

Chelsea Alyce LeNoble

Chelsea.LeNoble@ucf.edu • 321-234-4773

Academic Appointments

Assistant Professor, Industrial/Organizational Psychology Ph.D. Program August 2022 – Present

- Department of Psychology, College of Sciences
- University of Central Florida

Affiliate Faculty

August 2020 – Present

- Department of Emergency Medicine, University of South Carolina School of Medicine Greenville
- Clemson University School of Health Research

Assistant Professor, Industrial/Organizational Psychology

August 2019 – May 2022

- Founding Faculty Member, Human Security Faculty Cluster, College of Arts & Sciences
- Embry-Riddle Aeronautical University – Worldwide

Postdoctoral Research Fellow

January 2017 – July 2019

- Jointly Appointed by Department of Psychology, Clemson University and Prisma Health
- **Postdoctoral Advisor:** Marissa Shuffler, Ph.D.

Honors and Awards

- Recipient, Mary Fran Myers Scholarship, Natural Hazards Center July 2020
- Dean's Appreciation Award – First-year Faculty Member April 2020
- Clemson University Postdoctoral Association Travel Award Recipient February 2018
- Member, Championship team of INGRoup Inaugural HackMANathon Competition July 2017
- Southern Management Academy 2015 Doctoral Consortium Attendee October 2015
- Florida Tech Outstanding Doctoral Student in I/O Psychology April 2015
- 2015 SHRM Foundation Graduate Student Academic Scholarship January 2015
- Phi Kappa Phi Love of Learning Scholarship Summer 2014
- PSU Summer Quantitative Methods Scholarship for Mediation Analysis Summer 2013
- Florida Institute of Technology Graduate Scholar Fall 2012- 2016

Refereed Journal Publications

- Authorship:** Unless otherwise noted, authorship determined by order of greatest contribution; (*)Indicates student co-authors.
- Motahari, S. *, LeNoble, C.A., Kateli, M., & Lipman, K. * (in press). Engaging graduate students in non-profit consulting experiences. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. Impact Factor(IF): 15.8
- LeNoble, C.A., Naranjo, A. *, Shoss, M., & Horan, K. (2023). The effect of unsafety signals on employee well-being in times of severe uncertainty. *Occupational Health Science*, <https://doi.org/10.1007/s41542-023-00155-x>. IF: 3.1
- Horan, K., Harrington, M., LeNoble, C.A., Mosher, M., & Pring, T. (2023). Using virtual reality to bring restorative environments to employees: An online pilot study. *International Journal of Environmental Research and Public Health*. IF: 3.39
- LeNoble, C. A., Horan, K. A., & Steigerwald, N. * (2022). Rapid human subjects research in times of disruption. *Frontiers in Medical Sociology, Rapid Research in Action: Lessons from the Field*, 7. <https://doi.org/10.3389/fsoc.2022.959730> IF: 2.28
- Fisher, D. M., LeNoble, C. A., & Vanhove, A. J. (2022). An integrated perspective on individual and team resilience: Moving from multilevel structure to cross-level effects. *Applied Psychology*. <https://doi.org/10.1111/apps.12419> Impact Factor: 5.414; **Authorship Note:** All authors contributed equally; authorship listed alphabetically
- LeNoble, C. & Hudson, M. (2022). A multilevel approach for advancing organizational interventions. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(1), 105-109. IF: 15.8
- Logan, K., Kueny, C. R., LeNoble, C., Sanchez, D., & Whinghter, J. (2022). What does online IO education really need? Perspectives of online program affiliates. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 15(2), 181-185. IF: 15.8
- Jung, J. & LeNoble, C.A. (2022). Local storytelling, collective efficacy and civic participation in Fukushima, Japan: An ecological approach. *Mass Communication and Society*, 1-25. <https://doi.org/10.1080/15205436.2022.2026400> IF:3.26

- Jay, A.* & LeNoble, C. (2021). Healthcare work in the wake of COVID-19: A focus on person-environment fit. *Industrial and Organizational Psychology: Perspectives on Science and Practice*. 14(1-2), 94-97. **IF:** 15.8 **Authorship Note:** First author was undergraduate student research assistant advisee
- Kwesell, A. A. & LeNoble, C. A. (2021). Socio-psychological recovery in post-nuclear Fukushima, Japan: Affective reactions to media portrayal in photographs. *Visual Communication Quarterly*. 28(2), 71-87.
- LeNoble, C., & Roberts, D. (2020). At the frontier of teaching and practice: Relevant issues for nontraditional undergraduate I-O psychology. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13(4), 487-491. **IF:** 15.8
- LeNoble, C. A., Billings, J. M., Ingraham, J. M.*, Chang, R. H., & Kwesell, A. A. (2020). Social science considerations for integrating aviation technology, emergency services, and human resilience. *Journal of Aviation/Aerospace Education & Research*, 29(3). 10.15394/jaer.2020.1848.
- Shoss, M. K., Horan, K. A., DiStaso, M.*, LeNoble, C. A., & Naranjo, A.* (2020). The conflicting impact of COVID-19's health and economic crises on helping. *Group & Organization Management*, 41(6), 3-37. **IF:** 4.290
Article Note: Winner of the 2021 Best Quantitative Paper Award, *Group & Organization Management*
- LeNoble, C.A., Pegram, R.*, Shuffler, M., Fuqua, T., & Wiper, D. (2020). To address burnout in oncology, we must look to teams: Reflections on an organizational science approach. *Journal of Oncology Practice*. 16(4), e377-e383. **IF:** 3.59
- McLeod, P. L., Cunningham, Q., DiazGranados, D., Dodoiu, G., Kaplan, S., Keyton, J., Larson, N., LeNoble, C., Marsch, S. U., O'Neill, T., Henrickson Parker, S., Semmer, N. K., Shuffler, M., Su, L., Tschan, F., Waller, M. & Yang, Y. (2019). Hacking teamwork in healthcare: Addressing adverse effects of ad hoc team composition in critical care medicine. *Healthcare Management Review*. 46(4), 341. **IF:** 3.328
- LeNoble C.A. and Fredendall L.D. (2019). Further linking Lean management and I-O psychology: A focus on capacity buffers. *Industrial and Organizational Psychology: Perspectives on Science and Practice* 12, 267–271. **IF:** 15.8
- LeNoble, C.A., Flynn, M.*, Shuffler, M., Savage, N.*, Wilson, S.*, & Tappert, T. (2018) Leader mindfulness, unit well-being, and patient care. *Greenville Health System Proceedings* 3, 12-13.
- Pfennig, C. & LeNoble, C. (2018). Reducing burnout and improving meaningful work through resident poverty simulation: A pilot study. *Greenville Health System Proceedings* 3, 14-15.
- Shuffler, M., LeNoble, C., Flynn, M.*, Verhoeven, D.*, Savage, N.*, Farago, P.*, Cooper, T.*, Wilson, S., & Long, T. (2018). Critical social thinking and mindfulness skills as levers for facilitating health care unit engagement and unit climate for patient safety: A longitudinal examination of the impact of conscious leadership and professionalism. *Greenville Health System Proceedings* 3, 19.
- Griffith, R., Steelman, L.A., Wildman, J L., LeNoble, C.A., & Zhou, Z.E. (2016). Guided mindfulness: A self-regulatory approach to experiential learning of complex skills. *Theoretical Issues in Ergonomics Science*, 1-19. **IF:** 2.35
- LeNoble, C. Peritz, J., Weber, E., Adaryukov, J., Dodson, C., & Svec, L. (2015). The application of multipurpose efficiently engineered tabling outcomes (MEETO) for improved networks. *Naval Engineers Journal*, 127(2), 101-104.

Peer-Edited Journal Publications

-
- LeNoble, C., Wald, D.*, & Verhoeven, D.* (2021, March 25). Experts insights on I-O's best-kept career secret: Reflection on postdoctoral work part 2. *The Industrial-Organizational Psychologist*. <https://www.siop.org/Research-Publications/Items-of-Interest/ArticleID/5036/ArtMID/19366/>
- LeNoble, C., Wald, D.*, & Verhoeven, D.* (2020, December 30). Experts insights on I-O's best-kept career secret: A two-part reflection on postdoctoral work. *The Industrial-Organizational Psychologist*, 58(3). <https://www.siop.org/Research-Publications/Items-of-Interest/ArtMID/19366/ArticleID/4883>
- LeNoble, C.A. & Faulconer, E.K. (2020, July). Supporting safety culture in academia: Giving a Voice to Faculty. *The Department Chair*. 10.1002/dch.30326.
- Faulconer, E.K. & LeNoble, C.A. (2020, April). Supporting safety culture in academia: Safety communication barriers. *The Department Chair*. 10.1002/dch.30314.

Book Chapters

Britt, T. & LeNoble, C.A. (2024). Resilience in organizational settings. In C.L. Cooper, S. Patnaik, & R.V. Rodriguez (Eds.) *Advancing Positive Organizational Behaviour*. Taylor and Francis, UK.

Chapter Note: Invited chapter in progress

Bowling, N. & LeNoble, C.A. (2024). The social psychology of employee well-being: A non-linear approach. In J.E. Maddux (Ed.) *Subjective Well-Being: A Social Psychological Perspective*, Taylor & Francis Group, New York.

Chapter Note: Invited chapter in progress with contributor agreement signed January, 2023.

DiStaso, M.*, Horan, K., LeNoble, C., Shoss, M., Politis, Z.*, & Azcarate, I.* (2022). The impact of workload, workload changes, and anticipated workload changes during covid-19 on worker well-being. In DJ Svyantek (Ed.) *Crisis and Chaos and Organizations: The Coronavirus and Lessons for Organizational Theory*, pp. 33-64. Information Age Publishing. <https://www.infoagepub.com/products/Crisis-Chaos-and-Organizations>

Diefendorff, J. M., Richard, E. M., Dinh, P. V. & LeNoble, C. (2018). Action-state orientation at work: Dynamic effects in organizational contexts. In N. Baumann, M. Kazén, S. Koole, M. Quirin & T. Goschke (Eds.). *A Festschrift to Julius Kuhl*.

Manuscripts Under Review or In Progress

LeNoble, C.A., Ng, M., Oberdick, C., Carr, Z., & Llanos, K. (in preparation). A future-of-work theory of anthropogenic-occupational co-evolution. *Manuscript in preparation for submission to Administrative Science Quarterly*. IF: 10.4

LeNoble, C.A., Shoss, M., Steigerwald, N.*, Su, S., & Horan, K. (in preparation). Acknowledging parenting advantages in the academy: A resilience perspective. *Manuscript in preparation for submission to the Journal of Vocational Behavior*. IF: 12.082

LeNoble, C.A. & Richard, E. M. (in preparation). The role of exercise in daily job engagement. *Manuscript in preparation for submission to the Journal of Occupational and Organizational Psychology*. IF: 5.119

LeNoble, C.A., Oberdick, C., Carr, Z., Llanos, K., & Burke, S., (post-data collection). Leadership's role in multiteam, team, and individual resilience. *Manuscript in preparation for submission to The Leadership Quarterly*. IF: 7.5

LeNoble, C.A., Rayo, N., Carr, Z., Perez, A., Steigerwald, N., Marshall-Mattson, K., & Kelly, H. (pre-data collection). The impact of habitat type and quality on the relationship between nature breaks and employee well-being. *Manuscript in preparation for submission to Journal of Occupational Health Psychology*. IF: 5.1

Conference Presentations: Published Proceedings

Vanhove, A. J., LeNoble, C., & Fisher, D. (2020, July). Individual and team resilience: An integrated perspective. *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 18192). Briarcliff Manor, NY 10510: *Academy of Management*. 10.5465/AMBPP.2020.18192abstract.

Authorship Note: All authors contributed equally; authorship listed alphabetically

Traylor, A.*, LeNoble, C., Britt, T., & Shuffler, M. (2020, July). We've got your back: The role of team support for member resilience. In S. Ducheck & S. Raetze (co-chairs) Work-related resilience and its various faces: Integration through cross-level investigations. *Academy of Management Proceedings* (Vol. 2020, No. 1, p. 19285). Briarcliff Manor, NY 10510: *Academy of Management*. 10.5465/AMBPP.2020.19285symposium.

Lazzara, E. H., Shuffler, M., LeNoble, C., Weaver, S., & Chollette, V. (2018). Teams aren't enough: Considering multiteam systems for better cancer care. *Journal of Clinical Oncology*, 36:30_suppl, 231-231.

Conference Presentations: Research Papers & Symposia

Szabo, K., LeNoble, C.A., Carr, Z., & Tomsey, D. (2023, November). *Live long and prosper: A social science fiction examination of space team resilience*. [Paper presentation]. Work, Stress, and Health 2023, virtual.

LeNoble, C.A., Oberdick, C.*, Carr, Z.*, Llanos, K.*, Lipman, K.*, Burke, C.S., & Jenkins, M.R. (2023, November). *A burning question: What makes prescribed fire multiteam systems resilient?* [Paper presentation]. Work, Stress, and Health 2023, virtual.

- LeNoble, C.**, Shoss, M., Horan, K., & Steigerwald, N. (2023, November). *Acknowledging parenting advantages in the academy: A resilience perspective*. [Paper presentation]. Work, Stress, and Health 2023, virtual.
- LeNoble, C.A.** & McCallus, R. (Chairs) (2023, April). Service sector resilience to COVID-19: Empirical insight and implications for leaders. [Symposium]. *38th Annual Conference of the Society for Industrial and Organizational Psychology*, Boston, MA, United States.
- LeNoble, C. A.**, Horan, K. A., Shoss, M., Steigerwald, N.*, & Strickland, A.* (2023, April). Indicators of resilience in higher education during COVID-19 pandemic. In LeNoble & McCallus (Co-Chairs) Service sector resilience to COVID-19: Empirical insight and implications for leaders. [Symposium]. *38th Annual Conference of the Society for Industrial and Organizational Psychology*, Boston, MA, United States.
- Fisher, D. M., Vanhove, A. J., **LeNoble, C. A.**, Toich, M. J., & Harms, P. D. (2023, April). The resilience process: A multi-study mediational test for robustness. In Vanhove, A. J. (Chair), Resilience in Organizational Settings: State-of-the-Art Empirical Advancements. [Symposium]. *38th Annual Conference of the Society for Industrial and Organizational Psychology*, Boston, MA, United States.
- Strickland, A.*, **LeNoble, C.**, Horan, K., & Shoss, M. (2021, October). Adapting the IDEA model to include concern for well-being: An experiment using COVID-19 survey data. [Paper presentation]. *16th Annual Conference for the Interdisciplinary Network for Group Research*. **Authorship Note:** First author was graduate research assistant advisee
- LeNoble, C.** (2021, April). Making I/O research RAPID in times of crisis: Insights into quick-response NSF funding. [Symposium]. *36th Annual Conference of the Society for Industrial and Organizational Psychology*.
- LeNoble, C.**, Horan, K., Shoss, M., & Kwesell, A. (2021, April) Effects of institutional responses to the COVID-19 pandemic on undergraduate faculty and students across STEM disciplines. In C. LeNoble (chair). Making I/O research RAPID in times of crisis: Insights into quick-response NSF funding. [Symposium]. *36th Annual Conference of the Society for Industrial and Organizational Psychology*.
- Naranjo, A.*, **LeNoble, C.**, Shoss, M., Horan, K., DiStaso, M.* (2021, April). Stress and resilience during COVID-19 pandemic: A SEM approach. In J.D. Terry & K.P. Cigularov (chairs). Stress during COVID-19: Stressors, resources, and theory. [Symposium]. *36th Annual Conference, Society for Industrial and Organizational Psychology*.
- LeNoble, C.**, Jay, A. *, Fuqua, T., Tan, C., & Shoss, M. (2021, April). Oncology nurse experiences during COVID-19: Social resources & resilience. In A.F. Bessey & M.L. Shuffler chairs) The impact of COVID-19 on healthcare professionals. [Symposium]. *36th Annual Conference, Society for Industrial and Organizational Psychology*. **Authorship Note:** Second author was undergraduate student research assistant advisee
- Corbin, T., **LeNoble, C.**, & Tan, C. (2021, January). *Ensuring interdisciplinary disaster research is not a disaster: A comparative analysis of COVID-19 interdisciplinary teams*. [Paper presentation]. Conference Within a Conference on Equity, Inclusion, and Social Justice During Disasters, Southern Political Science Association Conference, virtual.
- Vanhove, A., **LeNoble, C.A.**, & Fisher, D. (2020, August). *Individual and team resilience: An integrated perspective*. [Paper presentation]. 80th Annual Meeting of the Academy of Management, Vancouver, British Columbia, Canada.
- Traylor, A.*, **LeNoble, C.A.**, Britt, T., & Shuffler, M.L. (2020, August). *We've got your back: The role of team support for member resilience*. In S. Ducheck & S. Raetze (co-chairs) Work-related resilience and its various faces: Integration through cross-level investigations. [Symposium]. 80th Annual Meeting of the Academy of Management, Vancouver, British Columbia, Canada.
- LeNoble, C.A.**, Kwesell, A., Horan, K., & Shoss, M. (2020, July). Effects of COVID-19 on undergraduate faculty and students across disciplines. Research highlight at the 45th Annual Natural Hazards Research and Applications Workshop, virtual conference.
- Kwesell, A. A. & **LeNoble, C. A.** (2020, May). *Socio-psychological recovery in post-nuclear Fukushima, Japan: Affective reactions to media portrayal in photographs*. [Paper presentation]. 70th Annual International Communication Association Conference, Gold Coast, Australia.
- LeNoble, C.**, Wald, D., & Verhoeven, D. (2020, April). *What's in a postdoc? Experts tell all about I/O's best-kept career secret*. [Alternative paper session]. 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX. (virtual conference)
- LeNoble, C.**, Billings, J., Kwesell, A., & Chang, R. (2020, March). *Integrating aviation technology, emergency services, and human resilience: Consideration from social scientists*. [Paper presentation]. 32nd National Training Aircraft Symposium (NTAS), Daytona Beach, FL.

- LeNoble, C.**, Dieguez, T.*, Lindgren, R.*, Shuffler, M., Wilson, S., & Wiper, D. (2019, November). *Don't leave it all at the door: Leadership development programs, emotion regulation, and work-life enrichment*. [Paper presentation]. 13th International Conference on Occupational Stress and Health: Work, Stress, and Health (WSH). Philadelphia, PA.
Authorship Note: Third author was undergraduate student research assistant advisee
- Wilson, C.*, **LeNoble, C.**, Crocker, A.*, Johnson, E.*, Fuqua, T., Britt, T.W., Shuffler, M., Wiper, D. (2019, November) *Training personal resilience in oncology nurses through momentary and cross-domain recovery: A mixed-method approach*. [Paper presentation]. 13th International Conference on Occupational Stress and Health: Work, Stress, and Health (WSH). Philadelphia, Pennsylvania.
Authorship Note: First author (graduate) and third author (undergraduate) were student research assistant advisees
- Savage, N.*, Pelgram, R. L.*, Smith, J. G.*, **LeNoble, C. A.**, & Shuffler, M. L. (2019, April). In it Together: Stress and Resilience in Healthcare Teams. In E. Georganta & C. S. Burke (Chairs), *Unpacking Team Adaptation and Team Resilience*. [Symposium]. 34th annual conference of the Society for Industrial and Organizational Psychology, Washington, DC.
- Lazzara, E. H., Shuffler, M.L., **LeNoble, C.A.**, Weaver, S.J., & Chollette, V. (2018). Teams aren't enough: Considering multiteam systems for better cancer care. [Paper presentation]. 2018 annual meeting of the American Society for Clinical Oncology, Chicago, IL.
- Pfennig, C. Ramsay, A. **LeNoble, C.** (2018). *Opening your eyes: Poverty simulation in residency training. Innovation Curriculum 560 Session*. [Paper presentation]. Council of Residency Directors Annual Meeting. San Antonio, Texas.
Presentation Note: CORD 2018 Best Practices Innovative Curriculum 560 Winner
- Scott, C., Farago, P.*, & **LeNoble, C.** (2018) *Beyond the C-Suite: Interdisciplinary perspectives on high-impact coaching*. [Alternative paper session]. 33rd annual conference for the Society for Industrial and Organizational Psychology, Chicago, IL.
- LeNoble, C.A.** & Richard, E.M. (2017). Cleaning up spilled moods: Affective spillover mechanisms and buffers. In M. Ford (Chair), *New Within Person Perspectives on Affect across Work and Home*. [Symposium]. Annual meeting of the Society for Industrial/ Organizational Psychology, Orlando, FL.
- LeNoble, C.A.**, Zhou, Z.E. & Richard, E.M. (2016). A daily study of the impact of work and home environments on employee recovery. In P.E. Spector & P.L. Perrewe (Co-Chairs), *Advances in Occupational Stress Research*. [Symposium]. Southern Management Association October 2016, Charlotte, NC.
- LeNoble, C. A.**, Zhou, Z. E., & Richard, E. M. (2015). The power of self-control: Buffering the effects of interpersonal conflict on psychological well-being. In P. E. Spector & S. Pindek (Co-Chairs), *The Use of Diverse Research Methods in Occupational Health Psychology Research*. [Symposium]. Southern Management Association, St. Petersburg, FL.
- LeNoble, C.** & Richard, E. (2015). Flexing the self-control "muscle" at work: Exercise predicting daily engagement. In C. LeNoble & E. Richard (Co-Chairs), *When Health is Wealth: Linking Employee Health to Workplace Outcomes*. [Symposium]. Society for Industrial/Organizational Psychology, Philadelphia, PA.

Conference Presentations: Research Posters

- Szabo, K.*, Steigerwald, N.*, & **LeNoble, C.** (2023, November). *One bird weighed down by two stones: Organizational commitment is lowest for employees facing WFC and FWC*. [Poster presentation]. Work, Stress, and Health 2023, virtual.
- LeNoble, C.A.**, Kateli, M., & Adams, C. (2023, May). Advancing teamwork and citizen science in Florida native plant rescue efforts. *Florida Native Plant Society 2023 Conference*, virtual.
- Choi, Y.*, Jex, S., **LeNoble, C.**, Lee, J., & Kim, B.* (2023, May). *Recovery guilt intervention: A mixed-method research proposal*. [Poster presentation]. Annual convention of Association for Psychological Science (APS), Washington D.C., USA.
- Steigerwald, N.*, **LeNoble, C. A.**, & Horan, K. A. (2023, April). *Examining energy dimensions in the relationship between health behaviors and job performance*. 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA, United States.

- LeNoble, C.** (2021, July). *Live long and prosper: A social science fiction analysis of team resilience*. 46th Annual Natural Hazards Workshop. <https://hazards.colorado.edu/workshop/2021/abstract/poster-session#live-long-and-prosper-a-social-science-fiction-analysis-of-team-resilience>
- Baldwin, A.*, **LeNoble, C.**, Wolf, A.*, & Lindgren, R.* (2020, July). *Teamwork, stress, & technology in emergency services #TetrisChallenge photographs*. 45th Annual Natural Hazards Research & Applications Workshop.
Authorship Note: First and last authors were undergraduate student research assistant advisees
- Flynn, M. L. *, Traylor, A.M. *, Shuffler, M.L., **LeNoble, C.A.**, Verhoeven, D. *, Pegram, R. *, Smith, J.G. *, Wilson, S. *, Britt, T., Neal, C., & Wiper, D.W. (2019, November). One size does not fit all burnout: Investigating the use of profiles for identifying and reducing burnout in healthcare leaders. 13th International Conference on Occupational Stress and Health: Work, Stress, and Health (WSH). Philadelphia, Pennsylvania.
- Crocker, A. *, Wirth, K. *, **LeNoble, C.A.**, Fuqua, T., Wilson, C. *, & Shuffler, M. (2019, June). A targeted intervention for improving oncology nursing team resiliency. [Poster & invited talk]. *American Hospital Association Team Training National Conference*, San Antonio, TX.
Authorship Note: First and second authors were undergraduate student research assistant advisees
- Fuqua, T., **LeNoble, C.A.**, Wilson, C. *, Ravnan, H., & Britt, T.W. (2019, June). *Let's talk: A pilot study combating compassion fatigue & burnout among inpatient and outpatient oncology nurses*. 40th Annual International Association for Human Caring Conference, Greenville, SC.
- Wirth, K. *, **LeNoble, C.A.**, Lindgren, R. *, Savage, N. *, & Shuffler, M.L. (2019, March). *Leadership development evaluation: Self-reported vs. qualitatively coded affective responses*. 65th Southeastern Psychological Association Annual Meeting, Jacksonville, FL.
Authorship Note: First and third authors were undergraduate student research assistant advisees
- Lindgren, R. *, **LeNoble, C.A.**, Wirth, K. *, & Shuffler, M.L. (2019, March). *A qualitative study of emergent work-life enrichment themes in leadership*. 65th Southeastern Psychological Association Annual Meeting, Jacksonville, FL.
Authorship Note: First and third authors were undergraduate student research assistant advisees
- LeNoble, C.A.**, Shuffler, M.L., Savage, N. *, Wiper, D., Wilson, S., & Hirsh, E. (2019). *Linking leader mindfulness to reduced burnout in emergency medicine*. Southeastern Society for Emergency Medicine Conference, Greenville, SC.
- Savage, N. *, Smith, J. *, Klinefelter, Z. *, **LeNoble, C. A.**, Shuffler, M.L., Britt, T.W., Hirsh, E., Pirrallo, R.G., & Pfennig, C.L. (2019). *Reducing burnout in emergency medicine residents: A longitudinal, mixed-methods study*. Southeastern Society for Emergency Medicine Conference, Greenville, SC.
- Flynn, M. L. *, **LeNoble, C. A.**, Savage, N. *, Shuffler, M. L., Wilson, S., & Tappert, T. N. (2018). *Mind(ful of) your emotions: Examining the impact of leader self-regulatory skills on burnout and unit well-being through emotion contagion*. 13th annual conference, *Interdisciplinary Network for Group Research*, Bethesda, MD.
- LeNoble, C.A.**, Flynn, M.L. *, Shuffler, M.L., & Wilson, S. (2018). *The impact of leadership development on burnout and resilience in the healthcare industry*. 2nd International Symposium to Advance Total Worker Health, National Institutes of Health, Bethesda, MD.
- LeNoble, C.A.**, Flynn, M.L. *, Shuffler, M.L., Wilson, S., & Tappert, T. (2018). *Mind(ful of) your emotions: Healthcare leaders, unit well-being, and patient care*. 33rd annual conference, Society for Industrial and Organizational Psychology, Chicago, IL.
- LeNoble, C.A.** & Vaghef, K. (2017). *Daily workplace motivational processes: Resource efficacy and effort*. Annual meeting, Society for Industrial/ Organizational Psychology, Orlando, FL.
- LeNoble, C.A.** Zhou, Z.E., & Richard, E.M. (2016). Depletion today keeps the apple away: Effects of workplace resource processes on daily health behavior and recovery. 26th Annual USF SERC Health Research Day, Tampa, FL. Research sponsored by the Sunshine Education and Research Center.

Conference Presentations: Panel Discussions

- Kraimer, M. L. (Co-Chair), Ion, A. (Co-Chair), Ravid, D. M., Yuan, Z., Costanza, D. P., Dalal, D. K., **LeNoble, C. A.**, & Liu., S. (2023, April). Finding and securing external funding: A grant proposal writing workshop. 38th Annual Conference of the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

- Dieguez, T. A. (Co-Chair), Tegethoff, K. E. (Co-chair), **LeNoble, C.**, Lowery, M., Richard, E. M. (2022). Crack the well-being code: Employees' emotional well-being starts with leaders. *37th Annual Conference of the Society for Industrial and Organizational Psychology Annual Conference*, Seattle, WA, United States.
- LeNoble, C.**, Aydiner, C., Corbin, T., Page-Tan, C., Landon, L. (2021, October). Interdisciplinary transboundary disaster team science: Collectively forging a future of human resilience and security. *16th Annual Conference for the Interdisciplinary Network for Group Research*.
- Verhoeven, D. C.*, Shuffler, M. L., & **LeNoble, C. A.**, (2018). Every second counts: Leadership development when lives depend on it. *33rd Annual Conference for the Society for Industrial and Organizational Psychology*, Chicago, IL.

Invited Talks

- LeNoble, C.** (2023, April 5). *Psychology careers*. University of Central Florida Psychological Society.
- LeNoble, C.** (2021, December 6). *Burnout and Resilience for Team Members*. Webinar. Prisma Health.
- LeNoble, C.** (2021, November 6). *Report building in Qualtrics*. Brown Bag Presentation. Industrial/Organizational Psychology Program, Department of Psychology. University of Central Florida.
- LeNoble, C.** (2021, October 29). *Leveraging the Power of Teams*. Online workshop. Embry-Riddle Aeronautical University Inaugural Virtual Perks, Wellness, and Benefits Fair.
- LeNoble, C.** (2021, March 10). *Personal Resilience*. Webinar Wednesday. Stetson University.
- LeNoble, C.** (2021, January 19). *Resilience for faculty*. College of Business Series: Pedagogy During a Pandemic. Rothwell Center for Teaching and Learning Excellence.
- LeNoble, C.** (2020, December 3). *Resilient leadership*. Presentation given to the Embry-Riddle Aeronautical University – Worldwide Women in Aviation International Chapter.
- LeNoble, C.** (2020, November 24). *Resilience and stress management for academic leaders*. Presentation given to the College of Aeronautics Faculty of Embry-Riddle Aeronautical University – Worldwide.
- LeNoble, C.** (2020, July 25). *Resilient leadership*. Junior League Greater Orlando.
- LeNoble, C.** (2020, August 25). *Leadership resilience and stress management for academic leaders*. Presentation given to the Faculty Senate of Embry-Riddle Aeronautical University – Worldwide.
- LeNoble, C.** (2020, August). *Interdisciplinary disaster research*. Presentation given to the NIOSH-funded SERC TRT Interdisciplinary Research Group. Industrial/Organizational Psychology Program, University of Central Florida.
- LeNoble, C.A.** (Guest) & Knowles, S.G. (Host). (2020, July 13). COVIDCalls The Hazards Workshop. [Video podcast]. Retrieved from <https://youtu.be/2EETKSfR0Gk>.

Other Scholarly Works & Research Dissemination

- LeNoble, C.** (2021, November). OHP across disciplinary lines: Well-being in the science workplace. *Newsletter of the Society for Occupational Health Psychology*. [URL](#)
- LeNoble, C.A.** & LeNoble, D.A. (2021, June 25). Filling the sieve and wondering why we're still thirsty: A call to humanize STEM education by humanizing its educators. *The Disruptor, AAAS-IUSE*. [URL](#)
- Shoss, M. K., Horan, K. A., DiStaso, M.*, **LeNoble, C. A.**, & Naranjo, A.* (2020, November). [Blog post]. [URL](#)
- LeNoble, C.** & Dieguez, T.* (2020, September 18). But I'm a high achiever! Insights into undergraduate mental health. *The Arts and Humanities Division of the Council on Undergraduate Research*. [Invited blog post]. [URL](#)
- LeNoble, C.** (2020, June 19). Using teams to address burnout among oncologists. *Physician's Weekly*. [URL](#)
- Flynn, M.*, Shuffler, M., Traylor, A.*, Savage, S.*, **LeNoble, C.**, Wilson, S., & Wiper, D. (2019, June). Reducing provider burnout through healthcare leadership interventions: A collaborative research partnership of healthcare and I/O psychology. *Newsletter of the Society for Occupational Health Psychology*. [URL](#)

Research Funding

-
- Principal Investigator, National Science Foundation, CAREER Proposal** **July 2023**
\$940,019 requested for Proposal 2338486: Community Engaged Nature Experiences for STEM Workforce Resilience.
- Co-PI (40% Credit), National Science Foundation** **March 2023**
\$495,830 requested for Proposal 2325522: Toward a more resilient STEM workforce: Reducing GTA teaching anxiety in active learning environments via mixed-reality rehearsal training.
- Principal Investigator: Erin Saitta, Department of Chemistry, UCF
- Co-PI (10% Credit), Network for Emotional Well-being (Not Funded)** **November 2022**
\$20,000 requested for project: Development of a Recovery Guilt Intervention Program
- Submitted by I-O Psychology graduate student, Yeeun Choi (Co-PI); with Dr. Steve Jex (Co-PI)
- Co-Investigator, Society for Industrial and Organizational Psychology Foundation** **November 2022**
\$3,000 awarded for graduate student project: Conflict Residue: Theory Development and Measurement Validation
- Principal Investigator: Lee Duong; Co-Investigators: Jessica Wildman, Lisa Steelman
- Principal Investigator (25% Credit), National Institute of Occupational Safety and Health** **September 2022**
\$45,198 awarded for Project: Project AGES: Age-inclusive Guidance on Employees for Supervisors
- Period of performance September 1, 2022 to February 29, 2024
 - Senior Personnel: Mindy Shoss, Steve Jex, and Cynthia Mejia
- Grant Writer & Co-PI, Duke Energy Foundation** **August 2022**
\$11,000 awarded for project: Rescue of Native Florida Scrub Species Facing Development
- I/O Psychology Education and Research Partner, Cuplet Fern Chapter, Florida Native Plant Society
 - Co-Investigators include Mark Kateli, Anastasia Salter, and Cali Adams
- Co-PI & Research Lead, National Science Foundation AISL Program** **July 2022**
\$158,830 direct and \$1,714,382 total requested for project: Extremophile Detectives: Networking with NASA Experts to Engage Underrepresented and Underserved Youth Through Community-based Astrobiology Experiences
- Four NSF reviewers rated the proposal Fair to Good, with research protocol I designed noted as strength
 - Co-PIs: Rebecca Jamarillo & Sharon Bowers, National Institute of Aerospace
- Co-PI, UMCOR US Disaster Response & Recovery** **January 2022**
\$76,806 requested for project: Holistic and Sustainable Recovery from Cyclical Disasters
- Finalist and winning proposal; Not funded due to program changes
 - Co-PI: Tanya Corbin, Chair, Department of Security & Emergency Services, ERAU-W
- Principal Investigator, Faculty Research Development Program Award FY22** **August 2021 – June 2022**
\$1,485 funding awarded for project: Oncology Nurse Resilience Course Research Project
- Principal Investigator, National Science Foundation Award #2029754** **May 2020 – April 2022**
\$36,396 direct and \$149,712 total award funded for project RAPID: Collaborative Proposal: Effects of Institutional Responses to the COVID-19 Pandemic on Undergraduate Faculty and Students Across STEM Disciplines)
- Co-PI Kristin Horan & Co-I Mindy Shoss (UCF) to examine effect of COVID-19 pandemic on STEM Education
- Co-Investigator, Natural Hazards Center COVID-19 Quick Response Research Grant** **Fall 2020 – Fall 2021**
\$4,500 research funding awarded for study: The Role of Civic Networks and Information Sources During the COVID-19 Pandemic in Changing Political and Economic Landscapes
- How social context shapes safe, hygienic behaviors to mitigate the spread of COVID-19
- Principal Investigator, ERAU COAS Faculty Grant** **Fall 2019 – Fall 2020**
\$5,500 research funding awarded for interdisciplinary Human Security Faculty Cluster grant
- Initial support for study on stressors and resources in emergency services
 - Development of research methods, study protocol, and sampling procedures
- Principal Investigator, Clemson University Creative Inquiry Lead** **Fall 2017 – 2019**
\$11,500 research funding awarded for leading Creative Inquiry team on Healthcare Leadership research
- Lead research lab addressing occupational health psychology needs in healthcare
 - Lead and mentor team of 4-6 undergraduate research assistants to develop research projects

Co-Investigator, Greenville Health System Seed Grant**Spring 2018 – Spring 2019***\$5,000 research grant awarded for pilot project on oncology nurse compassion fatigue and burnout*

- Developed grant proposal with PI (Tranaka Fuqua, RN – oncology research nurse), serving as statistical expert to evaluate effectiveness of nurse burnout intervention program
- Providing project management and research assistant supervision and mentoring

Principal Investigator, NIOSH SERC Pilot Grant**Fall 2015 – 2016***\$10,700 research grant awarded for dissertation project in Occupational Health Psychology*

- Conducted research on environmental and within-person factors predicting employee recovery from work demands during non-work time and the impact of recovery on wellness

Higher Education History**Ph.D. Industrial/Organizational Psychology – Florida Institute of Technology, Melbourne, FL** **December 2016****Dissertation:** Depletion Today Keeps the Apple Away: Effects of Workplace Resource Processes on Daily Health Behavior and Recovery (*Funded by NIOSH SERC Pilot Grant*); **Chair:** Dr. Erin M. Richard**M.S. I/O Psychology, Florida Institute of Technology, Melbourne, FL****May 2014****B.A. Psychology, English, Magna Cum Laude, University Honors Program****May 2012****Stetson University, DeLand, FL****Teaching Experience: Classes Taught**

#	Course Title	Program	Date(s) Taught
<i>University of Central Florida: Face to Face Modality</i>			
INP6215	Assessment Centers and Leadership	MS I/O Psychology	Spring 2023
PSY7980	Doctoral Dissertation	Ph.D. I/O Psychology	Spring 2023
INP6918	Directed Research	Ph.D. I/O Psychology	Spring 2023
INP6933	Seminar: Performance in Organizations	Ph.D. I/O Psychology	Fall 2022
INP6971	Thesis	Ph.D. I/O Psychology	Fall 2022
<i>Embry-Riddle Aeronautical University – Worldwide: Online Modality</i>			
PSYC326	Group and Team Behavior*	I/O Psychology Minor	October 2021
PSYC340	Industrial/Organizational Psychology*	I/O Psychology Minor	January 2020, 2021
PSYC220	Introduction to Psychology	General Education, Elective	October 2019, January 2020
PSYC 350	Social Psychology	General Education, Elective	October 2019, October 2020
RSCH202	Introduction to Research Methods	General Education, Required	December 2019, March 2020
MSES520	Emergency Services Personnel*	MS Emergency Services	August 2020, 2021
<i>Clemson University: Face to Face Modality</i>			
PSY4890	Occupational Stress	BA/BS Psychology	Spring 2019
PSY4800	Health Psychology	BA/BS Psychology	Spring 2018
PSY4980	Team-based Research	BA/BS Psychology	Fall 2019 – Spring 2019
<i>Florida Institute of Technology: Online Modality</i>			
PSY3541	Psychology of Leadership	BA Online Applied Psychology	Fall 2018, Summer 2019
PSY4511	Program Development & Evaluation	BA Online Applied Psychology	Spring 2015 – Summer 2018
PSY4242	Organizational Psychology & Behavior	BA Online Applied Psychology	Spring 2016, 2017
PSY4612	Employment and Personality Testing	BA Online Applied Psychology	Summer 2017 – Fall 2018
PSY5117	Foundations of Leadership	MA Organizational Leadership	Spring 2019

Student Course Assignments Published as Peer-Reviewed Papers

During the Fall 2022 INP 6971 Seminar – Performance in Organizations, students completed a short manuscript assignment to submit to a peer-reviewed journal, to which I provided substantive feedback consistent with instructor responsibilities. Two of three groups had their manuscripts accepted for publication.

- Käosaar, A., Szabo, K., Chang, W., & Kandah, A. (in press). The importance of reflective practices for decision-makers: A possible part of the solution for helping the field. *Commentary accepted for publication in Industrial and Organizational Psychology: Perspectives on Science and Practice.*
- Kane, M., Kim, B., & Crandell, H. (in press). Reflection and reflexivity in I-O Psychology: A graduate student's perspective. *Commentary accepted for publication in Industrial and Organizational Psychology: Perspectives on Science and Practice.*

Relevant Employment History: Research Training & Experience

-
- ERAU Affiliate, Targeted Research Training Interdisciplinary Research Group** **Fall 2019 – May 2022**
- Representative for the ERAU-W Human Security Cluster to the TRT IRDG
 - Member of the Health Work Design Fieldwork Team
 - Goal is to develop health & safety interventions for issues relevant to the hospitality industry
- Trainee, National Cancer Institute – Multilevel Intervention Training Institute** **February – July 2021**
- Application selected for competitive training institute aimed at improving knowledge of multilevel interventions for the development of NCI research proposals
 - Attended weekly training sessions and presented capstone project
- Postdoctoral Research Fellow, Clemson University and Prisma Health** **January 2017 – July 2019**
2 year appointment to conduct research with Clemson University and Prisma Health
- Organized, analyzed, and reported data and results to the hospital system leadership team on research efforts including leadership and team effectiveness, employee engagement and well-being
 - Developed interdisciplinary research partnerships between Clemson and Prisma Health departments to expand research collaboration and improve system effectiveness; example presentations [here](#) and [here](#).
- Research Scientist** **August 2015 – December 2016**
Department of Psychology, Florida Institute of Technology, Melbourne, FL
Subcontract with Naval Air Warfare Center Training Systems Division, Orlando, FL
- Developed protocol and conducted a cognitive task analysis (CTA) for a Naval multiteam system
 - Collected, coded, and analyzed CTA data to develop performance measures
- Graduate Research Assistant** **August 2014- December 2016**
Occupational Health Psychology Research Team, Melbourne, FL
Research lead: Dr. Zhiqing Zhou
- Met biweekly to discuss relevant articles and emerging topics, investigate and apply for funding
 - Collaborated to develop new research designs and methods
- Graduate Research Assistant** **August 2014- May 2015**
Emotions in the Workplace Research Team, Melbourne, FL
Research Advisor: Dr. Erin M. Richard
- Coordinated and managed ongoing research projects
 - Assisted in data collection, analysis, and presentation of findings
- Naval Research Enterprise Internship Program (NREIP) Intern** **May - July 2014**
Defense Equal Opportunity Management Institute (DEOMI), Patrick Air Force Base
- Analyzed Equal Opportunity Advisor curriculum to identify areas for technological improvements
 - Developed knowledge of web-based and mobile educational technology
 - Developed proposal for implementing emerging educational technology into DEOMI curriculum
- Psychology Research Assistant** **May 2012- May 2013**
KAEGAN Corporation Contract Support Services, Orlando, FL
Naval Air Warfare Center Training Systems Division HEP/TRUST Lab
- Assisted in task analysis for unmanned aerial vehicle (UAV) operators
 - Analyzed subject matter ratings for KSA relevance to UAV operator tasks Supported Live, Virtual, Constructive (LVC) training development, supporting Naval Aviation Survival Training Program

Relevant Employment History: Additional Professional Experience

-
- Participant, CARMA Short Courses – Advanced Qualitative Analysis** **June 2018**
- Attended three-day immersive, hands-on course to taught by Dr. Rhonda Reger
 - Learned and used Linguistic Inquiry Word Count (LIWC) qualitative analysis software
- Participant, Center for Research and Collaborative Activities Grant Writing Workshop** **Fall 2017**
- Attended monthly sessions on various aspects of grant writing, including workshopping ideas
 - Developed increased skill in grant writing and knowledge of national funding sources
- Virtual Rater, Indiana University Northwest Assessment Center** **Fall 2013- Fall 2015**
- Engaged in weekly online performance review of graduate and undergraduate training sessions
 - Responsible for viewing and rating pre-recorded student in-basket and role playing simulations
 - Used web-based performance review system including objective performance criteria and feedback
- Associate Consultant, Center for Organizational Effectiveness, Melbourne, FL** **Fall 2014- Fall 2015**
- Associate coach for Harris Corporation Technology Expo coaching project
 - Assisted in the development and management of various consulting projects
- HR Wellness Associate, Florida Tech Human Resources, Melbourne, FL** **Fall 2014 – Spring 2015**
- Assisted with all wellness program initiatives through the benefits department
 - Helped design, advertise, and implement organizational wellness programming
 - Managed and analyzed data collected during wellness program

Relevant Employment History: Certifications

-
- HeartMath Coach/Mentor Certification Program** **August 2018**
- Training program for coaching others to use the HeartMath Inner Balance Heart Rate Variability (HRV) devices
 - Used HRV biofeedback training for oncology nurse burnout & resilience pilot project
- Certified Worksite Wellness Specialist (CWWS) and Program Manager (CWWPM)** **January 2016**
- National Wellness Institute (NWI) Training Program*
- Society for Human Resources Assurance of Learning – Advanced Proficiency** **April 2014**
- Certificate demonstrating the comprehensive and integrated knowledge required to perform HR responsibilities

Institutional Service

-
- UCF I-O Psychology Doctoral Program, Department of Psychology, College of Sciences** **Fall 2022 – Present**
- Member, Comprehensive Exam remediation committee, doctoral admissions committee
 - Contributor, *I/Opener* Program Newsletter
- Service to the University of Central Florida** **Fall 2022 – Present**
- UCF Arboretum Volunteer
- ERAU-W College of Arts and Sciences Search Committee Service** **2019 - 2021**
- Dean, College of Arts and Sciences (Fall, 2021)
 - Associate Dean for Faculty (Spring, 2021)
 - Assistant Professor, Technical Communication (Fall, 2019)
 - Assistant Professor of the Practice, English Language Learners (Fall, 2019)
- ERAU-W College of Arts and Sciences Research & Evaluation Support Coordinator** **August 2020 – May 2021**
- AY20-21 Assistant to the Associate Dean for Research; New duties AY21-22
 - Prepare, deliver, and evaluate research and evaluation resources for COAS faculty
 - Site administrator for COAS Qualtrics License and CARMA membership
- Course Monitor, Department of Applied Sciences** **May 2020 – 2021**
- PSYC 340 – Introduction to Industrial/Organizational Psychology
 - PSYC 340 – Group and Team Behavior
 - MSES 520 – Psychological Issues Among Emergency Services Personnel

COAS Representative, Year of the Adjunct Committee – ERAU Worldwide	May 2020 – 2021
Dept. of Applied Sciences Representative, COAS Faculty Council	August 2020 – May 2021
Mentor, COMPASS program	August 2020 – May 2021
Newsletter Co-Editor, Department of Applied Sciences	August 2020 – May 2021
Prisma Health Employee Engagement Survey RFP Committee Member	Spring 2019
Clemson University EUREKA! Incoming Freshman Research Mentor	Summer 2018
Member, GHS Enhancing the Practice of Medicine – Clinician Well-being Committee	May 2018 - 2019
Member, GHS Health Science Center Student Satisfaction Taskforce	August 2017 - 2019

Service to the Profession

Review Editor, Editorial Board Member, <i>Frontiers in Organizational Psychology</i>	January 2023 – Present
<ul style="list-style-type: none"> Invited to join new journal's inaugural Editorial Board 	
Editorial Board Member, <i>Occupational Health Science</i>	January 2019 – Present
<ul style="list-style-type: none"> Started as Ad-Hoc reviewer for journal; invited to Editorial Board January 2020 	
Editorial Board Member, <i>The Psychologist-Manager Journal</i>	May 2021 – Present
<ul style="list-style-type: none"> Started as Ad-Hoc reviewer for journal; invited to Editorial Board November 2021 	
Ad Hoc Reviewer, <i>Journal of Occupational Health Psychology</i>	November 2022 – Present
Ad Hoc Reviewer, <i>Work and Stress</i>	November 2022 – Present
Ad Hoc Reviewer, <i>Organizational Psychology Review</i>	August 2022 – Present
Ad Hoc Reviewer, <i>JCO Oncology Practice</i>	August 2021 – 2022
Reviewer, <i>Group & Organizational Management</i>	Fall 2020 - 2021
<ul style="list-style-type: none"> Special Issue on Team Resilience 	

Professional Membership

Society for Industrial/Organizational Psychology (SIOP)	September 2014 - Present
<ul style="list-style-type: none"> Member, conference presenter, and conference reviewer Institutional Research Committee member, 2022 – 2023 Academic Year Education & Training Committee member, 2021 – 2022 Academic Year 	
Society for Occupational Health Psychology (SOHP)	Spring 2014 – Present
<ul style="list-style-type: none"> Graduate Student Committee Member 2014 - 2017 	
Interdisciplinary Network for Group Research (INGRoup)	July 2017 – Present
<ul style="list-style-type: none"> Member and member of 2017 HackMANathon winning team 	
Clemson University Postdoctoral Association (CUPDA)	January 2017 – July 2019
<ul style="list-style-type: none"> Member and recipient of 2017 CUPDA Travel Award 	
Southern Management Association (SMA)	June 2015 – Present
<ul style="list-style-type: none"> Member, conference presenter, and conference reviewer 	
Southeastern Psychological Association (SEPA)	January 2018 – December 2019
<ul style="list-style-type: none"> Member, mentor for undergraduate conference poster 	
Society for Human Resources Member (SHRM) Member	Fall 2013- 2017
<ul style="list-style-type: none"> South Brevard SHRM Student Chapter, Melbourne, FL 	

Relevant Service to the Community

Cuplet Fern Chapter, Florida Native Plant Society, State Non-profit Organization	Fall 2021 – Present
<ul style="list-style-type: none"> Member as of Fall 2021; I-O Psychology Education and Research Partner as of January 2022 Grant Writer and Co-PI on Duke Energy Foundation Award listed above Partnership also resulted in for guest speaker on non-profit management and leadership development for UCF I-O Psychology graduate courses, leading to a student publication in an I-O journal 	

Lasagna Love, Global Non-profit Organization

Fall 2021 – Spring 2022

- Consulted on the development, launch, analysis, and reporting of the Pay it Forward Survey
- Resulted in press release and infographic of findings, [URL here](#)

Junior League of Greater Orlando, Local Non-profit Organization

July 2020

- Conducted Resilience Readiness assessment for incoming leaders
 - Delivered Leadership Resilience training workshop
-
-