

MELISSA STIKSMA, M.A.

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1543 Pershing Drive, Unit A, San Francisco, 94129

Applied research scientist with expertise in well-being, decision-making, & mental health psychology.

EMPLOYMENT

Data analyst and report writer (repeating contract)

January 2020 to present

Heterodox Academy

- Contracted to analyze and write a public report on weighted national data from college students on their reluctance to speaking about controversial topics on college campuses
 - Solicited and acted upon stakeholder feedback, internally such as co-founder Dr. Jonathan Haidt, and externally such as journalists and university professors
 - Use SPSS and R to provide descriptive results and find statistically significant meaningful results in a time-effective manner
 - Created numerous data visualizations to aid understanding in report
 - Write a brief (6 page) [public-facing report](#) with academic and academic references to summarize and report on data collected in Fall 2019
- *Rehired in Summer 2020 to take lead* of the Campus Expression Survey project - improving upon measures selected, Qualtrics survey design, and data collection. Will be authoring an infographic report in Spring 2021.
- Working collaboratively with Executive Director, designers, Qualtrics staff, a graphic user interface team, and fellow researchers of various backgrounds

Data scientist – specializing in data management

January 2020 to present

Substance Abuse and Mental Health Services Administration ([SBIRT grant](#))

- Manage growing sensitive healthcare data of approximately 50,000 patients from 9 health care sites (ongoing data collection with 4)
 - Run and manage Python script to merge electronic health record data appropriately
 - Continuous Quality Improvement – identify errors in the dataset and resolve them (data cleaning) - use root cause analysis of the errors to identify improvements to surveys
 - Work as part of an integrated data team with weekly communication updates and additional meetings as necessary to resolve discrepancies
- Solely manage 14 Qualtrics comprehensive surveys that use advanced logic, creating displays of survey results, piping, and other advanced features
 - Resolve any data or survey needs that emerge
- Work directly behavioral health specialists and nurses administering the survey to understand and correct ongoing problems with the survey and resolve data errors
- Work in general with interdisciplinary group of healthcare professionals (psychology, nursing, social work, and health informatics) to support project goals such as scholarship

People Scientist

July 2019 to November 2019

Humu – an HR software startup focused on behavioral change

- Overall: applied behavioral science, analytics, and technology to help clients improve the workplace for employees' well-being, retention, and productivity

- Merged, cleaned, and coded complex datasets with demographic, human resource, personality, and psychological data
- Designed rigorous statistical analyses to address questions internally for our product as well as answer custom client questions
- Synthesized and communicated research insights to stakeholders through research decks presented at client meetings (with partner experience collaborators)
- Led a team for large-scale content generation to meet the needs of specific worker population (e.g., drivers of well-being, retention, and productivity for retail employees)
- Wrote scientific content in collaboration with content editors on a wide range of workplace topics (e.g., leadership, working in teams, communication, work-life balance)
- Collaborated on a daily basis with engineers, UX researchers, partner experience coworkers, sales team, marketing and design, and fellow People Science members

People Scientist Intern

June 2018 to August 2018

Humu – an HR software startup focused on behavioral change

- Synthesized large bodies of academic literature and industry statistics to develop white papers and presentations on 1) social networks analysis and its relation to organizational well-being and 2) what drive happiness and retention specifically for retail employees.
- Presented these internally to help inform the product

SCIENTIFIC CONSULTANT WORK

Merck Group & Rabin Martin (2016). Latent profile analysis of company measure of curiosity in employee and employer samples in China, Germany, and the United States. Prepared data, ran statistical analyses in Mplus, described profiles with relevant outcomes, prepared graphical representations for weekly phone call check-ins with client, and wrote final white paper report.

Time, Inc. (2016). Directly responsible for the construction and psychometric analysis of a novel five-dimensional scale of curiosity to assess consumers and advertisers' level of curiosity across all Time, Inc.'s products. Worked with data analysts and consultants, collected our own data, and participated in bi-weekly meetings with Time, Inc. representatives.

National Geographic (2015). Provided client with definition, related constructs, and measurement recommendations for program evaluation following a detailed literature review across disciplines, specifically for the content area of Observation and Responsibility. National Geographic used these recommendations in evaluating their museum programming.

SKILLS & TRAINING

Statistical programming – R, SPSS, MPlus, HLM, Python (novice)

Survey software and distribution – Qualtrics, SurveyMonkey, Mturk

Professional Training - “Applied Latent Class Analysis and Finite Mixture Modeling” - Todd Little’s Stats Camp (2016), *SafeZone Training* – maintaining safe environments for LGBT individuals

EDUCATION

Ph.D.	Expected 2021	George Mason University Industrial/Organizational Psychology (Two years in Clinical Psych PhD program 2015-2017)
M.A.	May 2015	Florida Atlantic University

Psychology (Personality & Social)

B.A. May 2013

Wilkes Honors College of Florida Atlantic University
Major in Psychology, minor in Anthropology**PUBLICATIONS**

Kuykendall, L., Craig, L., Stikma, M., & Guarino, K. (2020, in press). Understanding employees' unused vacation days: A social cognitive approach. *Journal of Occupational Health Psychology*.

Goodman, F. R., Kashdan, T. B., Stikma, M. C., & Blalock, D. V. (2019). Personal strivings to understand anxiety disorders: Social anxiety as an exemplar. *Clinical Psychological Science*, 7, 283-301.

Kashdan, T. B., Stikma, M. C., Disabato, D. J., McKnight, P. E., Bekier, J., Kaji, J., & Lazarus, R. (2018). The five-dimensional curiosity scale: Capturing the bandwidth of curiosity and identifying four unique subgroups of curious people. *Journal of Research in Personality*, 73, 130-149.

Goodman, F. R., Stikma, M. C., & Kashdan, T. B. (2018). Social anxiety and the quality of everyday social interactions: The moderating influence of alcohol consumption. *Behavior therapy*, 49, 373-387.

Kashdan, T. B., Goodman, F. R., Stikma, M., Milius, C. R., & McKnight, P. E. (2017). Sexuality leads to boosts in mood and meaning in life with no evidence for the reverse direction: A daily diary investigation.

Kashdan, T. B., Doorley, J., Stikma, M. C., & Hertenstein, M. J. (2017). Discomfort and avoidance of touch: new insights on the emotional deficits of social anxiety. *Cognition and Emotion*, 31, 1638-1646.

CLINICAL EXPERIENCE

Center for Psychological Services, George Mason University, Fairfax, VA August 2016-May 2017
Psychotherapist, Psycho-diagnostic evaluator

Conduct structured and semi-structured psychodiagnostic interviews. Provide weekly psychotherapy using Cognitive Behavioral Therapy (CBT) to children, teenagers, and adults with social anxiety, generalized anxiety, and PTSD. Consult with psychiatrists, physicians, school counselors, and parents to coordinate treatment. Conduct comprehensive psycho-educational assessments including diagnostic evaluations for Autism Spectrum Disorders, Attention-Deficit/Hyperactivity Disorder, Learning Disorders, and other socioemotional disorders in children, adolescents, and adults. Provide assessment reports, feedback, and clinical recommendations.

Available via email: list of funded research grants (e.g., Principal Investigator of an NSF grant #1414879), invited talks, 11 undergraduate courses taught, and conference presentations and posters