, advocating FCVC institutional progress and recruitment, bolstering overall promotional strategy and success
- Compiled clinical and basic research information to present for decision making on future growth of FCVC departments, ensuring educated decisions on financial development
- Establish platforms and utilize contact points to communicate with participants in fellowship and training grant programs, cultivating a positive relationship with participants

### ADDITIONAL INFORMATION

- Engaged in +Lab co-curricular program through Center for Positive Organization Scholarship to investigate and develop methods of flourishing with visiting corporate leaders and researchers
- Consulted to initiate community building platform for mental health startup, Steps Wellness, as Editor-in-Chief of Mentality Magazine
- Technical Skills: Microsoft Suite, Google Suite, Adobe Creative Suite, Squarespace, Camtasia