

EMILY ROST

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EDUCATION

Virginia Polytechnic Institute and State University

M.S. in Industrial/Organizational Psychology – December 2020 (Advisor: Dr. Charles Calderwood)

Thesis: The Relative Effectiveness of Exercise Breaks on Resistance to Surface Acting Demands

Ph.D. in Industrial/Organizational Psychology – May 2022 (Advisor: Dr. Charles Calderwood)

Dissertation: The Association of Microbreaks and Work Performance: A Self-Determination Perspective

M.A. Data Analysis and Applied Statistics – May 2021

St. Mary's College of Maryland (SMCM)

Bachelor of Arts in Psychology and Spanish – May 2016

PUBLICATIONS

Rost, E. A., Glasgow, T. E. & Calderwood, C. (2021). Active today, replenished tomorrow? How daily physical activity diminishes next-morning depletion. *Applied Psychology: Health and Well-Being*, 13(1), 219-238.

Calderwood, C., Gabriel A. S., ten Brummelhuis, L. L., Rosen, C. C. & **Rost, E. A.** (2021). Understanding the relationship between workday physical activity and work-life balance: A within-person approach. *Journal of Applied Psychology*.

Hester, E. T., McEwen, A. M., Kim, B.-J., & **Rost, E. A.** (2020). Abundance, distribution, and geometry of naturally occurring streambank soil pipes. *Freshwater Science*, 39(4), 735-751.

EXPERIENCE

Research Scientist, Human Resources Research Organization July 2022-Present

- Coordinates situational judgement test development from item writing to item analyses
- Facilitates workshops with subject matter experts
- Conducts literature reviews to determine future research directions for clients

Assessment Project Intern, Spencer Stuart August 2021-July 2022

- Scored assessment transcripts using new methodology for hiring C-suite employees
- Provided thoughtful feedback on content and process when measuring executive intelligence

Graduate Researcher, Work Stress Recovery Lab, Virginia Tech August 2018-May 2022

PI: Dr. Charles Calderwood

- Conducted research about physical activity, performance, and recovery
- Mentored and trained undergraduate researchers in various research procedures

Instructor of Record, Virginia Tech August 2021-May 2022

- Developed lesson plans to interest and educate undergraduate students about research methods
- Constructed a four-phase project proposal to inform scientific knowledge processes
- Determined course policies, schedules, and exams from start-to-finish

Lead Collaborator, Statistics Applications and Innovations Group, Virginia Tech September 2019-May 2022

- Provided consulting services to graduate students and professors from various departments
- Brainstormed with other collaborators to develop statistical solutions

I/O Business Challenge Participant, Procter & Gamble

September 2021

- Conducted a practical job analysis structure and training strategy to promote skills development
- Developed a structured interview protocol for leaders to determine skills for various job functions

Human Resources Analytics Intern, Textron Systems

May 2021-August 2021

- Developed models to analyze employee compensation to determine raises without compression
- Analyzed employee compensation to ensure equity among racial and gender groups
- Implemented forecasting techniques to predict and prepare for employee turnover

Assessor, Jefferson County, AL

November 2020, August 2021

- Evaluated the performance of job candidates on structured interviews, work samples, and assessments
- Discussed discrepancies in ratings with other assessors to develop a final reported score

Graduate Assistant, Office of Strategic Analysis, Virginia Tech

August 2020-May 2021

- Combined datasets to observe patterns in financial aid over a ten-year period
- Conducted data cleaning processes for anomaly detection and unexpected aberrations in university data
- Used data visualization techniques to communicate trends in university data

Graduate Teaching Assistant, Department of Psychology, Virginia Tech

August 2018-May 2019

- Lead office hours to assist students with questions and expand upon concepts that remain unclear
- Managed class schedule and syllabus, including rearrangements due to extenuating circumstances

Research Coordinator, Johns Hopkins University School of Medicine

August 2016-June 2018

- Coordinated clinical trials and other study protocols under the direction of the principal investigator
- Actively recruited, consented, and enrolled participants under study protocol guidelines and criteria

CONFERENCE PRESENTATIONS

Rost, E. A., & Calderwood, C. (2022, April). *A new surface acting task used to explore the effects of exercise breaks on depletion*. In A. Casper (Chair), *New (methodological perspectives on job stress and employee well-being*. Society for Industrial and Organizational Psychology, Seattle, Washington.

Rost, E. A., Dosumu, F., Calderwood, C., Gabriel, A.S., Ten Brummelhuis, L.L., & Rosen, C.C. (2021, April). *The effects of weekend exercise on next-week job performance*. Poster presented at the Virtual Annual Meeting of the Society for Industrial and Organizational Psychology. [virtual due to COVID-19]

Rost, E. A., Glasgow, T.E., & Calderwood, C. (2020, October). *Active today, replenished tomorrow? How daily physical activity diminishes depletion*. In K. Merlo (Chair), *Why is work so hard? Exploring the role of work stressors on health and wellbeing*. Southern Management Association Annual Meeting. [virtual due to COVID-19]

Rost, E. A., Glasgow, T. & Calderwood, C. (2019, May). *Predicting inter-individual variability in daily student physical activity levels*. Association for Psychological Science, Washington, D.C.

Cunningham, A., **Rost, E. A., & Calderwood, C.** (2019, May). *A step in the right direction: Predicting employee recovery from daily workplace physical activity*. Association for Psychological Science, Washington, D.C.

COMMUNITY SERVICE / INVOLVEMENT

Personnel Testing Council Metropolitan Washington Vice President	January 2023-Present
Work, Stress, and Health Conference Planning Committee Member	November 2022-Present
Society for Industrial and Organizational Psychology Member	August 2018-Present
Graduate Student Representative, Virginia Tech	August 2019-May 2021
Student Transition Engineering Program (STEP) Academic Coach	June 2019-August 2019
Tennis Instructor, Baltimore Tennis Patrons	June 2017-May 2018

SKILLS

Software: Proficient in R, SPSS, Consensual Qualitative Research, Microsoft Office Suite and File Maker Pro
Experience in Python, MPlus, MatLab and RemLogic

Language: Proficient in Spanish