



Josiah Bear

Research Associate

Education

Michigan State University, BA in Political Science and a BA Music

Michigan State University, MPP

Position with Firm

2020–present **Research Associate.** Conducts research for the firm and its clients. Contributes to the development of the Catamaran project, a statewide special education compliance and improvement system. Provides support to colleagues for client deliverables, including scheduling and managing meetings, coordinating projects, and reviewing data. Tracks project deliverables and assists with administrative tasks.

Previous Professional Experience

2015–2020 **4-H Capitol Experience Student Coordinator,** *Michigan State University Extension*, East Lansing, Michigan. Organized activities and facilitated visits. Presented to stakeholders and elected officials about 4-H and other MSU Extension events. Contributed to team-led student workshops. Educated youth about government functions through scheduled visits to the Capitol and through mock legislative processes.

2016–2020 **Manager,** *McDonald's*, East Lansing, Michigan. Hired, oversaw, and managed personnel. Developed new training programs. Balanced and reviewed budgets. Created weekly employee schedules. Helped set short- and long- term goals for the company and its employees. Managed various floors of operation.

2015–2016 **Intern,** *Representative Joel Johnson, Michigan State Capitol*, Lansing, Michigan. Promoted programs and events throughout the state. Relayed information to constituents about Representative Johnson's work and ways to increase community involvement.

2014–2016 **Crew Member,** *McDonald's*, Clare, Michigan. Created a welcoming environment for customers. Trained new employees according to established standards. Ensured orders were prepared to the highest quality under strict regulations.

Professional Activities

- Member of the Michigan 4-H, 2010 to present
- Member of the Michigan State University Spartan Marching Band, 2016–2020

- Member of the Michigan State University Symphony Band, 2016–2020
- Member of the National Society of Collegiate Scholars, 2016–2020

Awards and Nominations

- Nominee for the Michigan State University College of Music Outstanding Senior Award, 2020
- Greg Yost Memorial Youth in Leadership Award, 2019
- Michigan Association of Extension 4-H Youth Staff Expertise Award for Youth Leadership Development, 2019

Skills and Certifications

- Microsoft Office suite
- Stata statistical software
- RStudio programming software
- ServeSafe food safety certification