

April D. Schantz

Education

Ph.D. General Psychology, 2018, Florida International University, Miami, Florida
Major area: Industrial Organizational Psychology
Minor area: Quantitative Methods
Dissertation: *Impact of person-environment fit upon strain and well-being for emergency responders*
Co-Chairs: Valentina Bruk-Lee, Stefany Coxe

M.S. General Psychology, 2015, Florida International University, Miami, Florida
Thesis: *Workplace social stressors, drug-alcohol-tobacco use, and coping strategies*
Advisor: Valentina Bruk-Lee

B.A. General Psychology, 2012, Florida International University, Miami, Florida
Honors: Magna Cum Laude

Professional Experience

2018	Assistant Professor Usha Kundu, MD College of Health, University of West Florida
2014 – 2018	Primary Instructor Department of Psychology, Florida International University
2016 – 2017	Data Analytics Intern, Panthers Hockey Club
2012 – 2016	Graduate Assistant Florida International University
2004 - 2009	Human Resources Manager, SPHR Certified

Publications

Schantz, A. D., & Bruk-Lee, V. (2016). Workplace social stressors, drug-alcohol-tobacco use, and coping strategies. *Journal of Workplace Behavioral Health, 34*(4), 222-241. doi: 10.1080/15555240.2016.1213638

Nixon, A.E., Lanz, J. J., Manapragada, A., Bruk-Lee, V., Schantz, A. D., & Rodriguez, J. F. (2015). Nurse safety: How is safety climate related to affect and attitude? *Work & Stress 29*(4), 401-419. doi: 10.1080/02678373.2015.1076536

Schantz, A. D. (2014). A young scholar's guide to building a professional network. *The Industrial-Organizational Psychologist, 51*(4), 157-163.

Book Chapters

Schantz, A. D., & Woods, J. M. (in press). Collective fit in emergency response teams. In R. P. Gephart, C. Miller, & K. S. Helgeson (Eds.), *The Routledge companion to risk, crisis and emergency management* (pp. #-#). London, England: Taylor & Francis.

Conference Presentations

- Schantz, A. D., & Chang, M. (2017, April). *Parental occupation effects: Academic outcomes for children of emergency responders*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Schantz, A. D., & Woods, J. M. (Co-Chairs). (2016, August). *Affective convergence in teams*. Symposium conducted at the 76th Annual Meeting of the Academy of Management, Anaheim, CA.
- Lanz, J. J., Falcon, A., Bruk-Lee, V., Manapragada, A., & Schantz, A. (2016, April). *Examining the nomological network of resilience*. Poster presented at the 86th annual convention of the Rocky Mountain Psychological Association, Denver, CO.
- Schantz, A. D., Coxe, S., Barrantes, R., Lanz, J. & Rauof, T. A. (2015, July). *An archival data examination of team resilience*. Paper session presented at the 10th Annual Conference of Interdisciplinary Network for Group Research, Pittsburgh, PA.
- Schantz, A. D., Falcon, A., Lanz, J., Manapragada, A., & Bruk-Lee, V. (2015, April). Drug, alcohol, and tobacco use to cope with workplace conflict. In M. A. Clark & L. M. Zimmerman (Chairs), *Addictions, vices, and work, Oh my!* Symposium conducted at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
- Schantz, A. D., & Pace, V. L. (Co-Chairs). (2014, August). *Leadership and teamwork in the global-virtual workplace*. Symposium conducted at the 74th Annual Meeting of the Academy of Management, Philadelphia, PA.
- Lanz, J. J., Manapragada, A., Nixon, A. E., Bruk-Lee, V., Schantz, A. D., & Rodríguez, J. (2014, May). *The safety dance: Outcomes of psychological safety climate*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Manapragada, A., Lanz, J. J., Falcon, A., Schantz, A. D., & Bruk-Lee, V. (2014, May). *Breaking the silence: An examination of employee silence behavior*. Poster presented at the Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Schantz, A. D., Falcon, A., Lanz, J. J., Manapragada, A., & Bruk-Lee, V. (2014, February). *Antecedents to employee drug-alcohol-tobacco use*. Poster presented at the Sunshine Education and Research Center, Tampa, FL.
- Schantz, A. D., (2013, January). *Longitudinal study of transformational leadership models in the virtual team environment*. Paper presented at the 14th International Academy of Management and Business Conference, San Antonio, TX.

Technical Reports

Schantz, A. D., Falcon, A., Harari, M., Bruk-Lee, V., & Viswesvaran, C. (2014). *A report for the Miami-Dade Police Department, Communications Bureau: On the organizational climate and job behaviors of Police Complaint Officers (PCO) and Police Dispatchers (PD)*. Miami, FL: Miami-Dade Police Department.

Working Papers

Schantz, A. D. & Chang, M. (in progress). Role of parental occupation: Academic outcomes for children of emergency responders.

Schantz, A. D., Lanz, J. J., & Le Sante, D. (in progress). Team resilience in the National Hockey League.

Grants

Schantz, A. D. (2017). Impact of person-environment fit upon strain and well-being for emergency responders. *Department of Psychology Graduate Student Seed Fund, Florida International University, \$2,000.*

Teaching Experience

Research Methods

Research Methods and Design, I and II (RMDI and RMDII) make up a two-semester sequence that focuses on the foundational concepts of research methodology in psychology. RMDI includes an introduction to the scientific method, APA formatting, significance testing, and normal curves; and basic statistical tools associated with these methods (descriptive statistics, correlations, *z*-scores, *t*-Tests and ANOVAs). RMDII continues this foundation with students' literature search and literature review using APA style. Students are introduced to basic principles of research design, data collection, and data analysis, culminating in a guided empirical research study presented as an APA formatted manuscript. (Fall 2017: RMDI 96 students in-class; RMDII 47 students fully-online)

Organizational Psychology

Led upper division course that focused upon the application of social psychology theory in the workplace. Main objectives of the course included exposure to organizational psychology concepts such as motivation, job attitudes, workplace stress, team processes, leadership and organizational culture. Class sessions incorporated theory and research through integrated class discussions, group activities, and learner centric modalities to facilitate critical analyses and comprehension of topic areas. (Fall 2016: 48 students; Spring 2017: 85 students)

Senior Seminar – Experimental Social

Developed and led capstone course for completion of Bachelors in Psychology program. Objectives of course required students to successfully demonstrate knowledge, skills, and abilities gained throughout their undergraduate program. Lectures focused on discussion of previous research in social psychology and literature review development. Final project was designed to give students an opportunity to showcase their understanding of scholarly inquiry and assimilation/synthesis of previous social psychology research via oral and written presentation of their completed Literature Review. (Fall 2014: 47 students; Summer 2015: 18 students; Summer 2017: 40 students; Fall 2017: 20 students)

Service

Facilitated Industrial-Organizational Lunch Hour

Monthly, informal brown-bag event for early-stage I/O doctoral students, 2016-2017. Topics targeted specific challenges and obstacles faced in first year as an orientation to facilitate progress through the doctoral program and build within group cohesion. Topics included: identifying good research opportunities, CV development, managing your program timeline, Panther Audit maintenance, and conferencing strategies.

Organized “Networking Best Practices for Young Women Scholars” Event

Brown-bag event featuring four professional women as table facilitators and round-robin networking opportunity, April 2014. Designed for young women scholars, yet open to all FIU students. Sponsored and funded by the Council for Student Organizations.

General University and Community Service

- Assistant to the Director of Graduate Studies, Psychology Department (2015)
- Assist in graduation ceremonies at Florida International University (2013, 2014, 2016)
- Youth Leader at St. John’s Episcopal Church, Homestead, Florida (2009 – 2014)

Professional Development

Certificate in University Teaching and Learning, 2017

To meet objectives of using evidence-based research to cultivate learner-centric teaching throughout the university, the Center for the Advancement of Teaching offers its Certificate in University Teaching and Learning to graduate students. Completion of certificate program required participation professional development workshops, observations and feedback of classroom teaching, and development of teaching philosophy.

SoCal QCA Workshop, 2016

The *SoCal QCA Workshop* was organized by Drs. Charles Ragin and Peer Fiss and hosted at University of California, Irvine. Primary goals of this workshop were to provide foundational training in Qualitative Comparative Analysis (QCA) and fuzzy sets. Three days of intensive instruction with hands-on components enabled participants to understand QCA methodology, use fsQCA software to conduct analyses and interpret results, and upon completion, be prepared to utilize this set-theoretic approach in design and execution of their respective research programs.

Global Learning, Professional Development Workshop, 2014-2015

The *Global Learning for Global Citizenship* initiative was designed to enable students to achieve specific learning outcomes in global awareness, global perspective, and global engagement. Global Learning approved courses consist of active, team-based, interdisciplinary exploration of real-world problems. This workshop assisted faculty in developing and understanding the approval process for Global Learning courses.

Professional Activities and Affiliations

Board Member of the Psychology Graduate Student Association at Florida International University, 2013-2014

Professional Associations

- Campus Representative: Consortium for the Advancement of Research Methods and Analysis (CARMA)

- Member: Academy of Management, American Psychological Association, American Statistical Association, Association for Psychological Science, Interdisciplinary Network for Group Research, Society for Human Resource Management, Society for Industrial-Organizational Psychology, and Southern Management Association.
- Submissions Reviewer: Academy of Management Conference, 2013
- Student Helper: Organizational Behavior Doctoral Consortium at the Academy of Management Conference, 2013

Awards

Poster titled, *Parental occupation effects: Academic outcomes for children of emergency responders*, was awarded the *Interprofessional Research Award* at the University of South Florida, Health Research Day (February, 2017).

Nominated for 2015 Provost Award for Outstanding Graduate Teaching Assistant
Nominated for 2012-2013 Presidential Fellowship

Award in the amount of \$500, by the Southern Management Association for participation in professional development event, Late-stage Doctoral Consortium, in Charlotte, NC (2016).

Travel Funding awarded in the amount of \$750, by the College of Arts and Sciences for participation in professional development event, SoCal Qualitative Comparative Analysis (QCA) Workshop hosted by Drs. Charles Ragin and Peer Fiss at the University of California in Irvine (2016).

Travel Funding awarded in the amount of \$600, by the Graduate and Professional Student Committee and the College of Arts and Sciences, for presentation of research at the Annual Conference of Interdisciplinary Network for Group Research, in Pittsburg, Pennsylvania (2015).

Travel Funding awarded in the amount of \$600, by the Graduate and Professional Student Committee and the College of Arts and Sciences, for presentation of research at the Annual Conference of the Society for Industrial and Organizational Psychology, in Philadelphia, Pennsylvania (2015).

Award in the amount of \$500, by the Southern Management Association for participation in professional development event, Early-stage Doctoral Consortium, in Savannah, Georgia (2014).

Travel Funding awarded in the amount of \$900, by the Graduate and Professional Student Committee and the College of Arts and Sciences, for presentation of research at the International Academy of Management and Business Conference, in San Antonio, Texas (2013).