

Kristi L. Eustice, MC
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Education

- 05/2016 **Arizona State University, Tempe, AZ, USA**
- Master of Counseling (CACREP-accredited; Research-track)
 - *Thesis: Sociocultural Facets of Asian International Students' Drinking Motives in the College Context: Examining Social Norm Perception, Language Discrimination, and Need to Belong*
 - Advisor: Dr. Alisia (Giac-Thao) Tran
- 12/2010 **Arizona State University, Tempe, AZ, USA**
- Bachelor of Arts, Psychology
 - Minor in Women and Gender Studies
 - Summa Cum Laude (GPA: 3.90)

Professional Experience

- 12/2020 – present **Senior Research Analyst, Morrison Institute for Public Policy**
Arizona State University
- Design, coordinate, and conduct research in Morrison Institute's seven focal areas (water, education, governance, changing demographics, economic growth, criminal justice, human services, and health)
 - Collect documents and compile data from various sources (government agencies, universities, libraries, internet, non-profit research organizations, etc.)
 - Conduct key informant interviews and facilitate focus groups
 - Analyze interview, focus group, and survey data and synthesize key findings
 - Analyze and produce written summaries of quantitative and qualitative data
 - Write research-based reports, briefs, and blogs that effectively communicate data and policy options to target audiences and the public at large
 - Assist in editing research products in preparation for publication
 - Collaborate with funders, academic and industry partners, and policy makers to build and facilitate substantive partnerships
 - Project management to manage and meet deadlines, including assisting with organizational, scheduling, and logistical needs for research
 - Supervise graduate research assistant
- 03/2020 – 12/2020 **Assistant Director, University Office of Evaluation and Educational Effectiveness (UOEEO)**
Arizona State University
- Assisted Senior Director in leadership of the office
 - Lead a program evaluation team that designed, coordinated, and conducted a suite of 30+ grant-sponsored program evaluation projects, with a focus on education and outreach objectives
 - Supervised, trained, and evaluated professional and/or student staff
 - Managed all aspects of sponsored evaluation projects, including setting tasks, scheduling, and coordinating with team members
 - Developed evaluation plans, timelines, and budgets
 - Prepared, reviewed, and submitted studies for Institutional Review Board review
 - Selected, developed, and recommended evaluation methodologies, data collection protocols, and data analysis/statistical procedures
 - Provided support for institutional research and evaluation projects, as needed
 - Managed and conducted data collection, including surveys, interviews, focus groups, document reviews, and observations
 - Analyzed, interpreted, and compiled quantitative and qualitative data
 - Planned, coordinated, wrote, and reviewed technical evaluation reports that synthesized data

from multiple sources, summarized results, and presented recommendations for program improvement

- Used data management systems to track project planning, implementation, and reporting
- Monitored progress toward institution- and program-level goals and recommended strategies for achieving goals
- Liaised with internal and external constituents to plan and manage all phases of evaluation projects
- Oversaw development and refinement of tools and processes to support evaluation projects and increase internal capacity and efficiency
- Worked with faculty and staff to develop proposals for external funding, including bio-narratives, measurable objectives, project evaluation design specifications, and budgets
- Tracked and managed proposal submissions to various federal and private agencies, such as the Department of Education, National Science Foundation, and Kern Family Foundation
- Completed special projects and complex administrative functions, as needed
- Oversaw monthly billing procedures and budget record-keeping

07/2018 – 03/2020

Management Research Analyst, UOEEE

- Served as research analyst on 15 grant-funded projects
- Determined appropriate evaluation methodology and analyses
- Conducted evaluation planning and development of project logic models
- Facilitated project management and regular communication with PI(s) and project leadership
- Developed and facilitated collection of evaluation surveys
- Developed and facilitated semi-structured interviews and focus groups with project stakeholders
- Collected data via multiple methodologies (e.g., surveys, interviews, focus groups)
- Facilitated data management and cleaning using Excel and/or SPSS
- Conducted quantitative data analysis using SPSS (e.g., descriptives, *t*-tests, ANOVA, regression)
- Conducted qualitative data analysis (e.g., thematic coding)
- Managed and analyzed cross-year participant data
- Synthesized multiple data sources, as appropriate, into reports with comprehensive findings
- Authored evaluation reports to provide a summation of findings, including actionable recommendations to PI(s) and project stakeholders
- Maintained detailed records of project status and progress
- Monitored project expenditures regularly
- Provided evaluation information and resources to potential PIs at university events
- Consulted with potential/previous stakeholders on evaluation methodology and data analysis
- Developed and iterated on internal processes to increase efficiency and capacity
- Provided mentorship and guidance to a UOEEE graduate research intern
- Provided input on the selection, hiring, and supervision of graduate research aide
- Co-facilitated the annual President's Award Proposal Writer's Workshops
- Co-presented at annual Social Embeddedness Conference
- Prepared evaluation materials for numerous grant proposals
- Developed department survey quality assurance process and documentation
- Recipient of the SUN Award in Dec. 2018

**Positions were part-time and/or involved time-bound contracts*

08/2016 – 06/2018*

Executive Assistant to Dr. Patricia Arredondo (President)

Arredondo Advisory Group, Inc. (Organizational Diversity Consulting)

- Managed numerous organizational tasks and projects simultaneously
- Communicated with clients about services, needs, and delivery logistics
- Prepared materials for professional writing tasks, speaking engagements, consultations, and workshops/presentations – e.g., conducting literature reviews, compiling findings and presenting in a palatable way, developing PowerPoint presentations, APA formatting
- Managed business finances including tax documentation and service reimbursement
- Facilitated and manage administrative tasks as needed

Research Experience

08/2016 – 07/2018*

Research Professional (CITI-certified; exp. 2021)

Dr. Steve Graham, Arizona State University

Mary Lou Fulton Teacher's College

Independent Contract with Arizona State University (08/2017 – 08/2018)

- Assisted with data entry and management in a mixed-methods study of choice in writing
- Co-facilitated in-classroom data collection at Arizona State University
- Completed large-scale meta-analysis searches using online scholarly publication databases
- Coded and entered data from articles retrieved

Independent Contract with Texas A&M (01/2017 – 06/2017)

- Data analysis/scoring of K-3 student projects for quality and frequency of literacy elements
- Developed qualitative coding rubric and guidelines

Independent Contract with CAST Universal Design for Learning (08/2016 – 12/2016)

- Assisted with data analysis/management of K-12 literacy projects
- Co-developed qualitative coding scheme for project “quality”

05/2014 – 12/2017*

Project Manager/Graduate Research Assistant

Dr. Alisia Tran, Tran Ethnic and Minority Psychology and Experiences (TEMPE) lab, Arizona State University, Counseling and Counseling Psychology

Project Manager (05/2016 – 12/2017), *Foul Play: Implicit Biases Against Student-Athletes*

- Co-PI on grant from the Global Sports Institute (GSI)
- Weekly reporting to PI; interim and progress reporting to the GSI
- Managed research team of 10 undergraduate, graduate, and professional RAs
- Study development including extensive literature review
- Managed IRB approval submission and modification processes
- Addressed participant concerns in a timely manner
- Developed online survey using Qualtrics including advanced skip logic and randomization
- Constructed materials for Implicit Association Task (IAT) using Adobe photoshop
- Developed in-lab study protocol and training guides according to best practice
- Trained RAs on in-lab study protocol
- Facilitated pilot testing including extensive quality assurance and statistical examination
- Organized and executed recruitment efforts
- Managed and facilitated online and in-lab data collection
- Completed weekly and monthly data monitoring
- Executed statistical analyses using E-prime and SPSS 24.0
- Experience with syntax-based coding using SPSS 24.0
- Coordinated the distribution of funds to participants
- Collaborated with university financial officers
- Dissemination of results, multiple manuscripts in process

Graduate Research Assistant (05/2014 – 05/2016)

- Completion of master's thesis ($N = 213$) including extensive literature review, translation of survey, community-based recruitment, and advanced online data collection using Qualtrics
- Supervised and mentored Barrett undergraduate completing honor's thesis
- Data recruitment for GREAT-2 project

06/2014 – 11/2017

Assistant Researcher

Dr. Gulsah Kemer's Lab, Arizona State University (currently at Old Dominion University)

- Compiled detailed recruitment contact lists using Excel
- Assisted with outreach, data collection, and content analysis
- Co-author on professional presentation at ACES conference

07/2013 – 07/2016

Instructional Aide

Dr. Carol Connor, ASU Institute for the Science of Teaching and Learning, Individualizing Student Instruction (ISI) Lab

- Analyzed/coded video of literacy classroom instruction
- Established/maintained reliability in multiple coding systems
- Administered literacy assessments to K–5 students
- Scoring, checking, and inputting data using FileMaker Pro Software

08/2010 – 05/2012

Lab Co-Manager/Research Assistant

Dr. William Corbin, ASU Dept. of Psychology, BARCA Lab

Lab Co-Manager (01/2012 – 05-2012)

- Scheduled and managed participants
- Scheduled, managed, and trained research assistants
- Provided feedback, ideas, and written material for grant proposal to the NIH

Research Assistant (08/2010 – 12/2011)

- Screened participants over the phone to determine eligibility
- Assisted with data collection for an alcohol administration study

Publications (refereed)

Graham, S., Aitken, A. A., Camping, A., Harris, K. R., **Eustice, K. L.**...Ng. C. (in press). Do Children with Reading Difficulties Experience Writing Difficulties? A Meta-Analysis. *Journal of Educational Psychology*.

Tran, G. T. T., **Eustice, K. L.**, Mintert, J., Lam, C., Holzapfel, J. (in review). Perceptions of Peer Mental Health: Impact of Race and Student-Athlete Status. *Submitted to the Journal of American College Health*.

Tran, G. T. T., Park, J., & **Eustice, K. L.** (in review). You are what you speak? Language discrimination and regard of Asian international students. *Submitted to the Journal of Studies in International Education*.

Kemer, G., **Eustice, K. L.**, & Luby, M. L. (2017). An examination of master's level practicum and internship evaluation forms. *Counseling Outcome Research and Evaluation*, 8(2), 105–120.

Professional Presentations

Aoki, S., **Eustice, K. L.**, & Tran, A. T. (2017, August). *The mental health costs of perceived language discrimination among Asian international students*. Poster Presentation at the 2017 American Psychological Association (APA) annual convention, Washington, D.C. * **awarded 3rd place in Division 52 student first-authored poster contest**

Eustice, K. L., Hwang, B. J., Tran, A. T., Aoyagi, K., Yeh, J., & Qiu, F. (2016, November). *Diverse experiences of Asian international students: Fostering diversity and inclusion at ASU*. Presentation at the ASU Committee for Campus Inclusion Diversity and Inclusion Education Conference, Tempe, AZ.

Eustice, K. L., Holzapfel, J. L., & Tran, A. T. (2016, August). Perception matters: The importance of public regard. Research symposium presentation in *Diverse Perspectives on Understanding Marginalization Causes, Experiences, and Implications* (Chairs: J. S. Mintert and A. T. Tran) presented at the 2016 American Psychological Association (APA) annual convention, Denver, CO.

Eustice, K. L., & Tran, A. T. (2016, August). *Sociocultural Facets of Asian International Students' Drinking Motives in the College Context: Examining Social Norm Perception, Language Discrimination, and Need to Belong*. Poster Presentation at the 2016 Asian American Psychological Association (AAPA) Conference, Denver, CO.

Luby, M. L., **Eustice, K. L.**, Cox, C. C., Kemer, G. (2015). *Evaluating Counselor Trainees in Master's Level Practicum and Internship: The Necessity of Standards in the Fundamental Competency Areas*. Professional presentation at the biennial Association for Counselor Education and Supervision (ACES) Conference, Philadelphia, PA.

Memberships/Scholarly Societies

- 01/2016 – 01/2017 **American Psychological Association of Graduate Students** (*Member*)
- 11/2015 – 11/2016 **ASU Counseling and Counseling Psychology Social Justice League** (*Member/Volunteer*)
- 01/2014 – 05/2016 **ASU Master of Counseling Student Organization (MCSO)**
Co-Chair (08/2014 – 08/2015), Member (01/2014 – 05/2016)
- Planned and organized student events including the Masters and Doctoral hooding ceremony, internship fair, new student orientation, and social events for faculty/students
 - Planned and facilitated dept.-wide fundraising events
 - Student representative at department faculty meetings
- 01/2015 – 05/2016 **ASU Master of Counseling Student Advisory Committee** (*Coordinator/Secretary/Member*)

Grants

- 05/2016 Global Sports Institute, Arizona State University, Research Grant (\$19,998)
- 02/2016 Arizona State University, Counseling and Counseling Psychology, Travel Grant (\$250)
- 10/2015 Arizona State University, Counseling and Counseling Psychology, Travel Grant (\$250)
- 10/2015 Arizona State University, Graduate Professional Student Association, Travel Grant (\$825)

Honors

- 12/2018 ASU SUN Award Recipient
- 04/2016 Master of Counseling Outstanding Student Award (\$1,000)
- 04/2015 Nominated for the Faculty Women's Association Distinguished Graduate Student Award

Licensure and Certification

- 06/2016 **National Certified Counselor (NCC); ID: 682169**

References

References available upon request