

**AARON MICHAEL GLAZER**

10318 STRATHMORE HALL ST • 110 • ROCKVILLE, MD • 20852 • (410) 262-4249 • [WEBINQUIRY@URBANTHOUGHT.COM](mailto:WEBINQUIRY@URBANTHOUGHT.COM)

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**EDUCATION**

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| <b>The Johns Hopkins University</b>  | <b>Bachelor of Arts, History</b> | May 2002 |
| • Overall GPA: 3.52 / Major GPA: 3.8   | Minor: Writing Seminars          |          |
| • Departmental and General University Honors   |                                  |          |
| <b>The Johns Hopkins University</b>  | <b>Master of Arts, History</b>   | May 2002 |
| • Thesis: <i>Entrepreneurship among Eastern European Jewish Immigrants in Baltimore: 1881-1914</i> |                                  |          |

**TECHNICAL SKILLS**

- Proficient in Word, Excel, Access, PageMaker, HTML and SPSS (Base, Regression, Tables)
- Extensive experience with Visual Basic (VB), Visual Basic for Applications (VBA), and SAX Basic programming
- Strong analytical background, including an understanding of multivariate regression analysis, statistics, data analysis, and higher-level mathematics.

**EXPERIENCE**

**UrbanThought, Inc.,** Washington, DC

*President / Consulting Programmer* • January 2004 – Present

- Programming and general consulting services including VBA programming, Microsoft Access relational database creation, Excel-based application design, PageMaker layout, and Web-based eCommerce implementation.
- Produced end-to-end report writing solution for creation of 60+ reports for survey project, including VBA, Sax Basic, and Excel coding. Authored Excel VBA code to automatically retrieve outputs from SPSS and create bar, pie, and line graphs; charts; and tables. Wrote VBA scripting to transfer final output graphics from Excel to Adobe PageMaker and to automatically convert output files to PDF format.
- Clients include Corporate Executive Board; Center for the Economic Analysis of Law; and Bioenergetics Press.

**The Corporate Executive Board, Recruiting Roundtable,** Washington, DC

*Senior Analyst* • April 2004 – July 2004

*Analyst* • January 2003 – April 2004

- Visual Basic for Applications, Sax Basic, and SPSS programming for support of survey analysis and reporting.
- Created extensive VBA code to automate data reporting, reducing report creation from 4-5 days to 2-3 hours.
- Authored Excel-based request-for-proposal application, including extensive VBA programming, for distribution to clients. Managed creation of several additional VBA-based tools.
- Responsible for majority of data analysis for Roundtable's major quantitative studies, including creation of Syntax code and Excel macros. Lead analyst for award-winning project surveying 30,000+ new employees at over 50 major companies and survey of 10,000+ hiring managers and recruiters at 60+ organizations.
- Served as informal in-house VBA technical expert.

**The Corporate Executive Board, Corporate Leadership Council,** Washington, DC

*Research Associate* • July 2002 – January 2003

- Conducted primary and secondary research projects on strategic human resources issues; authored detailed briefs ranging from 3 to 30 pages.
- Created Microsoft Word (VBA) macro to automate inclusion of bibliographic information in reports.

**The Johns Hopkins University, Department of Computer Science,** Baltimore, MD

*Head Teaching Assistant* • January 2002 – May 2002

- Designed section curriculum and assignments for four-credit course covering topics in Microsoft Office 2000
- Hired, managed and trained Teaching Assistants; taught two classes per week.

*Teaching Assistant* • February 2001 – December 2001

- Taught three classes per week covering basic and advanced topics in Microsoft Office 2000.

## EXPERIENCE (CONTINUED)

### **The Johns Hopkins University, Institute for Policy Studies, Baltimore, MD**

*Research Assistant* • June 2001 – July 2002

- Research for public finance project analyzing revenue sources for Baltimore City; second author on final report.
- Performed detailed data analysis, using Microsoft Access and Excel, of 250,000+ record databases; data sources included U.S. Census data and State of Maryland property tax data.

### **Center for the Economic Analysis of Law, Washington, DC**

*Research Assistant* • December 2000 – December 2002

- Library, journal and Internet research for think-tank providing legal and economic analysis of public policy issues.

### **WYPR-FM Radio (formerly WJHU-FM Radio), The Marc Steiner Show, Baltimore, MD**

*Production Assistant and Fill-in Producer* • October 1998 – August 2001

- Show development for daily public affairs talk show. Research, using various media, including Lexis-Nexis, Internet, and newspapers. Developed topics for upcoming shows. Contacted and booked guests.
- Interviewed, hired and trained all interns for the show.
- Produced show as needed, including all booking, development, and production responsibilities.

### **HopBooks.com, Baltimore, MD**

*Founder/CEO* • August 1999 – January 2001

- Founded online bookstore selling textbooks to students of The Johns Hopkins University. Designed site and databases and coded HTML.

### **WNYC-AM Radio (NPR affiliate), On the Line with Brian Lehrer, New York City, NY**

*Intern* • May 1999 – August 1999

- Development of show topics for daily news-oriented talk show. Field recording (including press conferences). Contacted and booked show guests. Reviewed pre-show materials; wrote sample questions and introductions for shows. Assisted in development of show budget. Screened calls.

### **Homeless Persons Representation Project, FIP Legal Clinic, Baltimore, MD**

*Intern* • September 2000 – December 2000

- Prepared brochures outlining appeals process for food stamp benefits for local legal aid bureau. Attended weekly planning meetings.

### **The Washington Post, Classified Advertising Department, Washington, DC**

*Intern* • June 2000 – September 2000

- Sales Representative for in-bound call center, taking recruitment, real estate and general classified advertisements for clients. Established weekly client base. Consistently met top goal of \$30,000 weekly sales revenue.

## HONORS AND AWARDS

- First Place, Undergraduate Essay Contest, Maryland Historical Society, 2002
- Louis Azrael Fellowship in Journalism, Johns Hopkins University, 2001
- Dean's List: Spring and Fall 1999; Spring 2001.

## SELECTED PUBLICATIONS

- Glazer, Aaron M., "Course Correction." Baltimore *City Paper*, (5 September 2001). (5,300-word feature article)
- Glazer, Aaron Michael, "Fade to Gas: The Decline of the Streetcar System in Baltimore, Maryland." *Maryland Historical Magazine* (Fall 2002).
- Recruiting Roundtable, *Defining Operational Excellence in Recruiting* (Washington, D.C.: Corporate Executive Board, 2004). (Lead Analyst). *Forthcoming*.
- Recruiting Roundtable, *The College Offer*. (Washington, D.C.: Corporate Executive Board, 2003). (Lead Analyst)
- Recruiting Roundtable, *Identifying Drivers of Internal Transfer Performance* (Washington, D.C.: Corporate Executive Board, 2004). (Lead Analyst)
- Recruiting Roundtable, *Maximizing Returns on Recruiting Investments* (Washington, D.C.: Corporate Executive Board, 2003). (Lead Analyst)
- Recruiting Roundtable, *Optimizing Recruiting Activities by Candidate Segment* (Washington, D.C.: Corporate Executive Board, 2004). (Primary Author/Lead Consultant)
- Schachtel, Marsha R. B., Aaron M. Glazer, and Michael E. Bell. *Alternative Revenue Sources and Structures for Baltimore City*. Baltimore, MD: Johns Hopkins University Institute for Policy Studies and Baltimore Efficiency and Economy Foundation, 2002. Available at <http://www.beefbaltimore.org>.