

**Kristin A. Horan**  
**Curriculum Vitae**  
(last updated 2-1-19)

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Department of Psychology  
University of Central Florida

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**Academic Appointments**

Assistant Professor, Department of Psychology, University of Central Florida; August 2018 – present.

**Education**

- Ph.D. Bowling Green State University, August 2018  
Industrial Organizational Psychology with a concentration in Occupational Health Psychology  
Advisor: Dr. Steve Jex  
Preliminary Examination Specialty Area: *Interventions in Occupational Health Psychology*  
Dissertation: *Participant Preference in Interventions in Occupational Health Psychology: Potential Implications for Autonomy*
- M.A. Bowling Green State University, August 2016  
Industrial Organizational Psychology with a concentration in Occupational Health Psychology  
Advisor: Dr. Steve Jex  
Thesis: *Counterproductive Work Behavior and Organizational Citizenship Behavior and their Relationship to Work Stressors: The Role of Physical Activity.*
- B. S. Georgia College & State University, May 2011  
Psychology with a minor in General Business Administration, summa cum laude

**Publications, Presentations, & Grant Activity**

My name is bolded in each citation and student co-authors are indicated with an asterisk.

**Referred Journal Publications**

O'Brien, W. H., **Horan, K. A.**, Singh, S. R., Moeller, M. M., Wasson, R. S., Jex, S. M., ... & Barratt, C. L. (2019). Relationships among training, mindfulness, and workplace injuries among nurse aides working in long-term care settings. *Occupational Health Science*, 1-14.

Madathil, K. C., Greenstein, J. S., & **Horan, K.** (2019). Empirical studies to investigate the usability of text-and image-based CAPTCHAs. *International Journal of Industrial Ergonomics*, 69, 200-208.

## 2018

O'Brien, W. H., Morrison, W. F., Watford, T. S., **Horan, K. A.**, & McCarren, H. (2018). Relationships among acceptance, job satisfaction, burnout, and intent to quit among workers in intellectual disability settings. *International Journal of Arts & Sciences*, 11(1), 269-278.

**Horan, K.A.**, Moeller, M.T., Singh, R.S., Wasson, R., O'Brien, W.H., Matthews, R.A., ....., Barratt, C. L. (2018). Supervisor support for stress management and intervention process. *International Journal of Workplace Health Management*, 11(4), 260-272.  
<https://doi.org/10.1108/IJWHM-12-2017-0113>

**Horan, K. A.**, Singh, R. S., Moeller, M. T., Matthews, R. A., Barratt, C. L., Jex, S. M., & O'Brien, W. H. (2018). The relationship between physical work hazards and employee withdrawal: The moderating role of safety compliance. *Stress and Health*.

**Horan, K. A.**, & Taylor, M. (2018). Mindfulness and self-compassion as tools in health behavior change: An evaluation of a workplace intervention. *Journal of Contextual & Behavioral Science*, 8, 8-16.

Howald, N., Nesnidol, S., & **Horan, K.** (2018). Ranking Ph.D. I-O Programs by quantity and quality of development opportunities. *The Industrial-Organizational Psychologist*, 55(4), 127-136.

## 2017

O'Brien, W. H., Goetz, P. W., McCarren, H., Delaney, E., Morrison, W. F., Watford, T. S., & **Horan, K. A.** (2019). Job satisfaction among mental health workers: Associations with respiratory sinus reactivity to, and recovery from exposure to mental stress. *Journal of Psychophysiology*, 33(1), 32-38. <http://dx.doi.org/10.1027/0269-8803/a000203>

## **Book Chapters**

Nakahara, W., Jex, S., & **Horan, K.** (in press). Employee stress and well-being. Oxford Bibliographies in Psychology.

Jex, S. M., & **Horan, K. A.** (2017). Role overload and underload. In S.G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2<sup>nd</sup> ed., pp. 1372-1374). Thousand Oaks, CA: Sage.

Jex, S. M., & **Horan, K. A.** (2017). Stress models and theories. In S.G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2<sup>nd</sup> ed., pp. 1533-1537). Thousand Oaks, CA: Sage.

Moffit, M., Siminovsky, A. & **Horan, K.** (2017). Tips for applying to industrial and organizational psychology graduate school. In S.G. Rogelberg (Ed.), *The SAGE encyclopedia of industrial and organizational psychology* (2<sup>nd</sup> ed., pp. 1620-1625). Thousand Oaks, CA: Sage.

### **Manuscripts Under Review**

Henderson, A. A., & **Horan, K. A.** (under review). Sleep and work performance: A meta-analytic test of critical moderators.

### **Extramural Funding**

2019 Bill and Melinda Gates Foundation Grand Challenges Exploration. *The Role of the Workplace in Increasing Demand for Vaccination Services*. Role: Co-investigator. 18-month duration. \$100,000. Under review.

2019 NIOSH Occupational Safety and Health Education and Research Centers Grants. *Targeted Research Training*. Role: Core Program Faculty. 5-year duration. \$998, 876. Under review.

2018 NIOSH Education Research Center Pilot Research Program. Work-nonwork Interface and Health Behaviors. Role: Co-investigator. 1-year duration. \$7,560. Funded.

2018 NIOSH Exploratory Grant Program. *Predicting and preventing assault, abuse, and injury among nursing aides, psychiatric aides, and therapy aides in high risk residential settings*. Role: Co-Investigator. 2-year duration. \$275,000. Not funded.

2017 SIOP Small Grants Program. *Participant Preference in Interventions in Occupational Health Psychology: Implications for Autonomy*. Role: Principal Investigator. 1-year duration. \$7,000. Not funded.

2015 Ohio Occupational Safety and Health Research Program, *Prevention of Nurse Aid Injury, Assault, and Abuse*. Role: Graduate Assistant. 2-year duration. \$249,999. Funded.

2015 NIOSH Education Research Center Pilot Research Program. *A Test of the Work Stressor-Vulnerability Model of Alcohol Consumption*. Role: Principal investigator. 1-year duration. \$4,400. Funded.

2015 NIOSH Education Research Center Pilot Research Program. *Work Stress and Organizational Outcomes: The Role of Physical Activity*. Role: Principal Investigator. 1-year duration. \$6,300. Not funded.

2015 NIOSH Education Research Center Pilot Research Program. *Sleep and Standard Precaution Compliance Among Ohio Nurses*. Role: Co-investigator. 1-year duration. \$7,675. Not funded.

2014 Ohio Occupational Safety and Health Research Program, *Sleep and Standard Precaution Among Ohio Nurses*, Role: Co-investigator. 2-year duration. \$249,817. Not funded.

### **Intramural Funding**

2019 University of Central Florida Office of Research & Commercialism Advancement of Early Career Researchers. *Work Breaks, Health, & Performance*. Role: Principal Investigator. \$6,005. Funded.

2015 Bowling Green State University Industrial Organizational Psychology Job Descriptive Index Research Grant. *Health and Satisfaction: A Latent Class Cluster Analysis Approach*. Role: Co-investigator. 1-year duration. \$865. Funded.

2015 Bowling Green State University Industrial Organizational Psychology Research Enhancement Award. *Development and Validation of the Workplace Health Promotion Behavior Barriers (WHPBB) Scale*. Role: Principal Investigator. 1-year duration. \$1,760. Not funded.

### **Conference Proceedings and Presentations**

Flores, C., Doverspike, D., **Horan, K. A.**, Howald, N., McClure, J., & Patenaude, L\*. (2019, April). The ins and outs of university-based consulting centers. Panel discussion to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

**Horan, K. A.**, Sholar, B. E., & Fritzsche, B. A. (2019, April). Complimentary intervention tools: Use of theory and process evaluation. Poster to be presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Ng, M. A.\*, Post M. L.\*, Rize, M. C.\*, & **Horan, K. A.** Conflicting Views: A practitioner or researcher's guide to conflict resolution. Poster to be presented at the 34th annual conference of Society for Industrial and Organizational Psychology, Maryland.

Moeller, M. T., Singh, R. S., **Horan, K. A.**, Wasson, R. W., Barratt, C. L., Jex, S. M., Matthews, R. A., & O'Brien, W. H. (2018, July) Acceptance and commitment therapy for nurses and nurse aides experiencing work stress. In Singh, R. S. (Chair), The value of health: Utilizing ACT to promote flexibility and well-being in primary care and health-related settings. Symposium presented at the Association for Contextual Behavior Science 16th World Conference, Montréal, QC, Canada.

**Horan, K. A.**, Moeller, M. T., Singh, R. S., Wasson, R. S., O'Brien, W. H., Matthews, R. A., Jex, S. M., & Barratt, C. L. (2018, May). Perceived effectiveness of a workplace stress management intervention: Complementing or compensating for your supervisor. Poster presented at the 2nd annual Total Worker Health Symposium, Bethesda, MD.

Howald, N., Nesnidol, S., & **Horan, K.** (2018, April). Where do we stand? Alternative methods of ranking I-O graduate programs. Alternative session type presented at the 33<sup>rd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

- Moeller, M. T., Singh, R. S., **Horan, K. A.**, Wasson, R., Barratt, C. L., Jex, S. M., Matthews, R. A., & O'Brien, W. H. (2017, November). Acceptance and Commitment Therapy for Nurses and Nursing Aides. Poster presented at the 51<sup>st</sup> Annual Convention of the Association for Behavioral and Cognitive Therapies, San Diego, CA.
- Singh, R. S., Moeller, M. T., **Horan, K. A.**, Wasson, R., Barratt, C. L., Jex, S. M., Matthews, R. A., & O'Brien, W. H. (2017, November). Variation in Client Process of Acceptance and Commitment Therapy for Nurses and Nurse Aides. Poster presented at the 51<sup>st</sup> Annual Convention of the Association for Behavioral and Cognitive Therapies, San Diego, CA.
- Henderson, A. A., Matthews, R. A., & **Horan, K. A.** (2017, June). Ego-depletion as a mediator of the relationship between sleep and work performance: Implications for in-role and extra-role performance. Poster presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
- Horan, K. A.**, Bayne, A. M., Henderson, A. A., McKersie, S. J., & Jex, S. M. (2017, June). Comparing the influence of coworker drinking norms and family/friend drinking norms on employee alcohol consumption. Poster presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
- Horan, K. A.**, Singh, S. R., Moeller, M. M., O'Brien, W. H., Barratt, C. L., Jex, S. M., & Matthews, R. A. (2017, June). Employee withdrawal in response to workplace hazards: The role of workplace safety. Poster presented 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
- Horan, K. A.**, & Taylor, M. (2017, June). Mindfulness and self-compassion as tools in health behavior change: A workplace intervention case study. Poster presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
- O'Brien, W.H., **Horan, K. A.**, Moeller, M. T., Singh, S. R., Barratt, C. L., Jex, S. M., & Matthews, R. A. (2017, April). Preventing injury of nurses and nurse aides in long-term care settings: A treatment-outcome study. Poster presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
- Singh, S. R., **Horan, K. A.**, Moeller, M. M., O'Brien, W. H., Barratt, C. L., Jex, S. M., & Matthews, R. A. (2017, June). The role of mindfulness on work stressors and depletion. Poster presented at the 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
- Henderson, A. A., & **Horan, K. A.** (2017, April). Sleep and work performance: A meta-analytic test of critical moderators. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Horan, K. A.**, Bayne, A. M., Henderson, A. A., McKersie, S. J., & Jex, S. M. (2017, April). The work stressor-vulnerability model of alcohol consumption. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

- Horan, K. A.**, Moeller, M. T., Singh, S. R., O'Brien, W. H., Barratt, C. L., Jex, S. M., & Matthews, R. A. (2017, April). Prosocial impact as an indicator of meaningful work: Implications for burnout in a healthcare sample. In M. J. Monnot (Chair), *Mixed method approaches to understanding meaning and meaningfulness of work*. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Horan, K. A.**, Bayne, A. M., Henderson, A. A., McKersie, S. J., & Jex, S. M. (2016, October). The work stressor-vulnerability model of alcohol consumption. Presentation presented at the 17<sup>th</sup> Annual Pilot Research Project Symposium, Cincinnati, OH.
- Foster, G. C., **Horan, K. A.**, Ritter, K. J., Burke, V. A., & Jex, S. M. (2016, May). *Latent profiles of job satisfaction*. Poster session presented at the 28<sup>th</sup> annual convention of the Association for Psychological Science, Chicago, IL.
- Horan, K.A.** (2016, April). *The effectiveness of competitions in workplace health promotion: A systematic literature review*. Poster presented at the 26<sup>th</sup> annual Art & Science of Health Promotion Conference, Orlando, FL.
- Horan, K.A.** (2016, April). *Work stressors, OCB, and CWB: The role of physical activity*. Poster presented at the 31st annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Horan, K. A.**, Bayne, A. M., Henderson, A. A., McKersie, S. J., & Jex, S. M. (2015, October). The work stressor-vulnerability model of alcohol consumption. Poster presented at the 17<sup>th</sup> Annual Pilot Research Project Symposium, Cincinnati, OH.
- Horan, K.A.**, & Kelly, E.D. (2015, May). *Workplace health promotion and barriers to physical activity*. Poster presented at the 11<sup>th</sup> annual International Conference on Occupational Stress and Health, Atlanta, GA.
- Horan, K.A.**, & Kelly, E.D. (2015, April). *Workplace health promotion and barriers to physical activity*. Poster presented at the 22<sup>nd</sup> annual Symposium on Research in Psychiatry, Psychology, & Behavioral Science, Toledo, OH.
- Mitchell, K. A.**, Madathil, K. C., & Greenstein, J. S. (2011). *An investigation of the usability of text-based and image-based CAPTCHAs on desktop and tablet computers*. Poster presented at the annual meeting of the Usability Professionals Association's International Conference, Atlanta, GA.
- Clason, C. M., **Mitchell, K. A.**, & Greenberg, L. (2010). *The effect of source of praise on performance, internal/external motivation, and self-efficacy*. Poster presented at Georgia College & State University Department of Psychological Science Poster Presentation, Milledgeville, GA.

## **Current Projects**

- Foster, G., **Horan, K.A.**, Ritter, K. J., & Jex, S. M. (studies 1 & 2 complete; study 3 in progress). Health and satisfaction: A latent class cluster analysis approach.

Henderson, A. A., & **Horan, K. A.** (manuscript preparation). Ego-depletion as a mediator of the relationship between sleep and work performance.

**Horan, K. A.**, Bayne, A. M., Henderson, A. A., McKersie, S. J., & Jex, S. M. (study 1 data analysis complete). A test of the Work Stressor-Vulnerability Model of alcohol consumption.

**Horan, K. A.** & Matthews, R. A. (manuscript preparation). Chicken and egg? Temporal patterns among sleep and work-family conflict.

**Horan, K.A.**, Matthews, R.A., & Brady, L.L. (manuscript preparation). The importance of appropriate dependent variables for intervention evaluation.

**Horan, K. A.**, & Streit, J. (data coding). Are OHP interventions theory-based? A replication and extension of the Michie & Prestwich (2010) coding scheme.

**Horan, K.A.** & Watford, T. (manuscript preparation). The effectiveness of competitions in workplace health promotion: A systematic literature review.

Matthews, R. A., **Horan, K.A.**, & Brady, L. L. (idea development). A pilot study of a goal setting and acceptance intervention to increase participation in balance-promoting behaviors.

Moeller, M. M., **Horan, K. A.**, Singh, S. R., O'Brien, W. H., Barratt, C. L., Jex, S. M., & Matthews, R. A. (manuscript preparation). Prosocial impact in healthcare employees: Implications for burnout.

Sliter, M. T., **Horan, K. A.**, Bayne, A. M., & Henderson, A. A. (data analysis). Creativity in motion: The relationship between physical activity during work and creative performance.

Singh, S. R., Moeller, M. M., **Horan, K. A.**, O'Brien, W. H., Barratt, C. L., Jex, S. M., & Matthews, R. A. (manuscript preparation). Expansions of the work-related nomological net of mindfulness: A review of existing observational studies and an agenda for future research.

### **Intervention Development/Implementation & Intellectual Property Development**

Mindfulness and Self-compassion Health Behavior Change Program for University Employees  
Intervention Description: A three-module online intervention that uses didactic education to teach individuals to increase exercise, improve diet quality, and manage stress using mindfulness and self-compassion.

Role: Content developer, narrator, designer

Mindfulness and Self-compassion Health Behavior Change Program for University Employees

Intervention Description: The 10-week intervention used didactic education and guided group exercise to teach the university employees to increase exercise, improve diet quality, and manage stress using mindfulness and self-compassion.

Role: Content developer and instructor

#### Cognitive Defusion for Management of Sweet Food Cravings

Intervention Description: The 30-minute intervention used didactic education to teach traditional craving management tactics and tactics based on principles of cognitive defusion to teach university students to manage cravings for sweet foods.

Role: Instructor

#### Acceptance and Commitment Therapy for Work Stress in Firefighters

Intervention Description: This 4-hour workshop taught principles of Acceptance and Commitment Therapy for Work Stress to fire fighters using experiential learning techniques. Acceptance and Commitment Therapy is based on principles of mindfulness, acceptances, and values-consistent action.

Role: Instructor

#### Behavioral Weight Loss and Dialectical Behavior Therapy for Emotional Eaters:

Intervention Description: This 16-week workshop used didactic and experiential learning techniques to teach eight weeks of standard behavioral weight loss therapy and eight weeks of dialectical behavior therapy to a group of overweight adults who report emotional eating. Dialectical behavior therapy is a therapy based on the principles of mindfulness, distress tolerance, emotion regulation, and interpersonal effectiveness.

Role: Content Developer (for Behavioral Weight Loss Content) and Instructor

#### Acceptance and Commitment Therapy for Nurses and Nurse Aides in Long Term Care

Intervention Description: This 4-hour workshop taught principles of Acceptance and Commitment Therapy for Work Stress to small groups of nurses and nurse aides employed in residential long-term care settings using experiential learning techniques. Acceptance and Commitment Therapy is based on principles of mindfulness, acceptances, and values-consistent action.

Role: Instructor

#### Developing Grit in Transfer STEM Students

Intervention Description: This two-hour workshop used experiential learning techniques to increase grit, or perseverance and passion for long-term goals, among transfer college students in STEM majors.

Role: Content Developer and Instructor

#### Ideal Work Life: A Brief Cognitive-Behavioral Therapy Intervention for Work Stress

Intervention Description: Based on a protocol by Collins (2004), this online intervention teaches participants to identify and replace unhelpful cognitions associated with work stress.

Role: Content Developer and Instructor

#### Optimal Work Life: A Brief Skills Training Intervention for Work Stress

Intervention Description: Based on a protocol by Collins (2004), this online intervention teaches participants tactics for workload management and assertive communication.

Role: Content Developer and Instructor

## **Other Research, Educational & Applied Activities**

### **Research Group & Lab Involvement**

Director; UCF Occupational Health Psychology in Practice Lab; August 2018 – present.

UCF Employee Health & Well-being Lab; August 2017 – present.

Co-chair, BGSU Occupational Health Psychology Research Group; January 2015 – May 2017.

BGSU Behavioral Medicine Laboratories; August 2016 – May 2017

### **Teaching Experience**

#### Graduate Courses

Seminar in Occupational Health Psychology

#### Undergraduate Courses

Theory & Practice of Developmental Assessment Centers

#### Guest and Invited Lectures

Multivariate Statistics, Guest Lecturer on Multilevel Modeling, Fall 2016

### **Consulting Experience**

Faculty Consultant, UCF Performance Solutions, August 2018 – present. Consulting projects associated with this role are described below:

- Co-supervision of the Training Solution, in which we are creating an online training program for the Attention Deficit Disorder Association.
- Supervision of the Career Readiness Solution Quality Enhancement Program Team, who redesigned training, rating, and feedback procedures for a developmental assessment center.

Director, UCF Performance Solutions, August 2017 – August 2018.

Student Consultant, BGSU Institute for Psychological Research and Application (IPRA), August 2014 – May 2017. Consulting projects associated with this role are described below.

- Employee Opinion Survey for U.S. Tsubaki, Sandusky, OH, January 2016 – present, role: student lead.
- Literature Search for White Paper on Attitudinal and Behavioral Predictors of Unionization, January – February 2016.
- Corporate Communication, Team Building, and Goal Setting Retreat for St. Mark's Lutheran Church Staff, April 2015.

- Update Resources on Diversity in Selection for Bowling Green State University College of Arts & Sciences, August 2014 – June 2015.

### **Other Professional Experience**

Assistant Professor, Department of Psychology, University of Central Florida; August 2018 – present.

Research Associate, Department of Psychology, University of Central Florida; August 2017 – August 2018.

Graduate Research Assistant, Department of Psychology, Bowling Green State University; January 2015 – May 2017.

Research Assistant Intern, HealthFitness Corporation; May 2015 – August 2015.

Graduate Teaching Assistant, Department of Psychology, Bowling Green State University; August 2014 – December 2014.

Lab Coordinator and Research Assistant, GT PARK Lab, Georgia Institute of Technology; May 2013 – June 2014.

Marketing Research Coordinator, Scientific Games International; August 2011 – March 2012.

Undergraduate Research Intern, National Science Foundation's Research Experience for Undergraduates Program, Clemson University, Clemson, SC, June 2010 – August 2010.

### **Professional Memberships**

Society for Industrial and Organizational Psychology

Society for Occupational Health Psychology

### **Reviewing**

*International Journal of Stress Management*, occasional reviewing

*Psychological Assessment*, assisted with review

*Stress & Health*, occasional reviewing

*Behavioral Sciences*, occasional reviewing

### **Academic Service**

Faculty Member, UCF P3 Postdoctoral Scholar Search Committee, November 2018 – present.

Faculty Member, UCF IO Psychology Program Committee, August 2018 – present.

Advisory Board Member, Healthy Knights Living and Learning Community, August 2018 – present.

Supervising Faculty, UCF Social Committee, August 2018 – present.

Committee Member, BGSU I-O Psychology Newsletter Committee, August 2017 – May 2018.

Student Representative, BGSU I-O Psychology Program, August 2016 – August 2017.

Apprentice, BGSU I-O Psychology Website Committee, August 2016 – August 2017.

Chair, BGSU I-O Psychology Brown Bag Committee, August 2015 – May 2016 (apprentice to chair from September 2014 to July 2015).

Graduate Student Mentor, Ronald E. McNair Scholars Program, May 2015 – August 2015.

Development Leader for Graduate Student Orientation, August 2015

Student Reviewer, Bowling Green State University Industrial Organizational Psychology Research Enhancement Award, April 2015.

Student Intern, The Art & Science of Health Promotion Conference, April 2015.

Graduate Student Mentor, BGSU I-O Psychology Undergraduate Mentorship Program, September 2014 – present.

### **Invited Presentations**

Florida Worker's Compensation Institute, WCI 2018 Conference, August 2018

University of Central Florida, Brown Bag Series Speaker, November 2017

### **Honors and Awards**

Bowling Green State University Graduate College Jill Carr Outstanding Graduate Student Award, 2016

Bowling Green State University Department of Psychology Sliter Occupational Health Psychology Award, 2015

Bowling Green State University Ronald E. McNair Scholars Program Outstanding Graduate Student Mentor, 2015

Graduated Summa Cum Laude and with Honors Program Distinction, 2011

Georgia College & State University Psychology Department's Dr. William McDaniel Research Award, 2011

Georgia College & State University Greek Scholar of the Year Award, 2011

Georgia College & State University Psychology Department's Outstanding Junior Award, 2010

Georgia College & State University Psychology Department's Outstanding Freshman Award,  
2009

### **References**

References available upon request.