





# Anthony Schmidt

Data Visualization Researcher and PhD Student

## Curriculum Vitae

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 [@anthonyteacher](https://twitter.com/anthonyteacher)  
 [acircleda](https://github.com/acircleda)

## Education

2018 - present	<b>PhD, Educational Psychology and Research</b> University of Tennessee, Knoxville <ul style="list-style-type: none"><li>Concentration: Evaluation, Statistics, and Measurement</li></ul>	Knoxville, TN
2011	<b>MSEd, Language, Literacy, and Cultural Education</b> Indiana University, Bloomington <ul style="list-style-type: none"><li>Concentration: TESOL</li></ul>	Bloomington, IN
2006	<b>BA, Anthropology</b> University of South Florida	Tampa, FL

## Professional Appointments

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

## Software

Schmidt, A. & Kulma, K. (2020). *footprint: Calculate air travel emissions* [R package]. <https://cran.r-project.org/web/packages/footprint/index.html>  
Rocconi, L. & Schmidt, A. (2021). *mlmhelpR* [R package]. <https://github.com/lrocconi/mlmhelpR> [Under development]

## 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### Pre-Prints and Unpublished Manuscripts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. (2021). *University air travel and greenhouse gas mitigation: An analysis of higher education climate policies* [Under review]. EdArXiv. <https://doi.org/10.35542/osf.io/bmuas>  
Schmidt, A. & Rocconi, L. (2021). *STARS and stripes: Political and institutional factors that affect higher education sustainability ratings* [Under review]. EdArXiv. <https://doi.org/10.35542/osf.io/d5bku>  
Schmidt, A. (2021). *Comparing intensive English program (IEP) and directly-admitted international students' academic achievement* [Under review]. EdArXiv. <https://doi.org/10.35542/osf.io/vm37t>

### 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.** (2021, October). *University air travel and GHG mitigation: An analysis of higher education climate policies* [Paper presentation]. Global Conference on Sustainability in Higher Education.
- Schmidt, A.** & Rocconi, L. (2021, August). *From click to code: Insights from instructors and students on moving from SPSS to R in a graduate-level applied statistics course* [Paper presentation]. Joint Statistical Meetings.
- 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, 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, 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.

## Research and Evaluation Experience

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|--------------|--|
| 2021-present | <p><b>Sustainable Energy Working Group</b><br/>Office of Sustainability, University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>• Lead the development and implementation of a large, university-wide survey. Lead design, sampling, and analysis.</li> <li>• Advisor: Jay Price (Office of Sustainability), Dr. Michael McKinney (Earth &amp; Planetary Sciences)</li> </ul>                                   |
| 2021-present | <p><b>mlmhelp</b><br/>University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>• Co-developing an R package of auxillary functions for multilevel models. Using Github for collaboration.</li> <li>• Advisor: Dr. Louis Rocconi, Educational Psychology and Counseling</li> </ul>   |
| 2021-present | <p><b>Air Travel Research</b><br/>Office of Sustainability, University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>• Analyzing air travel footprint of UTK faculty. Examined how university climate policies mitigate air travel greenhouse gas emissions.</li> <li>• Advisor: Jay Price</li> </ul>   |
| 2020-present | <p><b>Applied Statistics III</b><br/>University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>• Developed educational materials to learn R for data cleaning, data analysis, and advanced statistics for an advanced statistics course. Offered 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>Twitter and Data Visualiuzation</b><br/>University of Tennessee, Knoxville</p> <ul style="list-style-type: none"> <li>• Conducted social media research through text mining, twitter analytics, and survey development. Used planned missing data designs, imputation, and modeling for analysis.</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. Available at <a href="https://bookdown.org/aschmi11/RESMHandbook/">https://bookdown.org/aschmi11/RESMHandbook/</a></li> <li>• Advisor: Dr. Jennifer Ann Morrow, Educational Pyschology and Counseling</li> </ul> |

- 2019-2020      **Planting the Seeds for Computer Science**  
University of Tennessee, Knoxville
- Needs analysis for the creation of professional development sessions to introduce new K-8 computer science standards. Work included survey design, analysis, and reporting.
  - Advisor: Dr. Joshua Rosenberg, Theory and Practice in Teacher Education

## Teaching Experience

- 2021 Spring      **University of Tennessee, Knoxville**      Knoxville, TN  
Graduate Teaching Assistant
- Design materials and teach R for Applied Statistics III
- 2014-2019      **English Language Institute, University of Tennessee**      Knoxville, TN  
Teaching Associate
- Courses (non-credit): Grammar, Reading, Writing, Listening/Speaking
  - Levels: Beginner to Advanced
- 2012-2014      **Department of English Language and Literature, Pukyong National University**      Busan, South Korea  
English Language Instructor
- Undergraduate (3-credit): Intermediate Composition, Advanced Composition, Lower-Intermediate Conversation, Upper-Intermediate Conversation
  - Graduate (2-credit): TESOL Methodology, Pronunciation for TESOL Teachers

## Other Teaching Experience

- 2018 (Summer)      **Southeast University**      Nanjing, China  
Visiting Instructor, Department of Foreign Languages
- Course: Cross-Cultural Communication (1 credit, undergraduate)
- 2012-2014      **Samsung Electronics/Pukyong National University**      Busan, South Korea  
English Language Instructor
- Course: English Communication (3 credits, Intercultural Communication Undergraduate Program)
- 2010-2012      **Yangun Middle School**      Busan, South Korea  
English Teacher
- 2009      **Tsukuno Junior High School**      Osaka, Japan  
English Teacher
- 2007-2009      **Daicheong Middle School**      Busan, South Korea  
English Teacher

## Teacher Training Experience

- 2012      **Pukyong National University**      Busan, South Korea  
In-Service Secondary School Teacher Trainer
- National English Ability Test (NEAT) Writing Composition Training Program
- 2010-2012      **Busan Education Training Institute**      Busan, South Korea  
In-Service Primary School Teacher Trainer

## Awards and Honors

- 2020      **Friends of Educational Psychology and Counseling Research Grant**      \$400  
University of Tennessee
- 2020      **Graduate Student Colloquium Travel Award for Best Poster**      \$250  
University of Tennessee

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, Git, SPSS, SQL (basic), Python (basic)
<b>Data Visualization</b>	R, Tableau, Adobe Illustrator, Shiny
<b>Survey Research</b>	Questionnaire design, Sampling, Weighting, Analysis
<b>Statistical Methods</b>	Linear Regression, Logistic Regression, Multilevel Modeling EFA, CFA, SEM, IRT, Difference-in-Difference Propensity Score Matching, Ridge Regression
<b>Other Computer Languages</b>	HTML, CSS, Javascript (basic)
<b>Natural Languages</b>	English (native), French (intermediate), Korean (basic)
<b>Other</b>	Audacity (audio editing), Text Mining, Webscraping, Wordpress

## Notes

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