

APRIL D SCHANTZ

Assistant Professor of Industrial-Organizational Psychology
University of West Florida, Department of Psychology
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EDUCATION

- Ph.D. Industrial-Organizational Psychology, June 2018
Florida International University, Miami, Florida
Major: Occupational Health Psychology, Minor: Quantitative Methods
Dissertation: *Impact of Person-Environment Fit upon Strain and Well-Being for Emergency Responders*
- M.S. Industrial-Organizational Psychology, December 2015
Florida International University, Miami, Florida
Thesis: *Workplace Social Stressors, Drug-Alcohol-Tobacco Use, and Coping Strategies*
- B.A. General Psychology, May 2012
Florida International University, Miami, Florida
Magna Cum Laude

PROFESSIONAL EXPERIENCE

- | | |
|----------------|---|
| 2018 – present | 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, Lowe's Home Centers, Inc.
SPHR Certified |

PUBLICATIONS – PEER REVIEWED JOURNALS

* *Note*: Students supervised or mentored are underlined.

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.
<http://www.siap.org/tip/april14/GC.pdf>

PUBLICATIONS – BOOK CHAPTERS

Schantz, A. D., & Woods, J. M. (2018). Collective fit for emergency response teams. In R. P. Gephart, C. C. Miller, & K. S. Helgesson (Eds.), *The Routledge companion to risk, crisis and emergency management* (pp. 67-83). New York, NY: Taylor & Francis. [ISBN: 9781138208865]

PUBLICATIONS – TECHNICAL REPORTS

Hartley, C., **Hurley, K.**, **Rohde, M.**, **Strong, K.**, & **Schantz, A. D.** (2020). *Examining a potential simulation technician position for the University of West Florida's School of Nursing: A future-oriented job analysis*. Pensacola, Florida. University of West FL, Usha Kundu, MD College of Health.

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.

PUBLICATIONS – IN PROGRESS

Schantz, A. D., Coxe, S. & Bruk-Lee, V. (in press). From where does my support come? Unpacking the contribution of support for police. *Policing: An International Journal of Police Strategies and Management*

Schantz, A. D., Bruk-Lee, V., & Coxe, S. (in review). Impact of person-job misfit for emergency responders. *Journal of Vocational Behavior*

CONFERENCE PRESENTATIONS AND POSTERS

Van Der Like, J., **Schantz, A. D.** & Ho., T. (submitted). *Using a virtual MegaCode simulation for diverse caring during COVID-19*. Submitted to the Virtual 2021 International Association for Human Caring (IAHC) Conference.

Van Der Like, J., Chancy, J., & **Schantz, A. D.** (2020, June). *Infusing human caring into accelerated BSN and nursing residency programs for the development of clinical competencies*. Podium session accepted at the 41st Annual International Association for Human Caring (IAHC) Conference, Bergen, Norway.

Kent, M. & **Schantz, A. D.** (2020, April). *Family adaptability cross-culturally*. Paper session accepted at the 66th Annual Meeting of the Southeastern Psychological Association, New Orleans, LA.

Schantz, A. D., Van Der Like, J., Hicks, R., & Ho, T. (2020, April). *Nurse stress-prep: Training redesign to impact longevity in field*. Poster accepted at the Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.

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.

GRANT EXPERIENCE

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

Applied Statistical Analyses

As a graduate-level quantitative methods course, topics focus on statistical techniques and data analyses used in applied settings. In addition to learning general procedures and assumptions of statistical techniques, classwork provides hands-on exposure to various software packages used in the field. This course prepares graduate students to appropriately handle real-world data, choose and apply the correct statistical techniques to examine data, interpret results of analyses, and convey results in written and oral deliverables [Course delivery: face-to-face (F2F) and synchronous virtual].

Group Dynamics

Group Dynamics graduate-level course emphasizes application of general principles and theories derived from teams' research to contemporary organizational problems. Using a student-centric approach, students facilitate discussions, engage in classroom exercises, and prepare short written summaries of team dynamics research. At the end of the course, students can differentiate between the major psychological theories relevant to group dynamics and are able to apply these theories in practice. Topics covered typically include group development and socialization, group structure, conformity and influence, conflict, social identity, commitment, power, leadership, performance, and decision-making [Course delivery: F2F, Hybrid].

Senior Seminar – Experimental Social/Industrial Organizational

Developed and led capstone course for completion of bachelor's 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 [Course delivery: Hybrid].

Industrial Psychology

Upper division, undergraduate psychology course focuses on the application of social psychology theories in the workplace. Main objectives include exposure to organizational psychology concepts and their application to business scenarios. Specifically, topics and student-centric assignments correspond with selection, performance appraisal, training, motivation and job attitudes, occupational health, work teams, and leadership [Course delivery: F2F, Hybrid, and Online].

Organizational Psychology

Upper division course that focuses on 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 incorporate theory and research through integrated class discussions, group activities, and learner centric modalities to facilitate critical analyses and comprehension of topic areas [Course delivery: F2F].

Research Methods

Research Methods and Design 1 focuses on the foundational concepts of research methodology in psychology. Topics included an introduction to the scientific method, qualitative and quantitative designs, APA formatting, and basic statistical techniques for obtaining descriptive statistics, correlations, *z*-scores, and *t*-tests estimates. [Course delivery: F2F, synchronous virtual, Hybrid, and Online].

PROFESSIONAL SERVICES & ACTIVITIES

University, College, Department

- Member of UKCOH CCR Review Board (2020 – 2023)
- Member of the UKCOH Graduate Student Award Committee (2020)
- Member of High-Impact Practices workgroup for Common Intellectual Experiences (2019)
- Lead for redesign of IO psychology graduate program website in coordination with UKCOH communications director (2019)
- Member of the Academic Program Review sub-committee, tasked to prepare Enrollment and Productivity portions of the Self Study Report (2019)
- Member of research methods redesign – Departmental Committee (2019)
- Faculty Guide with Office of Undergraduate Research – Explorers Program (2019)
- Guest Speaker for Psi Chi International Honor Society Induction Ceremony (2019)
- Member of Planning Committee for College of Health Game Day Event (2018, 2019)

Faculty Advisor for SHRM Student Chapter (2019 – present)

Supervised UWF student chapter of SHRM. Specifically, in connection with local SHRM chapters, facilitated creation of opportunities for students to demonstrate their IO/HR skills and knowledge in applied settings.

Community

- Be Ready Alliance Coordinating for Emergencies (BRACE) Volunteer Educator for Disaster Psychology Training (2020)
- Community English Program Volunteer with UWF International Affairs (2020)
- Junior Achievement Volunteer at Beulah Middle School, Pensacola, FL (2019)

Industry

Leadership:

Greater Pensacola SHRM Chapter, Chair of HR Certification Committee

Membership:

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, Society for Occupational Health Psychology, and Southern Management Association.

Ad hoc Reviewer:

- *Journal of Organizational Effectiveness: People and Performance* (2020)
- Academy of Management Annual Conference – Research Methods Division (2020)
- *The Australian Journal of Psychology* (2019)
- Society for Industrial-Organizational Psychology Annual Conference (2019)
- Sage Review Invite of textbook review: *A Field Guide to Research Methods*
- *International Journal of Stress Management* (2017)
- *Stress and Health* (2015)