

Curriculum Vitae

Robert E. M. Spencer

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Education

2012–2014 **MS in Sociology**
Brigham Young University, Provo UT

1999–2012 **Graphic Design and Illustration**
Brigham Young University, Provo UT

1991–1999 **BA in English**
Brigham Young University, Provo UT

Thesis

2014 **Speaking from Experience:
How Do Entrepreneurs Evaluate the Merits of Practicing as a Non-Profit or For-Profit Form?**
Brigham Young University, Provo UT
Committee chair and members:
Carol Ward, chair
Curtis Child
Eva Witesman

Grants and Fellowships

1999 **ORCA Grant**
Awarded the Research and Creative Activities Scholarship to conduct a comparative study of traditional stories among Catholic, Protestant, and Mormon Mayan K'ekchi in Senahu, Guatemala. Published results in the *Brigham Young University Journal of Undergraduate Research and Creative Activities*.

Research Experience

2014 **Speaking from Experience:
How Do Entrepreneurs Evaluate the Merits of Practicing as a Non-Profit or For-Profit Form?**
Directed by Carol Ward, Curtis Child, Eva Witesman, Brigham Young University, Provo UT
Conducted qualitative research by reading and coding 45 interviews of nonprofit and for-profit entrepreneurs using Dedoose mixed methods data analysis software as well as STATA data analysis and statistical software | Created variables from the codes for quantitative analysis | Presented at the "Research Colloquium on Social Entrepreneurship" hosted by the University of Missouri–Kansas City Bloch School of Management | Used research for my thesis

2014 **Rural Community Attachment and Satisfaction Mitigates Mental Health
But to What Extent? Montana As a Case Study**
Directed by Scott Sanders, Brigham Young University, Provo UT
Provided the literature review for community attachment and satisfaction as well as produced the statistical analysis using logistic regression, compiled the findings, and created tables in the article | Presented the findings at the American Sociological Association's 2014 Annual Meeting

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2014	The Link Between Organizational Identity Orientation and Organizational Reputation <i>Consultants, David Whetten, Brigham Young University, Provo UT; Shelley Brickson, University of Illinois at Chicago, Chicago IL</i> Aided in operationalizing organizational identity and organizational reputation as well as compile the data set being analyzed.
2013	Bulwarks against Market pressures: Affective Regulation in the For-profit Pursuit of Social Value <i>Directed by Curtis Child, Brigham Young University, Provo UT</i> Researched, organized, and Identified literature to support the question of whether companies can juggle both a profit-maximizing mission as well as a social mission.
2013	Socioeconomic Benefits of the Under-educated in Mexico <i>Directed by Tim B. Heaton, Brigham Young University, Provo UT</i> Analyzed Mexican census data using STATA and developed linear regression models to study the effects of literacy and minimal education on the socioeconomic benefits of the under-educated in Mexico Conducted the literature review, and, in consultation with Tim Heaton, created the research method, and wrote the paper.
2013	CHOICE Humanitarian Impact Assessment <i>Directed by Tim B. Heaton, Brigham Young University, Provo UT</i> Analyzed and identified resources within 3 Mexican communities (from the 2012 CHOICE Humanitarian Mexico Household Survey conducted by BYU undergraduate students) that could effect participation of individuals in their community Used STATA to create variables and analyze the data from the household survey
2013	Sociology 605 Course on Multiple Regression Analysis <i>Taught by John Hoffman, Brigham Young University, Provo UT</i>
2013	Sociology 604 Course on Ethnographic Research Methods <i>Taught by Todd L. Goodsell, Brigham Young University, Provo UT</i>
2013	MBA 548R Course on Middle Range Theorizing <i>Taught by David Whetten, Brigham Young University, Provo UT</i>
2013	Sociology 600 Course on Graduate Research Methods <i>Taught by Mikaela Dufur, Brigham Young University, Provo UT</i>

Teaching Experience

2013	TA at Brigham Young University in the Sociology Department for Soc 301: Applied Social Research Methods (topics included Program Needs/Asset Assessment, Evaluation of Program Implementation, Evaluation of Program Outcomes, Evaluation of Net Program Impact) <i>Brigham Young University, Provo UT</i> <i>Activities included:</i> In-class Presentation and Discussion of Relevant Materials Evaluation and Grading of Student Work
2000–2001	Teacher at Brigham Young University in the Humanities Department for a course equivalent to DIGHT 230 in Academic Publishing using QuarkXpress <i>Brigham Young University, Provo UT</i> <i>Activities included:</i> Development of Lesson Plans Evaluation and Grading of Student Work

Work Experience

2019– **Senior Product UX Designer**
GoReact, Orem UT

Activities included:

Responsible for GoReact's UX efforts to be WCAG compliant. Given product manager and UX responsibilities during company growth period. Managed UX responsibilities for 4 development teams producing SaaS video feedback software using Agile methodology.

2017–2019 **UX Designer**
Learning Through Image, Provo UT

Activities included:

Conceptualized animations for IHC, RainFocus, and a help website for MoreReporting using the Adobe Creative Suite and Adobe XD

Set up a voice recording studio for voice-over artists and composed music for animation

2015–2017 **Product UX Designer**
RainFocus, Lindon UT

Activities included:

Designed & conceptualized SaaS software within an Agile product development framework with Adobe XD, Sketch, Invision, and the Adobe Creative Suite. These designs secured consistent work with Fortune 500 clients such as Oracle, Samsung, Cisco, Gartner, and VMware to help manage their flagship events

2012–2014 **Research Assistant and TA**
Brigham Young University, Provo UT

Activities included:

Research involving a variety of topics, including: perceptions of entrepreneurs, social enterprise, blurring of economic sectors, organizational commitment, rural literacy, and rural mental health

Teacher assistant for a course on applied research methods including needs assessments, evaluation of a program's implementation, outcome, and impact

1999–2012 **Production Editor of Academic Publications | Layout and Design Editor | Computer Support Representative at Brigham Young University Studies**
Brigham Young University, Provo UT

Activities included:

Design and Production of: Publications; Advertising and Promotional Materials; Banners and Posters. Color Correction and Color Proofing. Web Production. Project Tracking, Personnel Management and Training. Computer Support, Computer Hardware and Software Purchases, Archiving and Backup

Publication

2016 **The Blurring Hypothesis Reconsidered: How Sector Still Matters to Practitioners.** *Voluntas, 27, 1831–1852.*

Research Interests

Online Learning (Specifically on Web and Mobile Applications as Learning Platforms)
Social Entrepreneurship and Social Enterprise

Personal

Fluent in Spanish speaking, reading, and writing. Proficient in K'ekchi Mayan speaking, reading, and writing. Lived in Guatemala, Chile, Costa Rica for 11 years. Married to Alison Hill Spencer, father of 5 children. Assistant Scout Master in the Boy Scouts of America. Have played several years of club soccer as well as high school and community basketball. Played jazz, classical, and latin trumpet at Brigham Young university including 6 years with *Mariachi America*. Enjoy drawing, painting, playing the trumpet, and playing with my kids.