

Anne Walters, PhD, MPA

Midlothian, VA | 901-484-7850 | annewalters@vt.edu

PROFESSIONAL EXPERIENCE

Institute for Policy and Governance

Richmond VA

Applied Research Associate

2024-Present

- Co-Investigator for the Virginia Behavioral Health Language Needs Assessment research program which evaluates language access needs in Community Service Boards in Virginia.
- Co-Investigator for CivilianLEAD – A leadership development program with Virginia State Police’s Bureau of Administrative and Support Services.
- Managed delivery of the Leadership and Management Pathways Program for the Virginia Center for Behavioral Rehabilitation
- Provides Instruction and facilitation for the Virginia Public Sector Leaders program

Virginia Tech School of Public and International Affairs

Richmond, VA

Lead Data and Fiscal Analyst

2022-2023

- Advised Principal Investigator (PI) and research associates in designing evaluation methodologies, data collection, analysis, reporting, visualization, and data storage in accordance with Institutional Review Board protocols.
- Managed sponsored research program for the Virginia Center for Behavioral Rehabilitation that developed the VCBR 2023-2028 Strategic Plan based on employee engagement and input.
- Facilitated workforce leadership and management development workshops for the Virginia Public Sector Leaders Program, employing teaching techniques for adult learners.
- Designed research protocols and conducted qualitative and quantitative data collection and analysis.
- Collaborated on research proposals for state agencies including developing research protocols and plans.

Pacific Rim Design and Development

Shingletown, CA (remote work)

Advisor

2021-2022

- Advised company as it developed clean technologies designed to help achieve net-zero greenhouse emissions by 2050.
- Designed action plan to commercialize carbon capture and sequestration technologies which transform carbon captured from smokestacks into commercially viable and environmentally friendly byproducts.
- Translated advanced chemistry processes into understandable concepts in order to explain the large environmental impact possible through the company’s technology.
- Developed stakeholder communications plan to increase company recognition and visibility.
- Collaborated with team to develop company protocols, management practices, and evaluate company's organizational culture and goals.
- Partnered with industry experts, university researchers, and government leaders from the National Oceanic and Atmospheric Administration to conduct research, share findings, and develop environmental solutions.

Brigham Young University (BYU)

Provo, UT (remote work)

Adjunct Professor

2020

- Taught Principles of American Politics to undergraduate students.
- Developed and prepared course materials for online synchronous delivery.
- Provided written and oral feedback and mentoring to students.
- Received a 4.6/5.0 Student Course Rating.

Virginia Polytechnic Institute & State University (Virginia Tech)

Alexandria, VA

2015-2019

Position: Managing Editor for *Administration & Society*

- Hand-picked by Editor-in-Chief to coordinate in the publishing of 10 journal issues per year that provided expanded knowledge in the field of public administration.
- Managed the journal's production by reviewing over 300 article submissions per year, recruiting peer reviewers, and supporting authors through the submission and publication process.
- Managed social media accounts associated with the journal and promoted authors and articles on Twitter.
- Prepared an annual publication report detailing the journal's impact and presented findings to the Editorial Board.

Position: Graduate Teaching Assistant

- Designed and co-taught undergraduate and graduate classes at Virginia Tech.
- Developed curriculum, curated reading selections, and created rubrics to evaluate student performance.
- Graded and edited student papers and delivered written and in-person feedback to students.

Position: Graduate Research Assistant

- Supported six senior faculty members in various research and development projects over course of two years.
- Coordinated with faculty in the development of two undergraduate programs in the School of Public and International Affairs (SPIA) that supported and aligned with the Virginia Tech Beyond Boundaries strategic initiative. Activities included researching competing programs, analyzing administrative data, developing recommendations, and briefing senior faculty and staff members.
- Managed the development of digital marketing to promote the Public Administration/Public Affairs program in SPIA.
- Collaborated with faculty on research projects by gathering and analyzing both quantitative and qualitative data; Research activities included annotated bibliographies, literature reviews, document analysis, drafting of codes, cleaning data sets, and regression analysis. Project results were published in academic journals and presented at national and international conferences.

Office of U.S. Senate Majority Leader Harry Reid
Staff Assistant, Grants and Special Projects

Washington, DC
2011-2014

- Facilitated relationships between the federal government and constituents, state governments, local governments, and tribal governments as they applied for a wide variety of federal grants.
- Communicated with heads of federal agencies in support of constituent groups through formal correspondence.
- Engaged with community groups, state and local government entities, and constituents to identify specific needs and legislative priorities.
- Promoted targeted federal grant programs within identified communities to increase the overall amount of grant aid disbursed to Nevada.
- Created digital deliverables for constituents including *The Private Foundation Directory*, and *The Guide to Getting Grants*.
- Researched, analyzed, and drafted legislation.

Shelby County Department of Housing
Housing and Community Development Fellowship

Memphis, TN
2010-2011

- Applied administrative procedures and practices related to the Lead Hazard Control Program through analysis of client applications, program review procedures and outreach processes.
- Processed over 200 applications to LHC program, overcoming a six-month backlog created by a gap in funding.
- Analyzed public health data to identify medically vulnerable children with elevated lead blood levels and recruit their economically vulnerable parent/guardian to receive program services.
- Assisted university researchers in drafting the program evaluation report of the Lead Hazard Control Program to provide feedback on program gaps, successes and weaknesses, and performance measurement benchmarks established nationally by HUD.

EDUCATION

Ph.D., Public Administration and Public Affairs, Virginia Tech

December 2019

Dissertation: *The Impact of Advocacy Groups in Facilitating Policy Diffusion to Pass Paid Sick Leave Laws in New Jersey.*

M.P.A., University of Memphis

May 2011

Concentration: Public Management

B.A., Humanities, Brigham Young University (BYU)

August 2007

Concentration: Music