

# ALEXA K. TISOPULOS

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## EDUCATION

### University of Texas, Austin

Austin, TX

*Ph.D. candidate at the McCombs School of Business in Management*

### University of California, Berkeley

Berkeley, CA

*B.A. in Psychology*

*B.A. in Interdisciplinary Studies*

May 2020

- Senior Thesis: “*The Impact of the Trade-Related Aspects of Intellectual Property Rights (TRIPS) Agreement on the Health of Children*”

## RESEARCH INTERESTS

Workplace culture; identity within work; entrepreneurial team formation; leadership performance

## RESEARCH EXPERIENCE

### UC Berkeley School of Public Health

Berkeley, CA

*Undergraduate Researcher*

May 2019 – November 2020

- Under the direction of Dr. Ann Keller, contributed to The Capacity Challenge: Governing in an Era of Rapid Scientific, Technological, and Economic Change (National Science Foundation, [Award: 1735661](#)) exploring how regulatory agencies keep pace with rapid technological change by focusing on the introduction of CRISPR/Cas-9 gene editing and autonomous vehicles
  - Developed and iterated on a coding hierarchy to capture four main elements of absorptive capacity (acquire, assimilate, transform, and exploit) and sentiment (positive, negative, neutral)
  - Performed qualitative coding using the coding hierarchy on hundreds of pages of interview transcripts with academic, public, and private sector stakeholders
  - Managed the redaction of interviewee transcripts while maintaining strict IRB protocols and confidentiality to create a public repository post-publication (see Research Publications)
  - Developed preliminary data tables to visualize interviewees’ statements and sentiments regarding the regulatory agencies’ absorptive capacity
  - Selected pull quotes that aligned with or contradicted the hypotheses of the project
- Produced a literature review of public health catastrophe research focusing on pandemic diseases

### UC Berkeley Interdisciplinary Studies Department

Berkeley, CA

*Senior Thesis Student*

May 2019 – May 2020

- Proposed and developed a project to analyze the impact of the Trade-Related Aspects of Intellectual Property Rights (TRIPS) Agreement on health outcomes of children
- Conducted a literature review centered on empirical studies that analyzed the effect of TRIPS to access essential medicines
- Generated hypotheses using theoretical frameworks based on neoliberal globalization policy, the social determinants of health, and good governance
- Utilized Stata to analyze the effects of intellectual property protection on different measures of mortality, and its interactions with various other factors using fixed-effects regressions with standard errors
- Presented findings at UC Berkeley Interdisciplinary Studies Department sharing session

## PROFESSIONAL EXPERIENCE

### SCGC Search

San Francisco, CA

*Executive Search Associate, Venture Capital and Growth Equity*

December 2022 – May 2024

- Manage the sourcing, interviewing, and correspondence with investor candidates for clients across Enterprise Software, Biotech, AI, and Digital Health Venture Capital, Growth Equity, and crossover funds. Clients include Greenoaks Capital, Dimension, VMG, and DCVC

- Develop market maps for human capital in particular sectors
- Create and maintain a database regarding hiring market conditions, compensation expectations, and the investing landscape to promote transparency across candidates and clients
- Regularly report search statistics to clients, including conversion rates across stages and comparisons to previous searches in similar sectors
- Build thoughtful, unbiased interview guides that center on the competencies set forth by clients
- Develop and leverage personal relationships to reach candidates whose backgrounds are not typically represented in Venture Capital

## Forward

*Executive Recruiter*

San Francisco, CA  
February 2021 – December 2022

- First and sole executive recruiter managing the sourcing, coordinating, and candidate experience for C-suite candidates via Lever (Applicant Tracking System). Placements include General Counsel, Product Counsel, and Head of Engineering
- Analyzed pipeline data and ran A/B experiments to increase volume and conversion across specific interview stages
- Developed pipeline metric goals based on historic time-to-fill data for similar positions
- Created and iterated on a company-wide (1000+ employees) skills development assessment to aid teams in perpetual learning and moving toward promotion
- Onboarded and built the recruiting knowledge database for training over 10 new recruiting teammates
- Led the execution of the annual company-wide holiday party (\$100k budget)

## RESEARCH PUBLICATIONS

Posch, Konrad et al. (2023). The capacity challenge: Governing in an era of rapid scientific, technological, and economic change [Dataset]. Dryad. <https://doi.org/10.6078/D1NM58>

Keller, A., Taymor, K., Posch, K., Taylor, M., Scholl, B., **Tisopulos, A.**, & Mukherjee, M. Federal Expertise in an Anti-Expert Era: Keeping Pace with Genome Altering Technology at the FDA, *under review in The American Review of Public Administration (ARPA)*.

## TEACHING EXPERIENCE

### BIOLOGY 1B: General Biology Lecture and Laboratory, Undergraduate

*Undergraduate Student Instructor*

Berkeley, CA  
January – May 2018

- Nominated by previous Graduate Student Instructor for commitment to learning and assisting others in the course
- Created and presented lesson plans, aided students during live labs, planned and attended field trips, and assisted with grading

## AWARDS

### Cal Alumni Association Leadership Award

2018-2019; 2019-2020

- Recognizes the most innovative, driven UC Berkeley undergraduate students who impact their community with outstanding leadership

## RESEARCH SKILLS

**Statistics / Data Analysis:** Fluent in Excel; experience using R and Stata; data analysis training from two courses: Research and Data Analysis for Psychology (PSYCH 101) and Introduction to Interdisciplinary Research Methods (ISF 189); extensive qualitative coding and sentiment analysis

**Survey Design:** Qualtrics; Google Forms

**Literature Reviews:** Extensive experience across academic disciplines

**Public Speaking:** Thorough professional and academic presentation experience