

# Victor G. Hugg, PhD

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🏠 Wheeling, Illinois

## Skills

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- **Languages:** SQL, R, Python, Markdown, L<sup>A</sup>T<sub>E</sub>X
- **Tools:** Teradata, Tableau, DataRobot, Hadoop/Spark, H2O/Sparkling Water, RStudio, tidyverse, JupyterLab, Linux, Windows, Word, Excel, PowerPoint
- **Techniques:** Research design (randomized controlled experiments, A/B testing), data cleaning (vroom, janitor, dplyr, tidyr, etc.), visualization (ggplot2, matplotlib, seaborn), machine learning (tidymodels, scikit-learn, xgboost), applied econometrics (OLS, logistic, panel, HLM), social network analysis (statnet)

## Projects

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### Cleaning and Merging Federal Payroll Data

- Using R and the tidyverse, simplified scholarly research of federal government payroll data from 1973 – 2017 by cleaning 700 text files (33.8 GB, 170 million+ rows)

### Analyzing School District Performance

- Employed R, panel linear models (plm) with fixed effects, and social network analysis to predict student-level academic and discipline performance in 333 public school districts across the state of Iowa from 1993 – 2017
- Visualized network, distributional, and geographical data via R's statnet, ggplot2, and sf packages
- Automated regression table output with L<sup>A</sup>T<sub>E</sub>X

### Modeling Public Service Networks

- Estimated hierarchical linear models (lme4) to empirically test theorized relationships between types of public service functions and interlocal agreement network structures
- Analysis published in *Urban Affairs Review* (Hugg, 2019)

### Personality Traits and Citizen Participation

- Employed Stata, logistic regression, and personality trait data sourced from the American National Election Studies (ANES) to predict the likelihood of citizen engagement with local government
- Analysis published in the *Journal of Behavioral Public Administration* (Hugg and LeRoux, 2019)

### Interlocal Agreement Database

- Employed R and Selenium to scrape, clean, and merge longitudinal data from multiple government sources
- Data includes 50 variables and captures 20,000+ intergovernmental agreements and 1,000+ local governments
- Database played fundamental role in the formation of UIC's Networks & Governance Lab

## Education

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- PhD, Public Administration May 2020  
University of Illinois at Chicago
- MA, Political Science December 2015  
University of Illinois at Urbana-Champaign
- BA, Philosophy + BA, Political Science May 2012  
Iowa State University

## Work Experience

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**Data Scientist, Enterprise Analytics** CVS Health  
Northbrook, IL May 2020 – Present

- Reduce costs by examining operational efficiency and suggesting improvements for the dispensing/delivering of specialty pharmaceutical drugs
- Develop machine learning models to predict and deter customer attrition
- Provide up-to-date summary data and reports to business partners via Tableau dashboards

**Research Assistant + Instructor** UIUC, UIC  
Champaign, IL; Chicago, IL August 2014 – May 2020

- Provided MPA + PhD students with R coding guidance
- Assisted faculty with new and ongoing research projects
- Lectured, held office hours, and graded assignments/exams for 300+ undergraduate students enrolled in 4 courses across 9 semesters

**Customer Service Technician** Aureon/INS  
Des Moines, IA October 2012 – March 2014

- Provided over-the-phone technical support on a wide range of issues for customers (7,000+ calls)
- Specialized in troubleshooting problems related to Internet connectivity (DSL/cable/fiber-to-the-home) and email client configuration

## Awards

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- Department of Public Administration Scholar Award  
University of Illinois at Chicago Fall 2016
- Teachers Ranked As Excellent By Their Students  
University of Illinois at Urbana-Champaign Fall 2014
- Department of Political Science “Full Funding” Award  
University of Illinois at Urbana-Champaign Fall 2014

## References

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- Dr. [Michael D. Siciliano](#) Professor, Advisor  
Dr. [Jered B. Carr](#) Professor, Department Head  
Dr. [Kelly LeRoux](#) Professor, PhD Program Director