Xuecong(Esme) Xu

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Understanding and compassion for humans paired with curiosity and expertise in technology should work together like magic for creating a harmonious future for people and their smart devices. I aspire to be the one creating this future.

EDUCATION

University of Michigan, Ann Arbor, MI   Expected May 2019
Bachelor of Arts in Organizational Studies and Psychology   Overall GPA: 3.83/4.00

RESEARCH EXPERIENCE

Social Innovations Group, University of Michigan School of Information
Research Assistant
- Revised the current design of the evaluation of Shipt and made necessary changes to the IRB
- Utilized various recruitment strategies including non-profit reach-out, creating and distributing flyers, snowballing, and reaching past participants to successfully recruit over 20 participants for the study with zero drop-out rate.
- Conducted user experience interviews as part of the evaluation process of Shipt, took part in data-analysis efforts

Coalitions, Hierarchy, Individual Motivated Processes Lab, UM Ross School of Business   September 2017 - Present
Research Assistant
- Designed and created Qualtrics surveys and acquired advanced knowledge in data analysis using SPSS and R-Commander
- Conducted literature research on over 50 current research articles on leadership feedback behavior
- Engaged in weekly lab meetings around topics of advice seeking, social monitoring, prestige vs. power oriented leadership

LEADERSHIP EXPERIENCE

Thus Spoke Ann Arbor – A Drama Club, UM, Ann Arbor, Michigan
President   September 2018 – present
Vice president of Finance   September 2017 – September 2018
- Led in the creative process of playwriting, play-selecting, auditioning and directing for fall and winter productions
- Oversaw all club activities and VPs' responsibilities to ensure all deadlines are met in both productions and administration
- Negotiated with potential corporate sponsors and secured over $4300 performance funds through active communication
- Achieved my goal for the club – maintaining a home-like environment for all members by constantly asking and receiving feedback from people of all levels of engagement

The Program on Intergroup Relations, UM, Ann Arbor, Michigan   January 2017 – May 2017
Dialogue/Class Facilitator
- Headed a weekly dialogue-based social justice course with 13 students using effective facilitation skills
- Initiated activities in to lead students out of their comfort zones and help them foster relationships with those who belong to different social identity groups
- Created a safe and brave dialogue space which resulted in students' enhanced understanding of institutional oppression, passion for coalition building, and willingness to involve in on-campus advocacy activities

INTERNSHIP/WORK EXPERIENCE

The National Immigration Forum, Washington D.C.   May 2017 - August 2017
Integration Team Intern
- Conducted hospitality industry research in an excel report format to expand the base of business partners for New American Workforce(NAW) program, which promotes career advancement and language skills for immigrant workers in the U.S.
- Drafted, edited, and finalized program materials such as one-pagers, blog-posts, social media guidance, and digital reports, resulting in enhanced professional writing skills
- Interviewed over 30 of NAW participants and documented their stories in the Grant Report to Walmart Foundation

Center for Campus Involvement, UM, Ann Arbor, Michigan   January 2018 – Present
Manager Assistant
- Assessed the effects of CCI services to identify gaps in inclusion efforts by analyzing participants' data in CampusLab
- Delivered and created content of workshops, programs, and trainings for Diversity, Equity, and Inclusion efforts
- Recruited and interviewed members for UM Student Advisory Board and assisted in leading weekly board meetings when board is formed

SKILLS

| **Statistical Analysis**: SPSS; R-Commander; Qualtrics | **Languages**: Fluent in Mandarin and English |
| **Miscellaneous**: Excel, Outlook, PowerPoint; Sharepoint |