

# Dan Kappus

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<b>Skills Summary</b>	<i>Teach, communicate, and persuade using a wide variety of tools and techniques; successfully navigate a cross-cultural environment (Spanish/English); apply knowledge of social science research methodology, both qualitative (ethnography) and quantitative (statistics); tailor comprehensive knowledge of complex rules, laws, and regulations to real-life problems.</i>
<b>Tools Summary</b>	<i>Basic familiarity with HTML/CSS, gnucash, bash, Linux, Filemaker, MySQL, PHP, Perl, vi, SPSS. Advanced user of Access and Microsoft Office</i>

## Professional Experience

Wage and Hour Technician **US Department of Labor (Nashville, TN)** *January 2011-present*

Wage and Hour Investigator **US Department of Labor (Nashville, TN)** *July 2009-January 2011*

- Through interviews and site visits, investigated alleged violations of regulations and laws mandating minimum wage and overtime, i.e. 29 USC § 200 et seq, 29 CFR 500-899.
- Under general supervision, conducted investigations of agricultural employers under H2A of Immigration and Nationality Act and the Migrant and Seasonal Worker Protection Act.
- Through document review and interviews, ascertained whether employers complied with the Family and Medical Leave Act (FMLA).
- Negotiated payment of hundreds of thousands of unpaid wages legally due employees, and other equitable relief, such as job restoration. Won pledges of compliance from violators of laws. Consulted with subjects of investigation about future compliance strategies.
- Used empathy and tact to answer thousands of phone inquiries for technical assistance and requests for enforcement.
- Delivered frequent outreach presentations to Mexican consular events.
- Completed more than six weeks of classroom training on the Fair Labor Standards Act.

Master's Degree Candidate **Illinois State University (Normal, IL)** *May 2008-May 2009*

- Developed relationships and interviewed more than 40 ethnographic informants
- Constructed report from disparate statistical and ethnographic sources
- Maintained, coded, and analyzed extensive field notes of ethnographic observations

Teaching Assistant **Illinois State University (Normal, IL)** *September 2006-May 2008*

- Tutored, graded, and presented material for Global Social Problems and Social Psychology, large entry level courses, and sections of a smaller, upper-level course, Research Methods

Program Specialist **US Department of Agriculture (San Francisco)** *October 2004- September 2006*

- Evaluated State management of school nutrition programs worth hundreds of millions of dollars
- Wrote management briefings and reports reflecting evaluation results
- Explained complex program rules, federal regulations, and applicable laws
- Ensured that recipients of Federal monies obeyed grant requirements
- Maintained sensitive relationships with State government counterparts

Health Educator **Peace Corps (Dominican Republic)** *September 2001- October 2003*

- Led team of volunteers in construction of chicken coops and sanitary latrines
- Increased community organizational capacity through the training of leaders
- Presented educational workshops about basic sanitary practices and HIV prophylaxis
- Applied for and administered a small grant from the US Agency for International Development (USAID)

System Administrator **SquareTrade, Inc. (San Francisco, CA)** *February 2000-January 2001*

- Managed desktop support services for 65 users
- Configured and monitored production email servers

Technical Support Engineer **Linuxcare, Inc. (San Francisco, CA)** *September 1999-January 2000*

- Answered client calls according to protocol
- Researched technical issues related to the Linux operating system
- Summarized voluminous technical information into plain language synopses

## **Formal Education**

May 2009

**Illinois State University (Normal, Illinois): *Master of Arts in Sociology***

- Thesis explores demographic change and Latino immigration in a small Midwest packinghouse town
- Focus of studies on technology, immigration, ethnography, and transnationalism
- Coursework included graduate statistics, use of SPSS, questionnaire and research design

Spring 2006 and Spring 2004

**University of California (Berkeley, CA) and University of Washington (Seattle, WA)**

- Completed further social science coursework
- Courses included social theory, statistics, and copyediting

May 1998

**Warren Wilson College (Asheville, NC): *Bachelor of Arts***

**Major:** Human Studies custom concentration “Anthropology and Sociology”

**Minor:** Spanish