

# Michael Van Horn

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HRD student and builder working on the human side of AI in the workplace. I study how AI adoption reshapes work and stress, and I ship AI tools that non-technical teams can own.

## EXPERIENCE

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### Meet Minneapolis — Equity & Community Impact Intern

Mar 2026 – Present · Minneapolis, MN

- Built a Heritage Month flyer pipeline in Python that replaced a 3-hour manual process; it now runs monthly, owned end to end by the 2-person team.
- Secured IT approval for Copilot and opened an org-wide Claude trial at a 200-person organization, advancing enterprise AI adoption from an intern seat.
- Designed a supplier-directory audit tool with 8 coverage checks: automated liveness verification, reputation scans, and a structured flag-for-review workflow.
- Support equity and community impact initiatives reporting to the VP of ECI, deliver professional development programming, and maintain the Diverse Suppliers, CSR, and Multicultural Media directories.
- Produced the MayDay CSR event: 103 move-out baskets assembled by 30+ volunteers, recognized at all-staff.

### Waaban — Co-founder & CEO

Mar 2026 – Present

- Co-founded and lead an AI-powered market-analysis platform on a 3-person founding team, owning strategic direction, operations, and brand (40% equity).

### University of Minnesota, Career Services — Office Assistant

Jun 2025 – Mar 2026 · Minneapolis, MN

- Led the Handshake First-Destination Outcomes project end to end: scoped it, ran it in Trello, authored a 14-slide training deck, and built the review workflow the team still uses.
- Authored SOPs for front-desk operations, shared-inbox triage, and employer-posting review, improving team consistency.
- Vetted employer postings for compliance across 52,000+ student accounts; served 50+ daily visitors and coordinated 100+ interview reservations per semester with zero data-privacy breaches.

### Red Lake School District — HR & Logistics Intern

Jan 2024 – Aug 2024 · Red Lake, MN

- Supported full-cycle recruiting: drafted postings, screened candidates, ran new-hire orientation, verified I-9s and background checks, and maintained HRIS records.
- Managed 300+ weekly package deliveries across three locations with a 100% on-time record, integrating Ojibwe cultural values consistent with Red Lake Nation standards.

## SELECTED PROJECTS

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**Marked in Red** (Next.js, Supabase, Leaflet) — an interactive awareness map for Missing and Murdered Indigenous Women, scoped, designed, and shipped end to end.

**Townfolk** (Python, Claude API) — a multi-agent governance system enforcing data integrity across a knowledge base; a production system used daily.

**m365-bridge** (MCP server) — gave an AI coding agent live read/write access to Outlook, Teams, and Calendar; in daily production use at work.

## RESEARCH

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- Co-authored a manuscript on AI adoption and job stress using RAND American Life Panel data (n=793) and multiple linear regression; proposed four evidence-based training-and-development recommendations from a review of 76 practitioner articles.

## EDUCATION

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### University of Minnesota–Twin Cities — B.S., Human Resource Development (CEHD / OLPD)

Expected Dec 2026

- GPA 3.71 · UMN Honor Society · Foundation for Rural Service Scholarship.

### Bemidji State University — Associate of Liberal Education

2022 – 2024

- GPA 3.84 · Dean's List.

## SKILLS

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**Building with AI:** Python, JavaScript / TypeScript, Next.js, Supabase, Claude API (agents, MCP servers, multi-agent orchestration), Git / GitHub.

**HR & people ops:** full-cycle recruiting, onboarding and I-9, HRIS, SOP development, training design, stakeholder communications, equity strategy.

**Tools:** PeopleSoft, Handshake, Qualtrics, Microsoft 365 / Copilot.

## LEADERSHIP & COMMUNITY

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SHRM Club (UMN) · Foundation for Rural Service, represented Northern Minnesota at the National Policy & Telecom Summit, Washington, DC · Oshkiimaajitahdah cultural program volunteer.