

Evan Schmiedehaus

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Professional Summary

Creative instructor and instructional designer focused on establishing an effective learning environment wherein students can comfortably engage with course materials, access new concepts and ideas, expand and challenge an existing base of knowledge, and ultimately flourish as individuals and professionals. Additional experience building dynamic and successful teams and strategies within Fortune 500 companies, nonprofit organizations, and government agencies. Fosters values of team connectivity, engagement, growth, and fulfillment while pursuing individual and organizational goals and higher purpose.

Skills

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| <input type="checkbox"/> Instruction & teaching | <input type="checkbox"/> Change management |
| <input type="checkbox"/> Course design | <input type="checkbox"/> Executive & operational leadership |
| <input type="checkbox"/> Learning initiatives | <input type="checkbox"/> Project and budget management |
| <input type="checkbox"/> Research design and administration | <input type="checkbox"/> Strong written and verbal communicator |
| <input type="checkbox"/> Leadership development | <input type="checkbox"/> Word, Excel, PowerPoint, Qualtrics, Peoplesoft |
| <input type="checkbox"/> Organizational development | <input type="checkbox"/> Canvas, Blackboard, Success Factors, SPSS |
| <input type="checkbox"/> Qualitative and quantitative data analysis | |

Academic Experience

2021 – Present Texas State University | Philosophy & Ethics | Assistant Professor of Instruction

- Courses taught: 1305 - Philosophy & Critical Thinking; 1320 - Ethics & Society (Social and Political Philosophy)
- Introduce syllabus with measurable learning objectives. Facilitate classroom dialogue and student learning experience. Evaluate student coursework and provided relevant feedback. Hold regular office hours to assist with learning concerns and student needs. Selected as instructor of record for future courses. Key concepts examined include philosophical reasoning, applied ethics, ethical problem-solving, critical-thinking, and metacognition.
- Extensive experience with asynchronous, hybrid, and in-person course design and instruction.

2021– Present Texas State University | Psychology Researcher (Interdisciplinary team)

- Lead author and researcher for multiple studies. Collaborate with other researchers to establish project structure, designate responsibilities, and ensure timely completion of all tasks. Frequently used tools include Kuali, SPSS, Google Sheets, Google Docs, and Excel.
- Published manuscripts include, The great resignation in higher education: An occupational health approach to understanding intentions-to-quit for faculty in higher education (2023), The Ongoing Mental Health Plight of Depressed College Students: Clinical Recommendations and the Importance of Early Screening and Detection (2023), and Faculty mental health and compassion fatigue: A call to the profession, a call to the institution (2023). My most recent manuscripts, Not Just a Full-Time Problem: A Comprehensive Approach to Understanding Intentions to Quit for Working College Students (2024) is currently in peer-review, and Social Dominance Orientation, Sociopolitical Attitudes, and Beliefs on Current Political (2025), is currently in desk review.

2024 – Present Austin Community College (ACC) | Psychology Adjunct Professor

- Courses taught: PSYC 2319 – Social Psychology
- PSYC 2314: Human Growth & Development (summer 2024)
- Designed and implemented syllabus with measurable learning objectives. Facilitate all aspects of student learning experience. Evaluate student coursework and provide actionable and relevant feedback. Host regular office hours to assist with learning concerns and student needs. Work closely with multiple students who have requested various learning accommodations. Key concepts examined include social perception, social relations, attitudes, group processes, aggression, attraction, conformity, and dissent.

2022– 2024 University of Texas LBJ School of Public Affairs | Sr. Leadership & Org. Development Instructor

- Designed and delivered leadership and organizational development curriculum and resources to various organizations, including County, Municipal, and more than 200 state agencies.
- Incorporated adult learning principles and industrial and organizational psychology insights into curriculum.
- Instructed on a wide range of leadership and OD topics including, change management, project management, strategic planning, communication, emotional intelligence, team building, critical-thinking and problem-solving, budgeting, construction planning, conflict resolution, ethics, organizational well-being, and role specific competencies.
- Coached and mentored executive and mid-level leaders.
- Due to the Covid-19 pandemic, most of the courses I designed and instructed were taught either online asynchronously or in-person, via Zoom.

Consulting Experience

2015 – 2022 Grow Flourish Lead | Director - Leadership, Learning, & Organizational Development

- Consulted on selection and implementation of educational platforms and methods. Refine existing systems so that organizational learning objective are realized.
- Introduced customized educational and leadership training programs emphasizing organizational purpose, values, subjective well-being, and ethics for regional and national organizations.
- Directed system and process optimization initiatives including goal setting and strategic planning, fiscal control refinement, staffing solutions, employee performance reviews, stakeholder connectivity programs, and corporate social responsibility oversight.
- Conducted organizational audits including, financial review, systems analysis, communication audits, team member subjective well-being and morale surveys.
- Facilitated mediation, conflict resolution, and negotiations.

2018 UFCU & St. Edwards University | Internship Program Development Leader

- Designed and developed UFCU internship program in partnership with St. Edwards University.
- Collaborated with all stakeholder groups to incorporate their needs and interests into program design and implementation.
- Developed all program resources including training materials, legal documents, evaluations, and a comprehensive toolkit.

- Consulted during program implementation.

Organizational Experience

2010 – 2016 Whole Foods Market Austin, TX | Director of Operations – Top 10 and All-Star Awards

- Led most profitable store in the company 2011 and 2012, with annual sales of 62 million.
- Formulated and implemented fiscal controls and strategic change plan.
- Project lead for a 20-million-dollar renovation and relocation initiative.
- Selected and trained more than 30 new leaders and executives for the Southwest Region.
- Created and implemented hiring process designed to simplify applicant experience while identifying best candidates to support organizational objectives.
- Introduced new construction and capital expenditure program adopted company wide.

2010 Whole Foods Market Boca Raton, FL | Director of Operations – TOP 10 and ALL STAR

- Led most profitable store in the company 2010, with annual sales of 70 million.
- Created new hiring method to attenuate the effects of region-wide attrition concerns.
- Directed regional customer engagement program incorporating qualitative research methods while generating actionable insights. Program was attributed a 50% increase in overall customer satisfaction.
- Remodeled entire store and expanded to a 55,000 ft² footprint (largest in region).
- Met with Florida representatives and senators in Washington DC during FTC merger hearings.

2005-2010 Whole Foods Market Aventura, FL | Director of Operations – TOP 10 and ALL STAR

- Led most profitable store on the East Coast four years running, with median sales of 58 million.
- Served as regional leadership liaison, coaching, and developing more than 30 leaders during Florida expansion.
- Developed in-store regional test kitchen; recognized nationally for recipe and healthy eating innovations.
- Partnered with local vendors and church groups to build the Liberty City Food Bank.

2001– 2003 Whole Foods Market Chicago, Illinois | Global Grocery Coordinator – ALL STAR

- Directed strategic supply chain & purchasing initiatives, yielding 10 million dollars in annual savings.
- Designed and opened new regional grocery distribution facility (largest in the company).
- Selected and trained 6 new executive regional buyers and associate coordinators.
- Orchestrated first global vendor summit, yielding new vendor friendly protocols, deeper manufacturer discounts, and robust profit margins.

Education

M.A. Ethics & Applied Philosophy; M.A. Minor Psychology | *Texas State University (4.0)*

- 2015** Certificate: Mediation – *Austin Dispute Resolution Center*
2015 Certificate: Negotiations – *University of Texas*
2015 Certificate: Applied Positive Psychology - *Flourishing Center, New York*
2015 Certificate: Positive Psychology – *University of North Carolina, Chapel Hill*
2015 Certificate: Life Coaching – *Happy Whole Human Institute*

Publications

Leadershipandreasoning.com – Author – (www.leadershipandreasoning.com)

Schmiedehaus, E., Cordaro, M., Perrotte, J., Stern, M., Dailey, S., & Howard, K. J. (2023). The Great Resignation in higher education: An occupational health approach to understanding intentions-to-quit for faculty in higher education. *Teaching and Teacher Education*, 123, e103992. <https://doi.org/https://doi.org/10.1016/j.tate.2022.103992>

Schmiedehaus, E. E., Snyder, E., Perrotte, J. K., Deason, R. G., Howard, K. J., & Cordaro, M. M. (2023). The ongoing mental health plight of depressed college students: Clinical recommendation and the importance of early screening and detection. *Issues in Mental Health Nursing*, 44(6), 562–570. <https://doi.org/https://doi.org/10.1080/01612840.2023.2215866>

Cordaro, M. M., Howard, K. J., Schmiedehaus, E., & Dailey, S. L. (2023). Faculty mental health and compassion fatigue: A call to the profession, a call to the institution. *Journal Of Workplace Behavioral Health*.
<https://doi.org/https://doi.org/10.1080/15555240.2023.2292120>

Conferences

Texas State University Dialogue Series: (2024) *Social Dominance Theory, Sociopolitical Belief, & Political Decision-Making*

Texas State University Dialogue Series: (2021) *Resisting Arrest: Narratives About What Triggers Police Violence*

Texas State University Dialogue Series: (2020) *The Constituent Parts and Affections of Anti-Intellectualism*

Directors of Volunteer in Austin: (2019) *Flourishing Organizations*

Volunteer Work

Texas Harm Reduction: Community volunteer

Save Barton Creek Association: Community volunteer

Food For The Poor: Fundraiser and award recipient

Hopewell Community Outreach: Community AIDS testing outreach

American Red Cross: Community volunteer

San Antonio Youth Gang Outreach: Community Volunteer

