

# PAUL TEAS

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Survey researcher with 6+ years of experience in survey methodology, statistical modeling, and political polling. Expert in sampling, weighting, data quality, and statistical analysis using R and SQL. Passionate about providing high-quality data and analysis to mission-driven organizations.

## EDUCATION

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Ph.D. Social Psychology   University of Illinois Chicago Minor in Quantitative Methods	May 2025
M.A. Social Psychology   University of Illinois Chicago	May 2022
B.S. Psychology   University of Texas at Austin	May 2018

## RELEVANT EXPERIENCE

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Data Consultant   Multiple Clients (e.g., Everytown)	September 2025 – Present
Postdoctoral Scholar   University of Chicago, Center on Democracy	May 2025 – Present
PhD Student Researcher   University of Illinois Chicago	August 2019 – May 2025
U.S. News Elections Intern   YouGov America	April – July 2024
Legislative Intern & Policy Analyst   Texas Legislature	January 2016 – December 2017

## KEY SKILLS AND ACCOMPLISHMENTS

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### ***Survey Design, Fielding, and Methodology***

- 6+ years of experience in all steps of survey research; Designed 30+ public opinion surveys and experiments distributed to over 45,000 participants, including applied polling work for YouGov and other clients including Everytown for Gun Safety.
- Expert in survey weighting (e.g., raking, post-stratification) and sampling for nationally representative political polls; Wrote a 27-page methodology guide for a polling startup covering weighting procedures, voter file use, quality checks, and decision trees.
- Researched survey quality issues including response patterns, data validation, and effects of methodological choices on model accuracy; up to date on best research practices.
- Consulted on voter file methodology for a polling startup—advised on how to integrate voter files with survey results for better targeting and weighting.

### ***Data Analysis and Critical Thinking***

- 6+ years of experience cleaning, wrangling, and analyzing large public opinion datasets in R with additional proficiency in SQL; Experienced with structured data, joining multiple sources, and building reproducible pipelines.
- Proficient in multivariate statistical analyses (e.g., regression, ANOVA, multi-level models, structural equation modeling), causal inference (e.g., regression discontinuity), and machine learning (e.g., random forest models).
- Built and validated predictive models using survey data, voter files, and demographic data.

### ***Communication and Cross-Functional Collaboration***

- Authored 4 peer-reviewed publications, 9 data journalism articles analyzing polling trends, and policy white papers translating research findings for policymakers and general audiences.

- Worked directly with journalists at YouGov to identify newsworthy angles and communicate results without overclaiming; coded and published real-time polling visualizations during the 2024 presidential debate.
- Experienced bridging technical and non-technical stakeholders: documented methodology so non-statisticians could implement without consultant hand-holding; provided product feedback to engineers on survey tools.
- Taught statistics and research methodology to classes of 20–50 undergraduates (Harry S. Upshaw Award for Excellence in Teaching), explaining complex methods clearly to both technical and non-technical audiences.
- Collaborated with data engineers, research teams, political strategists, and nonprofit clients on 20+ projects.

### **TECHNICAL SKILLS**

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- **Data Analytic:** R (Markdown, tidyverse, ggplot etc.), SQL, Crunch, Datawrapper, Excel
- **Survey Platforms:** Qualtrics, Cloud Research, Prolific, Lucid, Gryphon, Inquisit
- **Workflow & Infrastructure:** Reproducible pipelines, custom R functions, code documentation, multi-project survey indexing systems ([GitHub/OSF](#))

### **PROFESSIONAL STRENGTHS**

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- **Methodological expertise:** Extensive experience-backed understanding of survey and research methodology applied in fast-paced political environments.
- **Political data experience:** Applied political polling work at YouGov and other non-profits and polling firms, along with academic research in political science and psychology.
- **Clear communication:** Strong written/oral communication skills; able to translate complex data into actionable insights for strategists, journalists, engineers, and general audiences.
- **Speed and efficiency:** Demonstrated ability to deliver rigorous insights under tight deadlines while coordinating across multidisciplinary teams.

### **SELECTED RESEARCH AND WRITING**

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#### Selected Peer-Reviewed Research

- **Teas, P.E.** (2025). Partisan or principled? Explaining political differences in attitudes about violations of democratic norms. *Personality and Social Psychology Bulletin*, 1-19. ([pdf](#))
- **Teas, P.E.**, Hanson, B., Leal, A., Novak, L., Skitka, L. (2024). Values in context: The (dis)connections between moral foundations and moral conviction. *Personality and Social Psychology Bulletin*, 51(9), 1587-1605. ([pdf](#))

#### Selected Articles

- Filindra, A., **Teas, P.E.**, Manning, A., Harbridge-Yong, L. (2024, August 13). Trump assassination attempt captured 'true human cost' of political violence. Chicago Sun-Times. ([view](#))
- **Teas, P.E.** (2024, July 8). Understanding disengaged voters and their role in the 2024 election. YouGov. ([view](#))
- **Teas, P.E.** (2024, June 26). Views of 40 social movements reveal groups supported most by Americans. YouGov. ([view](#))
- **Teas, P.E.** (2024, May 10). Explaining the partisan gap in support for student loan forgiveness. YouGov. ([view](#))