Anna Kallschmidt

Curriculum Vitae

**Address**

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**Education:**

* Ph.D. in Psychology, Florida International University, May 2022 (Expected)
	+ Major: Industrial and Organizational Psychology
	+ GPA: 3.91
* M.S. in Industrial/Organizational Psychology, Florida International University, June 2018
	+ GPA: 3.95
* B.A. in Psychology, University of South Florida, May 2015
	+ GPA: 3.87
* Dual Enrollment Credits, 50 Credit Hours, North Florida Community College, January 2010-April, 2012
	+ GPA: 4.0

**Certificates:**

* **The Digital Garage-Google (May 2018)**
	+ Selected for FIU’s Intro to Digital course; Earning certificate in using Google platforms to collect data and market initiatives
* **Structured Interview Training Completion, January 2018**
	+ Completed training in job and task analysis, KSAO development, competency modeling, and designing interview questions
* **TEFL/TESOL Certification, International TEFL Academy, November 2014**
	+ 150 credit hours of course work, 20 hours of practicum
	+ 30 credit hours specialty in “Teaching English to Young Learners and Business Professionals”

**Publications**

**Kallschmidt, A.**, & Eaton. A. A., (2018). Are lower social class origins stigmatized at work? A qualitative study of social class concealment and disclosure among White men employees who experienced upward mobility. *Journal of Vocational Behavior*. doi:10.1016/j.jvb.2018.08.010

Ketring, E. (2017). *An angel of the beatitudes: Finding faith after the loss of a child*. **A.M. Kallschmidt** (Ed.). United States: CreateSpace Independent Publishing Platform.

**Manuscripts Under Review**

**Kallschmidt, A.M., Mesmer-Magnus, J., Viswesvaran, C., & Deshpande, S. Evaluation of cross-cultural training: A review. Dan Landis (Ed.), *Handbook of Intercultural Training*. Cambridge University Press. (Accepted, awaiting release.)**

**Kallschmidt, A.M., Eaton, A.A., An Outsider-within: Identities of low-income background White men at work.**

**Manuscripts In Prep**

**Kallschmidt, A.M.**, Williams, W.R., & Eaton, A.A., Bootstraps to Blessings: Examining the ideologies of White low-income men after economic mobility.

**Presentations**

**Kallschmidt, A.M.**, (2020, December). After the wages are won: The behavioural influence of a low-income background after social mobility. Invited oral presentation to be given at the Centennial Congress of Applied Psychology, in Cancun, Mexico.

**Kallschmidt, A.M.**, Vaghef, K., & Eaton, A.A. (2020, August). Do social class background and work ethic beliefs influence the use of flexible work arrangements? Poster to be presented at the annual meeting of the American Psychological Association (Division 14), in Washington, D.C.

**Kallschmidt, A.M.,** (2019, October). *Social class background: An invisible workplace identity, culture, and stigma.* Invited talk given at the U.S. Government Accountability Office’s Applied Research and Methods Team’s Brown Bag Series, in Washington, D.C.

Eaton, A. A., **Kallschmidt, A. M**., Jackson, S., Saunders, J., Jacobson, R., & West, K. (2019, September). *Workplace discrimination at the intersection of race and gender*. Invited talk given at the Interdisciplinary Committee on Organizational Studies (ICOS) speaker series at the University of Michigan, Ann Arbor, MI.

**Kallschmidt, A.M.**, & Eaton, A.A. (2019, June). *Power, (in)visibility, and hypervisibility in the context of work*. Oral symposium at the Society for the Psychological Study of Social issues Conference, in San Diego, CA.

**Kallschmidt, A.M.**, Williams, W.R., & Eaton, A.A., (2019, June). *Identities and Ideologies of White Low-Income Men after Economic Mobility*. Oral presentation at the Society for the Psychological Study of Social issues Conference, in San Diego, CA.

**Kallschmidt, A.M.**, Le Sante, D., & Viswesvaran, C., (2019, May). *Mentor Matching Based on Occupational Interest*. Poster presented at the Association of Psychological Science Annual Convention, in Washington, D.C.

**Kallschmidt, A.**, Eaton, A.A., & Williams, W.R. (2018, June). *An outsider-within: Identities of low-income background White men at work.* Poster presented at the Society for the Psychological Study of Social Issues Conference, in Pittsburgh, PA.

**Kallschmidt, A. M.** & Santana, D., (2018, April). *Cross-cultural storytelling: How to navigate the American workforce culture.* Invited oral presentation at the Florida International University Engineering Center’s Hurricane Banquet.

**Kallschmidt, A.** & Eaton, A.A. (2018, April). *Social Class Disclosure.* Poster presented at the Society of Industrial and Organizational Psychologist's Conference, in Chicago, IL.

**Kallschmidt, A.** & Eaton, A.A. (2018, March). *Is low social class a stigmatized identity at work?* Oral presentation delivered at the Graduate Student Appreciation Week Scholarly Forum, Florida International University, Miami, FL.

**Academic Research Experience**

**Research Assistant - University of South Florida Alliance and Suicide Prevention Lab**

 September 2014-February 2015

* Coded data for “Signs of Suicide” recognition in schools, on Dr. Marc Karver’s project: “How much is learned by students participating in suicide prevention gatekeeper training?”
* Conducted literature searches to support ongoing graduate projects
* Recruited research participants

**Honors, Awards, and Scholarships**

* American Psychological Association’s Community of Socioeconomic Status’ Leadership Award ($500)
* Fall 2018 Department of Psychology SEED Funding ($1,680)
* 2018 Southern Management Association Doctoral Consortia ($500)
* FIU 2018 Graduate and Professional Student Committee Travel Award ($555.00)
* 2017 Academy of Management Research Methods Division Consortium Admission
* FIU Graduate and Professional Student Committee Travel Award ($650.00)
* USF College of Arts and Sciences Dean’s List, Fall 2012, Spring 2014, and Fall 2014
* USF Honors Scholar ($2,500)
* UG Honors-GR Course Award ($501.12)
* USF Director’s Award ($9,000)
* Florida Academic Scholars ($9,377)
* 2013 USF Muma College of Business Elevator Competition Finalist
* W.A. Cash Historical Society Scholarship ($1,000)
* Taylor County Rotary Club Scholarship ($2,000)
* NFCC President’s List, Spring 2010-Spring 2012
* NFCC 2011 History Award

**Research Skills**

**Statistical packages**

* MPlus
* R
* SAS
* SPSS

**Analyses**

* Qualitative analysis
	+ Thematic analysis
* ANOVA
	+ Univariate and Multivariate Repeated Measures ANOVA
	+ ANCOVA
	+ MANOVA
* Regression
	+ Bivariate regression
	+ Multiple regression for linear and curvilinear relationships
	+ Hierarchical regression
	+ Categorical and Continuous regression
	+ Logistic regression
* Multivariate Statistics
	+ Missing Variable Analysis
	+ Principle Components Analysis
	+ Factor Analysis
	+ Latent Cluster Analysis
	+ Latent Profile Analysis

**Applied Experience**

**Field Training and Personnel Manager-Stanford University, Center on Poverty and Inequality**

**(March 2020-Present)**

* **Research Training:** Creates and executes mixed methods research training for graduate fellows
* **Selection:** Coordinates with field and operations teams to recruit, interview, and hire research fellows
* **Human Relations Management:** Oversees and evaluates field processes, employee support systems, and other HR processes

**Analyst-U.S. Government Accountability Office**

(February 2019-February 2020)

* **Research Projects**:
	+ “Workforce Development and Substance Abuse, addressing the National Health Emergency-Opioid Crisis”
	+ “Severe Wounds and Medicare Beneficiaries”
* **Interviewing and Assessment**: Designed and conducted qualitative data analysis with state officials
* **Research Development**: Facilitated objective data collection methods, analysis, and writing

**Organizational Coach Intern-BetterUp**

(October 2018-April 2019)

* **Leadership:** Coached six clients in the United States and Canada
* **Scientist-Practitioner:** Instructed clients via evidence-based practice to address conflict, gender discrimination, and new social class workplace standards
* **Technology:** Utilized online platform to communicate with clients and send resources

**Training and Research Assistant- FIU Metropolitan Center**

(August 2018-January 2019)

* **Industrial Organization/Training:** Organized and facilitated 25 organizational trainings encompassing 185 hours of training for a total of 238 trainees
* **Urban and Regional Economics:** Trained in Census data analysis
* **Research Projects:**
	+ **The Status of Women in Miami-Dade County: Economic Opportunity Analysis:** Quantitative project to compare gender equity in education, economic, and occupational outcomes.
	+ **Florida Department of Transportation:** Qualitative analysis of employee data for leadership, training, and salary/benefits concerns
	+ **Citizen’s Independent Transportation Trust (CITT):** Developed report on annual transportation directives

**Training and Organizational Development Intern-City of Coral Gables**

(May 2018-Present)

* **Inclusive Research:** Developed an inclusive engagement survey for 1,000 city employees of diverse social class backgrounds.
* **Leadership Training:** Designed survey to collect data on the quality of leadership for 16 departments to guide future trainings
* **Proposal writing:** Communicated the value of employee engagement projects for funding

**Consultant- FIU Talent Management & Development Department**

(January 2018-April 2018)

* **Selecting Employees:** Designed structured interviews consistent with FIU’s mission to select university executives
* **Data-Driven Human Resources:** Analyzed and synthesized data from O\*Net, SME panels, and job descriptions to create fair, evidence-based selection methods
* **Client Advising:** Communicated research process via written and oral communications for client understanding of research process

**I/O Consulting Intern-Florida Beauty**

(January 2017 – April 2017)

* **Workforce Planning**: Produced a data-driven strategy for reducing turnover
* **Organization Evaluation:** Interviewed subject matter experts to design a conflict-resolution strategy
* **Teamwork/Analysis:** Designed exit-interviews with research team for data collection

**Learner Services Advisor – Ultimate Medical Academy**

(May 2015 – June 2016)

* **Telecommunication & Interpersonal Skills:** Led 170 low-income students through two academic programs
* **Problem-Solving:** Implemented solutions for students fighting homelessness and poverty
* **Teamwork:** Collaborated with career-readiness team to prepare students for job placement

**Group Counselor - Pinellas County Public Defender’s Office**

(January 2015 – July 2015)

* **Leadership:** Facilitated and led group counseling sessions for up to 10 homeless residents at a time
* **Interpersonal Skills:** Developed strategy with homeless residents regarding substance abuse concerns
* **Organization Skills:** Organized and distributed information on transportation, mental health, housing, employment, and healthcare

**Teaching Experience**

**Teaching Assistant-Florida International University**

(August 2016 – August 2018)

* Managed 10 research projects in design, data collection, and analyses
* Communicated proficiency in SPSS statistical software to lead students through analyses
* Used expertise in written communication to teach scientific writing
* PPE 3003 RVAA: Theories of Personality
	+ Summer A, 2018 (60 students)
* PSY 3213: Research Methods in Psychology
	+ *Lab Instructor*
	+ Fall 2017 (2 sections, 24 students in each)
	+ Spring 2018 (2 sections, 24 students in each)
* EXP 3523: Memory and Memory Improvement
	+ Fall 2016 (73 students)
	+ Spring 2017 (68 students)
	+ Summer A, 2017 (68 students)
* EXP 4204: Sensation and Perception
	+ Fall 2016 (62 students)
	+ Spring 2017 (66 students)

**ESOL Tutor (Practicum) - Hillsborough County Adult Education Center**

(October-November 2014)

* **Leadership:** Taught English language rules and pronunciation via written and oral techniques
* **Communication:** Communicated with intercultural crowd, including Spanish, Chinese, Arabic, Haitian, and Creole students, ages 18-60
* **Public-speaking:** Used public-speaking and written communication skills to teach students in groups and individually

**Statistics and English Tutor-North Florida Community College**

(June 2010-January 2011)

* **Communication/Technological Proficiency**: Tutored students via online and in-person methods
* **Teamwork:** Collaborated with instructors on improving students’ skills required for their classes
* **Time-Management:** Practiced problem-solving skills to manage clientele within the organization’s time constraints

**Professional References:**

Dr. Howard Frank: Director of the Jorge M. Perez Metropolitan Center, (305) 348-0410, howardf@fiu.edu

Craig DeWald: Training and Development Specialist, City of Coral Gables internship supervisor, (305) 460-5524, cdewald@coralgables.com

Eran Arbel: Assistant Director of the Florida International University Talent Management and Development Department, former client, (305) 919-4170, arbeleran@gmail.com

Dr. Asia Eaton: Major Advisor, (305) 348-0229, aeaton@fiu.edu

Dr. Chockalingam Viswesvaran: Graduate Program Director, (305) 348-4165, vish@fiu.edu

Dr. Valentina Bruk-Lee: Thesis committee member, (305) 348-1807, vblee@fiu.edu

Dr. Dionne Stephens: Thesis committee member, (305) 348-1809, stephens@fiu.edu

Brian Gonzalez: Former manager, (813) 951-7419, Brian.R.Gonzalez@gmail.com

Chad Ulander: Former senior supervisor, (904) 705-2807, cnulander@gmail.com

**Professional Memberships**

* Academy of Management (April 2017-June 2018)
* Association of Psychological Science (November 2016-present)
* Project GLOW (April 2018-present)
* Society for the Psychological Study of Social Issues (November 2016-present)
* Society of Industrial and Organizational Psychologists (August 2016-present)
* Southern Management Association (June 2017-present)

**Service:**

**Blogger-Project GLOW**

(June 2018-present)

* **Psychological Outreach to ameliorate economic marginalization:** Created an international online platform for organizational scientists to distribute research on international living wages and foster international research collaborations

**Volunteer-SIOP Shaken & Stirred**

(April 20th, 2018)

* **Teamwork:** Managed crowd of over 500 people and communicated event information with 18 speakers

**Graduate Advisory Board Member- Florida International University**

(October 2017-April 2018)

* **Oral Speaking/Event planning:** Collaborated between university departments to organize and mediate the largest Graduate Symposium in FIU GSAW history
* **Social Media/Leadership:** Created and organized a campus event to protest a tax reform that would destroy access to education for all people except the wealthy.
* **Economic policy exposure:** Event had televised news presence and 150+ graduate students across disciplines

**Campus Representative-Association of Psychological Science’s Student Caucus** (September 2017-August 2018)

* Communicated with students across Psychology disciplines on APS conferences, grants, and awards

**Poster Presentation Judge-Fourth Annual FIU McNair Scholars Research Conference**

(October 20, 2017)

* Evaluated, scored, and communicated feedback to undergraduate McNair scholars presenting both quantitative and qualitative research

**Graduate Program Representative-Florida International University**

(February 22nd, 2017 and April 6th, 2017)

* Utilized public speaking skills to facilitate discussion on I/O research topics

**Graduate Mentor-Florida International University**

(February 13th, 2017)

* Used oral communication skills to educate to FIU’s Industrial/Organizational Psychology Club members on career opportunities in the field

**Substitute Teacher-Florida International University**

(February 6th and 8th, 2016**)**

* Taught Organizational Psychology class for Doctoral Candidate April Schantz, covered topics on counter-productive work behaviors and organizational citizenship behaviors

**Mentor – Take Stock in Children Program**

(September 2014-January 2015)

* Led low socio-economic status high school student in professional development exercises to educate student in career planning, college applications, and choosing a university