

Kirsten Calloway

Connecticut | 860-997-6590 | kirsten.l.calloway@gmail.com | linkedin.com/in/kirsten-calloway | github.com/kirstencalloway

Professional Summary

Emerging data scientist, scholar, and master's candidate at Howard University, bridging positive psychology, data science, and digital humanities to design inclusive futures. My research critically examines whose experiences get centered in psychological science—and whose get left out—with a focus on identity complexity, representation gaps, and ethical AI development. I unite quantitative rigor with humanistic inquiry on belonging and resilience. Preparing for doctoral studies amplifying mixed-race and neurodivergent voices through context- and identity-conscious research.

Work Experience

Senior Analyst, Fleet Asset Management | Eversource Energy | Connecticut | May 2025 - Present

- Lead fleet projects, process improvement initiatives, using structured problem-solving methods to add sustainable value.
- Independently collect and interpret data using Chevin Fleetwave, Excel, WEX Clearview, and Power BI to develop performance measures and targets.
- Lead efforts to redesign processes and procedures, demonstrating advanced analytical skills and creative solution planning.
- Ensure accuracy and integrity of data; provide insights through presentations, models, and written reports to management.
- Coach and mentor colleagues on measurement methods, improvement principles, and communication tools.

Analyst, Fleet Operations | Eversource Energy | Connecticut | May 2022 - May 2025

- Applied data analysis and predictive modeling (Power BI) to translate complex datasets into actionable insights.
- Resolved data quality issues across 500,000+ records, improving organizational performance metrics accuracy.
- Led cross-functional initiatives requiring stakeholder alignment, collaborative problem-solving, and systems thinking.
- Mentored colleagues and co-led Business Resource Group focused on inclusive workplace culture and advocacy.

Projects

Character Strength Patterns Across Racial Groups | Howard University Research (In Progress)

- Analyzing VIA Institute data (n=7,047) examining character strength patterns across racial groups using QuantCrit methodology.
- Found Hope shows strongest correlation with resilience ($r=.459$); constellation analysis reveals Spirituality, Gratitude, and Hope in Monoracial Black top 10 but absent from White and Biracial constellations.
- Applying context- and identity-conscious approaches to challenge assumptions that white-sample findings generalize to all populations.

Multiracial Identity, Character Strengths, and Resilience | UPenn MAPP Capstone (Manuscript in Preparation)

- Conducted cross-sectional study using VIA Character Strengths Survey, Brief Resilience Scale, and Multiracial Pride Subscale.
- Identified divergent constellations: Hope predicts resilience; Gratitude, Forgiveness, Honesty, and Perspective predict Multiracial Pride.

Publications

- Mahlobo, C. T., Cotter, K. N., Kirk, S., Delizia, M. R., Aldawsari, N., Calloway, K., Lancaster, K., Rossano, J., & Pawelski, J. O. (2025). Exploring Black American Flourishing Through the Arts and Humanities: A Scoping Review. *Empirical Studies of the Arts*, 44(1), 256-301. <https://doi.org/10.1177/02762374251320815>

Skills

- **Programming:** Python, R, SQL, Scikit-learn, Pandas, NumPy
- **Machine Learning:** Linear/Logistic Regression, K-Nearest Neighbor, Tree-Based Methods, Supervised/Unsupervised Learning
- **Visualization:** Power BI, Tableau, Matplotlib, Seaborn, Flourish, ArcGIS, StoryMap JS, Timeline JS, Scalar
- **Research:** Mixed Methods, Triangulation, Multiple Regression, Survey Methodology, Statistical Analysis, Data Management

Education & Certifications

Howard University | Washington, D.C. M.S. Applied Data Science and Analytics | Expected May 2026

University of Pennsylvania | Philadelphia, PA M.A. Applied Positive Psychology | May 2023 | GPA: 3.96 | Capstone with Distinction

University of Pennsylvania | Philadelphia, PA B.A.A.S. Individualized Studies | Dec 2021 | Summa Cum Laude (4.0)

Certification: Responsible Conduct in Research | December 2025