





# Anthony Schmidt

PhD Student and Data Visualization Researcher

## Curriculum Vitae

December 23, 2020

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## Education

- 2018 - present **PhD, Educational Psychology and Research** Knoxville, TN  
University of Tennessee, Knoxville  
■ Concentration: Evaluation, Statistics, and Measurement
- 2011 **MSEd, Language, Literacy, and Cultural Education** Bloomington, IN  
Indiana University, Bloomington  
■ Concentration: TESOL
- 2006 **BA, Anthropology** Tampa, FL  
University of South Florida

## Professional Appointments

- 2019 - present **Data Visualization Researcher** Knoxville, TN  
College and University Professional Association for Human Resources (CUPA-HR)
- 2014-2019 **Teaching Associate** Knoxville, TN  
English Language Institute, University of Tennessee
- 2012-2014 **English Language Instructor** Busan, South Korea  
Department of English Language and Literature, Pukyong National University

## Publications

### Peer Reviewed Journal Articles

- Schmidt, A.** (2020). Are international students getting a bang for their buck? The relationship between expenditures and international student graduation rates. *Journal of International Students*, 10(3). <https://doi.org/10.32674/jis.v10i3.1279>

### Pre-Prints and Unpublished Manuscripts

- Schmidt, A.** (2020). *The effectiveness of an intensive English program (IEP): Comparing IEP and directly-admitted international students' academic achievement [Revised and Resubmitted]*. TESOL Quarterly. <https://10.35542/osf.io/vm37t>
- Schmidt, A.** (2020). *University air travel and GHG mitigation: An analysis of education climate policies* [Manuscript in preparation]\*.
- Schmidt, A.** (2020). *STARS and stripes: Political and institutional factors that affect higher education sustainability ratings* [Manuscript in preparation].

### Book Reviews

- Schmidt, A.** (2019). Review of the book *International students in first-year writing: A journey through socio-academic space*, by M. Siczek. *Journal of International Students*, 9(3). <https://doi.org/10.32674/jis.v0i0.907>

### Technical Reports

- Pritchard, A. & **Schmidt, A.** (2020, July). *The Higher Ed HR Workforce* [Research report]. CUPA-HR. <https://www.cupahr.org/surveys/research-briefs/>
- Feusting, M. & **Schmidt, A.** (2020, May). *Faculty in the health professions: Growth, composition, and salaries* [Research report]. CUPA-HR. <https://www.cupahr.org/surveys/research-briefs/>
- Pritchard, A., Nadel-Hawthorne, S., **Schmidt, A.**, Fuesting, M., & Bichsel, J. (2020, April). *Administrators in higher education annual report: Key findings, trends, and comprehensive tables for the 2019-20 academic year* [Research report]. CUPA-HR. <https://www.cupahr.org/surveys/results/>
- Pritchard, A., Fuesting, M., Nadel-Hawthorne, S., **Schmidt, A.**, & Bichsel, J. (2020, March). *Faculty in higher education annual report: Key findings, trends, and comprehensive tables for tenure-track, non-tenure teaching, and non-tenure research faculty; academic department heads; and adjunct faculty for the 2019-20 academic year* [Research report]. CUPA-HR. <https://www.cupahr.org/surveys/results/>

- Bichsel, J., McChesney, J., & **Schmidt, A.** (2019). *Focus on psychology faculty: Salaries, pay equity, minority representation, and the growth of non-tenure-track faculty* [Research report]. CUPA-HR. <https://www.cupahr.org/surveys/research-briefs/>
- Nadel, S., **Schmidt, A.**, & Bichsel, J. (2019). *The impact of the FSLA overtime rule on higher education* [Research report]. CUPA-HR. <https://www.cupahr.org/surveys/research-briefs/>
- Schmidt, A.**, Rocconi, L., Morrow, J. A., Berry, B. (2019). *College of Architecture and Design's undergraduate advising 2019 report* [Research report]. Evaluation, Statistics, and Measurement (ESM) Program Research Group.
- Morrow, J. A., Rocconi, L., Butler, B., & **Schmidt, A.** (2019). *University of Tennessee's undergraduate advising 2019 evaluation end of year report* [Research report]. Evaluation, Statistics, and Measurement (ESM) Program Research Group.

### Other Publications

- Pritchard, A., Bichsel, J., & **Schmidt, A.** (2020). *DataOnDemand how-to guide: Benchmarking for faculty and staff size*. CUPA-HR. <https://www.cupahr.org/wp-content/uploads/surveys/How-To-Benchmark-for-Faculty-and-Staff-Size.pdf>
- Schmidt, A.** (2016). Listening journals for extensive and intensive listening practice. *English Teaching Forum*, 54(2), 2–11.

## Conference Papers and Presentations

### International/National Conferences

- Schmidt, A.** (2020, September). *Principles and practices for great data visualization* [Conference session]. CUPA-HR Annual Conference.
- Schmidt, A.** (2019, October). *A comparison of direct admit and IEP student academic achievement* [Paper presentation]. TESOL International Conference, Atlanta, Georgia.
- Schmidt, A.** (2017, March). *Off course: A comparison of university and EAP coursebook writing tasks* [Paper presentation]. TESOL International Conference, Seattle, Washington.

### Regional Conferences

- Rosenberg, J. M., Hodge, L., Aydeniz, M., **Schmidt, A.**, Lishinski, A., Rich, K., Longnecker, J., Mann, M., & Sadovnik, A. (2020, January). *A survey of teachers and administrators regarding the implementation of new K-8 computing education standards in Tennessee* [Paper presentation]. 14th Annual Tennessee STEM Education Research Conference, Cookeville, Tennessee.
- Schmidt, A.** (2016, October). *Academic reading circles* [Conference session]. Southeast TESOL Regional Conference, Louisville, Kentucky.
- Schmidt, A.** (2016, May). *Principled washback: Integrating test prep to foster academic skills* [Conference session]. Toronto TESOL Conference, Toronto, Canada.
- Schmidt, A.** (2016, February). *Academic reading circles and collaborative meaning construction* [Conference session]. GATESOL IEP Mini-Conference, Atlanta, Georgia.
- Schmidt, A.** (2015, October). *Audio diaries for improved spoken grammatical accuracy and pronunciation* [Conference session]. Southeast TESOL Regional Conference, New Orleans, Louisiana.

### Poster Presentations

- Schmidt, A.** (2020, March). *Becoming "tidy" over time: Data visualization development in an online community of practice* [Poster presentation]. University of Tennessee, Knoxville College of Education, Health, and Human Sciences Graduate Research Colloquium.
- Schmidt, A.** (2019, March). *A comparison of direct-admit and IEP undergraduate international student achievement* [Poster presentation]. University of Tennessee, Knoxville College of Education, Health, and Human Sciences Graduate Research Colloquium.
- Schmidt, A.** & Chitty, E. (2018, May). *Making history: Supporting language through content in intensive English programs* [Poster presentation]. NAFSA Annual Conference, Philadelphia, Pennsylvania.

### Campus & Department Talks

- Schmidt, A.** (2020, October). *University air travel and GHG mitigation: Examining institutional policies through the lens of #flyingless* [Invited presentation]. Committee for the Campus Environment, University of Tennessee, Knoxville.
- Schmidt, A.** & Chitty, E. (2018, March). *Teaching international students: Improving learning for all*. [Workshop]. Teaching and Learning Innovation, University of Tennessee, Knoxville.
- Schmidt, A.** (2016, November). *Intensive reading for learner engagement*. [Conference session]. Re-Imagine: Teaching and Learning Innovation Symposium, University of Tennessee, Knoxville.

### Invited Talks

- Schmidt, A.** (2020, November). *University air travel and GHG mitigation: Examining institutional policies through the lens of #flyingless* [Panel presentation]. Roundtable of Sustainable Academic Travel: Mapping Travel Policies in FHE.

**Schmidt, A.** (2020, October). *University air travel and GHG mitigation: Examining institutional policies through the lens of #flyingless* [Invited presentation]. Committee for the Campus Environment, University of Tennessee, Knoxville.

**Schmidt, A.** (2018, March). *Two hot topics in OLL research: Corpus linguistics and telecollaboration* [Webinar]. OLLReN, Cambridge University Press.

### Professional Workshops, Webinars, and Trainings

**Schmidt, A.** (2020, December). *Research Skills Lab: Data Visualization Basics* [Workshop]. CUPA-HR.

**Schmidt, A.** (2020, October). *Data Visualization in R* [Workshop]. Fall 2020 Evaluation, Statistics, and Measurement seminar, University of Tennessee, Knoxville.

Pritchard, A. & **Schmidt, A.** (2020, September). *Snapshot of the higher ed HR workforce* [Webinar]. CUPA-HR.

**Schmidt, A.**, & Nadel-Hawthorne, S. (2020, April). *Research skills lab: DataOnDemand basics* [Webinar]. CUPA-HR.

**Schmidt, A.** (2020, April). *Tableau training: Building your first dashboard* [Workshop]. Spring 2020 Evaluation, Statistics, and Measurement seminar, University of Tennessee, Knoxville.

### Software

**Schmidt, A.** & Kulma, K. (2020). *footprint: Calculate air travel emissions* [R package]. <http://github.com/acircleda/footprint>

### Research and Evaluation Experience

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|--------------|--|
| 2020-present | <p><b>Applied Statistics III</b><br/>University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>■ Develop materials to teach and learn R for data cleaning, data analysis, and advanced statistics for an advanced statistics course. Offer R office hours to help students learn and troubleshoot R</li> <li>■ Advisor: Dr. Louis Rocconi, Educational Psychology and Counseling</li> </ul>  |
| 2020-present | <p><b>Becoming Tidier over Time</b><br/>University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>■ Text mining and Twitter analytics project assessing data visualization skill development via the #TidyTuesday twitter hashtag/community. Analyzed participation trends and composition of Github code to describe changes in code functions over time. Designed survey to assess data visualization skill development.</li> <li>■ Advisor: Dr. Joshua Rosenberg, Theory and Practice in Teacher Education</li> </ul>   |
| 2020 Summer  | <p><b>R Handbook for ESM Students</b><br/>University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>■ Developed handbook to learn R tailored to evaluation, statistics and measurement students. Handbook covered topics such as installation, workflow, data cleaning and manipulation, data analysis, and data visualization. Written in R Markdown/Bookdown. Available at <a href="https://bookdown.org/aschmi11/RESMHandbook/">https://bookdown.org/aschmi11/RESMHandbook/</a></li> <li>■ Advisor: Dr. Jennifer Ann Morrow, Educational Psychology and Counseling</li> </ul> |
| 2020 Summer  | <p><b>Air Travel and University Climate Policies</b><br/>Office of Sustainability, University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>■ Conducted a document analysis of university sustainability and climate policies with a focus on the discussion and mitigation of air travel greenhouse gas emissions.</li> <li>■ Advisor: Jay Price</li> </ul>  |
| 2019-2020    | <p><b>Planting the Seeds for Computer Science</b><br/>University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>■ Needs analysis for the creation of professional development sessions to introduce new K-8 computer science standards. Work included survey design, analysis, and reporting.</li> <li>■ Advisor: Dr. Joshua Rosenberg, Theory and Practice in Teacher Education</li> </ul>  |

### Teaching Experience

2014-2019	<b>English Language Institute, University of Tennessee</b> Teaching Associate <ul style="list-style-type: none"> <li>■ Courses (non-credit): Grammar, Reading, Writing, Listening/Speaking</li> <li>■ Levels: Beginner to Advanced</li> </ul>	Knoxville, TN
2012-2014	<b>Department of English Language and Literature, Pukyong National University</b> English Language Instructor <ul style="list-style-type: none"> <li>■ Undergraduate (3-credit): Intermediate Composition, Advanced Composition, Lower-Intermediate Conversation, Upper-Intermediate Conversation</li> <li>■ Graduate (2-credit): TESOL Methodology, Pronunciation for TESOL Teachers</li> </ul>	Busan, South Korea

## Other Teaching Experience

2018 (Summer)	<b>Southeast University</b> Visiting Instructor, Department of Foreign Languages <ul style="list-style-type: none"> <li>■ Course: Cross-Cultural Communication (1 credit, undergraduate)</li> </ul>	Nanjing, China
2012-2014	<b>Samsung Electronics/Pukyong National University</b> English Language Instructor <ul style="list-style-type: none"> <li>■ Course: English Communication (3 credits, Intercultural Communication Undergraduate Program)</li> </ul>	Busan, South Korea
2010-2012	<b>Yangun Middle School</b> English Teacher	Busan, South Korea
2009	<b>Tsukuno Junior High School</b> English Teacher	Osaka, Japan
2007-2009	<b>Daicheong Middle School</b> English Teacher	Busan, South Korea

## Teacher Training Experience

2012	<b>Pukyong National University</b> In-Service Secondary School Teacher Trainer <ul style="list-style-type: none"> <li>■ National English Ability Test (NEAT) Writing Composition Training Program</li> </ul>	Busan, South Korea
2010-2012	<b>Busan Education Training Institute</b> In-Service Primary School Teacher Trainer	Busan, South Korea

## Awards and Honors

2020	<b>Friends of Educational Psychology and Counseling Research Grant</b> University of Tennessee	\$400
2020	<b>Graduate Student Colloquium Travel Award for Best Poster</b> University of Tennessee	\$250
2019	<b>Graduate Student Senate Travel Award</b> University of Tennessee	\$780
2018	<b>Diversity Professional Development Fund for Staff</b> University of Tennessee	\$1,000
2018	<b>Travel Fund</b> Tennessee Association of International Educators	\$500
2017	<b>Travel Grant for IEP Instructors</b> University of Pittsburgh	\$1,500
2012	<b>Teaching Excellence Award</b> Pukyong National University, Department of Humanities	\$300

## Current Memberships

- Roundtable of Sustainable Academic Travel

- Association for the Advancement of Sustainability in Higher Education
- American Statistical Society
- American Educational Research Association
- Data Visualization Society
- Tableau Users Group - Knoxville
- The Umbrella Academy

## Skills

<b>Data Science Tools</b>	R, R Markdown, Github, SPSS, Stata, SQL (basic), NVivo, VS Code
<b>Data Visualization</b>	R, Tableau, Adobe Illustrator
<b>Survey Research</b>	Qualtrics, QuestionPro, SurveyGizmo
<b>Quantitative Research</b>	T-tests, ANOVA/MANOVA, OLS, Logistic Regression, Multilevel Modelling, PCA/FA, Equivalence Testing, Text Mining, Instrumental Variables, Propensity Score Matching
<b>Qualitative Research</b>	Document Analysis, Content Analysis, Thematic Analysis
<b>Psychometrics</b>	CTT, EFA, CFA, G Theory, IRT
<b>Teaching Tools</b>	Canvas, Blackboard, Quizlet, Kahoot, Quizizz, EdPuzzle, Padlet
<b>Computer Languages</b>	R, HTML, CSS, Javascript (basic)
<b>Natural Languages</b>	English (native), French (intermediate), Korean (basic)
<b>Other</b>	Audacity (audio editing), Corpus Linguistics (BYU, Antconc, tidytext), Webscraping, Wordpress

## Notes

This CV is reproducible. All the source code behind this CV is available on [my Github repo](#).