



Claude Setodji

**Executive Statistician
&
Research Leader**

Core Leadership Traits

Strategic Leadership
Data-Driven Decision-Making
Talent Development
Equity & Inclusion
Research & Development
Causal Inference Expertise
Stakeholder Engagement
Policy Influence
Innovation
Mentorship
Organizational Strategy
Collaborative Leadership

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Executive Statistician & Research Leader Data Science Strategist Policy & Healthcare Analytics Expert

Guiding organizations through transformation with statistical precision, innovative methodologies, and data-driven insights that shape policy, advance healthcare, and strengthen institutional excellence.

Claude Setodji is a distinguished statistician and executive leader with a proven record of advancing research, data science, and organizational excellence across healthcare, technology, education, and policy domains.

Recognized for applying rigorous methodologies to solve complex challenges, he has guided large research departments of more than 150 PhDs and partnered with government, foundations, and private industry to secure multimillion-dollar funding.

His work bridges causal inference, biostatistics, and applied data science, delivering actionable insights that shape policy and business outcomes.

Claude demonstrates success by uniting technical innovation with practical impact—revitalizing research teams, advising federal agencies, or mentoring next generation data scientists.

He is a collaborative and highly inspirational executive known for value-driven contributions, fostering inclusive environments, and translating complex statistical concepts into strategies that executives can act upon.

Claude's methodologies blend causal inference, predictive modeling, and machine learning. His knack for talent development and stakeholder engagement ensures organizations thrive and flourish.

His expertise and strategic approach make him a key contributor to achieving business objectives and cultivating a thriving work environment.



Claude holds a **Ph.D. and M.Sc. in Statistics** from the University of Minnesota and an **M.Sc. in Mathematics** from the University of Lomé in Togo.



Career Summary

RAND Corporation

Associate Research Department
Director
2022 – 2025

Sr. Statistician & Core Faculty
2011 – Present

Co-Director
Center for Causal Inference
2013 – 2020

Epsilon Modeling

Sr. Consultant & Owner
2019 – Present

Carnegie Mellon University

Adjunct Professor
2009 – 2020

Early Experience

Associate & Full Statistician, RAND

Claude Setodji is a change-driven, highly adaptable executive whose career reflects a rare intersection of statistical mastery, research leadership, and organizational strategy.

His unique combination of methodological expertise, mentoring ability, and business acumen makes him a valuable asset to organizations seeking to harness data for impact.

His collaborative leadership style, inspirational guidance, and record of results position him as a standout candidate for senior roles in statistics, data science, and applied research.

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RAND

Associate Research Department Director | RAND Corporation

As the Associate Research Department Director, Dr. Setodji oversees a team of over 150 researchers and focuses on staff development, recruitment, and succession planning. His leadership is characterized by a strong commitment to fostering an environment where equity and inclusion flourish.

He represents the department in external engagements and plays a pivotal role in shaping corporate strategy.

Under his guidance, the department saw a remarkable reduction in staff turnover, dropping from a staggering 40% to less than 8% in one group. This change translated directly into significant financial benefits, including \$2 million in retained project revenue and annual savings of \$50,000 in hiring costs.

In the wake of the pandemic, Mr. Setodji's efforts were crucial in restoring the team's strength, bringing it back to 95% of pre-pandemic levels. His strategic rebuilding of expertise resulted in new opportunities, culminating in the acquisition of \$1 million in NIH-funded projects.

Beyond numbers and financial figures, Dr. Setodji prioritized the well-being of his team. He implemented mentoring and onboarding programs that raised staff satisfaction by 5% and fortified junior staff members' confidence.

Additionally, he championed inclusivity within the organization. His efforts resonated with the employees, as evidenced by the fact that 71% of the staff reported feeling they had fair access to advancement opportunities.

Through his leadership, Mr. Setodji transformed the department's performance and its culture, paving the way for a brighter, more equitable future for all its members.

Senior Statistician & Core Faculty | RAND

In his long-standing leadership role, Claude has successfully guided high-profile research projects utilizing advanced methodologies across healthcare, education, and social policy.

With over 100 peer-reviewed publications to his name, he has trained future statisticians and provided valuable insights to policymakers and stakeholders on a global scale.

His commitment to protecting participant privacy in national education surveys has led to a remarkable achievement of 0% breaches, generating \$600K annually in additional funding.

In 2022, Dr. Setodji was elected as a Fellow of the American Statistical Association, an esteemed honor awarded to fewer than 0.3% of statisticians worldwide.

Accomplishments

- ✓ Elected a Fellow of the American Statistical Association, an honor recognizing fewer than 0.3% of statisticians worldwide for advancing the profession.
- ✓ Directed a \$4 million NIH-funded trial that reshaped treatment approaches for opioid & alcohol use disorders and influenced national healthcare policy.
- ✓ Informed U.S. tobacco control regulations through pioneering experimental studies, sustaining more than \$10 million in NIH and FDA funding.
- ✓ Redesigned the Nationwide Inpatient Sample database, adopted by AHRQ, which improved national representativeness and increased published studies by 25% in three years.
- ✓ Reduced turnover from 40% to under 8% while restoring departmental strength to 95% of pre-pandemic levels, tied to \$2 million in project revenue.
- ✓ Authored 100+ peer-reviewed publications with 1,200+ citations, significantly shaping research and policy in healthcare, education, and social outcomes.

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RAND

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During his tenure as a Senior Statistician, Claude has also played a pivotal role in informing national tobacco policy through experimental research, sustaining \$10M in federal funding while producing over 10 regulatory-impact studies.

Moreover, he directed a \$4M NIH-funded clinical trial that advanced collaborative care for substance use disorders, influencing the practices of thousands of clinicians across the US.

Co-Director, Center for Causal Inference | RAND

Mr. Setodji embarked on a mission to enhance the landscape of statistical research by co-founding the Center for Causal Inference. His vision was to not only advance methodological innovation but also to bolster RAND's reputation as a leader in statistics.

With a keen understanding of the importance of collaboration, he took charge of program sponsorship, established valuable partnerships, and focused on staff development, which significantly expanded the center's research capacity.

With a modest initial investment of \$100,000 in seed funding, Dr. Setodji successfully launched the center, enabling it to sustain between five to eight research projects annually.

His expertise in causal inference became a substantial asset, integrated into various proposals that ultimately contributed to securing multi-million-dollar initiatives funded by the National Institutes of Health.

His efforts did not go unnoticed, as he played a pivotal role in increasing RAND's visibility in the professional realm by an impressive 50%.

This was particularly evident through the center's participation in prestigious national conferences, like the Atlantic Causal Inference Conference, where their work gained widespread recognition.

Recognizing the need for a strong foundation in causal inference within the organization, Mr. Setodji introduced specialized coursework.

His commitment to mentoring staff and students helped cultivate a deeper understanding of the subject, further strengthening RAND's internal expertise and fostering a culture of learning and innovation.

Through his dedication and leadership, the Center for Causal Inference became a beacon of excellence in the field.

Associations

American Statistical Association
Fellow

Institute of Mathematical Statistics
Member

Quantitative Economics Program,
University of Pittsburgh
Advisory Board Member

Institute for Research
in Statistics and Applications (IRSA),
University of Minnesota
Advisory Board Member

Industry Experience

Research & Development
Advertising & Marketing
Accounting Services
Education
Electricity | Oil & Gas
Finance | Banking
Venture Capital & Private Equity
Investment Banking
Healthcare Services
Sports Teams
Hospitals & Physicians Clinics
Insurance
Media & Internet
Telecommunications
Transportation
Pharmaceuticals
Aerospace & Defense
Data Collection
Mobile App Development

Technology

R | SAS
Stata
Mplus
ArcGIS, Python, & Tableau (basic)
SQL | MySQL (past use)
R Shiny

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Senior Consultant | Epsilon Modeling & Business Analytics

Claude, the founder of Epsilon Modeling and Business Analytics, has made it his mission to partner with healthcare organizations and nonprofits, leveraging applied analytics solutions to enhance their operations.

His consulting practice is rooted in a deep understanding of survey methodology, predictive modeling, and the delivery of actionable insights. One of his noteworthy achievements was his collaboration with Massachusetts Health Quality Partners, where he successfully cut survey costs by up to 10%.

Despite these savings, he ensured that methodological rigor remained uncompromised, demonstrating his commitment to quality and integrity in analytics.

In addition to cost reduction, Claude developed predictive models that significantly improved the precision of healthcare risk assessments and decision-making processes.

By translating complex statistical findings into practical strategies, he provided clarity and amplified his clients' confidence in outcomes driven by analytics.

Claude took the time to validate survey protocols, ensuring accuracy and operational efficiency. He has made a lasting impact in the healthcare sector, empowering organizations to make informed decisions based on reliable data.



Adjunct Professor | CMU & RAND

Claude dedicated over a decade to teaching graduate-level statistics and causal inference, significantly enhancing his students' skills and contributing to policy research.

Under his mentorship, over 200 students reported a 95% satisfaction score and a 30% boost in confidence with advanced statistical methods. He co-authored three peer-reviewed publications with students, fostering their academic and industry careers.

To improve methodological rigor, he initiated workshops for research staff a RAND and strategically integrated causal inference into the curriculum, equipping students (at RAND and CMU) for future challenges and leaving a lasting impact on the field.