**Anna Kallschmidt, M.S.**

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**Education\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Ph.D. in Industrial/Organizational Psychology, Florida International University, May 2022 (Expected)**

* 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

**American Psychological Association’s Community of Socioeconomic Status’ Leadership Award, 2019**

**Selected 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

**Training and Research Assistant- FIU Metropolitan Center (August 2018-January 2019)**

* **Human Resource Development/Training:** Facilitated organizational trainings (i.e. leadership training)
* **Client Relations:** Diagnosed needs for local government officials and designed respective trainings
* **Public Policy Research:**
	+ **Florida Department of Transportation:** Qualitative analysis of employee data for leadership, training, and resources
	+ **Citizen’s Independent Transportation Trust (CITT):** Developed report on annual transportation initiatives

**Pathways to Coaching-BetterUp (October 2018-April 2019)**

 (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 Organizational Development Intern-City of Coral Gables (May 2018-July 2018)**

* **Survey Design/Quantitative Research:** Developed engagement surveys for 1,000 city employees
* **Leadership Training:** Designed survey to collect data on the quality of leadership for 16 departments
* **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 to select university executives
* **Data-Driven Human Resources:** Analyzed data from O\*Net, SME panels, and job descriptions
* **Client Advising:** Communicated research process via written and oral communications for client

**Learner Services Advisor – Ultimate Medical Academy (May 2015 – June 2016)**

* **Telecommunication & Interpersonal Skills:** Led 170 online 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

**Research\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Publications**

**Kallschmidt, A. M**. & Eaton, A. A. (Accepted). 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*.

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.

**Manuscript 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 publication.)**

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

**Recent 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](https://www.youtube.com/watch?v=DUEqfhXs4J0). 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.

**Selected Teaching Experience\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_**

**Teaching Assistant-Florida International University (August 2016 – August 2018)**

* **Data Analysis and SPSS-** Communicated proficiency in SPSS to lead students through analyses
* **Oral and Written Communication-** Used expertise in written and oral communication to teach scientific writing via online and in-person classrooms
* **Project Management-** Managed 11 research projects in design, data collection, and analyses as a lab instructor, 2017-2018

**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