

Chelsea Alyce LeNoble

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Higher Education History

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

Relevant Employment History: Academic Appointments

Assistant Professor, Industrial/Organizational Psychology Ph.D. Program	August 2022 – Present
<ul style="list-style-type: none"> Department of Psychology, College of Sciences University of Central Florida 	
Affiliate Faculty	August 2020 – Present
<ul style="list-style-type: none"> 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
<ul style="list-style-type: none"> Founding Faculty Member, Human Security Faculty Cluster, College of Arts & Sciences Embry-Riddle Aeronautical University – Worldwide 	
Postdoctoral Research Fellow	January 2017 – July 2019
<ul style="list-style-type: none"> Jointly Appointed by Department of Psychology, Clemson University and Prisma Health Postdoctoral Advisor: Marissa Shuffler, Ph.D. 	

Honors and Awards

• Recipient, Silver Palmetto Award for I-O Psychology Contributions, Florida Native Plant Society	May 2023
• 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 Research Publications

Authorship, unless otherwise noted, determined by order of greatest contribution; *Student co-author

1. Traylor, A., Dinh, J., **LeNoble, C.**, Paoletti, J., Shuffler, M., Wiper, D. and Salas, E. (2024), Teams need to be healthy, too: Toward a definition and model of healthy teams. *Team Performance Management*, 30(5/6), 109-135. <https://doi.org/10.1108/TPM-09-2023-0071> Impact Factor (IF): 1.60
2. 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*, 20(10), 5795, <https://doi.org/10.3390/ijerph20105797>. IF: 4.61
3. **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
4. **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
5. 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> IF: 5.414 **Authorship Note:** All authors contributed equally; authorship listed alphabetically

Prior to UCF Faculty Appointment

6. 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: 2.7
7. 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.
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/jaaer.2020.1848.
9. 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: 4.0
Note: Winner of the 2021 Best Quantitative Paper Award, *Group & Organization Management*
10. **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: 4.7
11. 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., Tschann, 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: 1.7
12. 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: 1.4
13. **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-Reviewed Scholarly Commentaries

1. Motahari, S. *, **LeNoble, C.A.**, Kateli, M., & Lipman, K. * (2023). Engaging graduate students in non-profit consulting experiences. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(4), 473-478. doi:10.1017/iop.2023.68. Impact Factor (IF): 11.5
2. **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.
3. 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.
4. 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.

5. 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.
6. 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.

Manuscripts Under Review

1. Ng, M.*, LeNoble, C.A., Shorey, A.*, Gregory, A., & Kateli, M. (Minor revisions R&R submitted 4/23). Strengthening the scientist-practitioner approach to organizational feedback reports: A latent profile analysis walkthrough. *Group and Organization Management*. IF: 4.0
2. Ng, M.* & LeNoble, C.A. (Major revisions R&R submitted 4/1/25). Tell me what you're thinking: Promoting cognitive interviews in scale corrections. *Group and Organization Management*. IF: 4.0
3. LeNoble, C.A., Vanhove, A.J., Fisher, D.M., & Harms, P.D. (submitted 4/29/25). The resilience process in organizations: A multi-study test for robustness. *Journal of Management*. IF: 9.3
4. LeNoble, C.A., Richard, E. M., & Steigerwald, N.* (submitted 4/22/25). The role of exercise in daily job engagement. *Manuscript to be submitted to Applied Psychology: An International Review*. IF: 5.414

Manuscripts In Progress

1. LeNoble, C.A., Vanhove, A.J., Ng, M.*, & Shorey, A.* (manuscript due 9/30/25). Advancing resilience process theory: How the nature of adversity influences the resilience process. *Journal of Management*. IF: 9.3 *Note*: manuscript proposal accepted by guest editor for the [JOM special call](#) for qualitative research proposals.
2. Vermilion, B.*, LeNoble, C.A., & Su, S. Neurodiverse work experiences during COVID-19: Text mining social media data. *Manuscript in preparation for submission to Stress and Health*. IF: 3.1
3. LeNoble, C.A., Yagey, C.*, Vermilion, B.*, & Bowling, N. (data collection ongoing). Sunday scaries and Monday blues: An examination of work dread. *Project targeting submission to Journal of Occupational Health Psychology*. IF: 5.9
4. Brand, M.*, LeNoble, C.A., Jackson, W., Hobbs, J., Foster, S., Prabhu, V., Bitner, M., Taaffe, K., & Pirrallo, R. (pre-data collection). A Delphi consensus study of emergency physician scheduling constraint priorities and perceived schedule fairness and satisfaction. Project targeting submission to *Academic Emergency Medicine*. IF: 3.4. *Note*: Project funded by UCF Award AWD00006627.
5. Bowling, N., LeNoble, C.A., Su, S., Sexton, D.*, & Shaer, G.* Meta-analysis of the vitamin model with a focus on non-linear relationships between job characteristics and job satisfaction. *Project targeting submission to Journal of Occupational Health Psychology*. IF: 5.9

Peer-Edited Journal Publications

1. 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/>. Cited in 2023 SIOP panel [session](#)
2. 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>
3. 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.
4. 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

1. Britt, T. & LeNoble, C.A. (2024). Resilience in organizational settings. In C.L. Cooper (Ed.) *Advancing Positive Organizational Behaviour*, Taylor and Francis, UK.
2. 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.

Prior to UCF Faculty Appointment

3. 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>
4. 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*.

Published Proceedings

1. 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
2. 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. Raetz (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.
3. 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.
4. **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.
5. 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.
6. 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.

Conference Presentations: Research Papers & Symposia

1. **LeNoble, C.A.** (Co-Chair) & Yagey, C.D.* (Co-Chair). (2025, April). We get back up again: Problem-solving teams research challenges and failures. [Alternative Session Type]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
2. Rumely, J.*, **LeNoble, C.A.**, & Martinez, D.*, Casale, G.*, & Garcia, S.* (2025, April). All hands on deck: Challenges studying crew burnout in the yachting industry. In C.A. LeNoble & C.D. Yagey* (co-chairs) We get back up again: Problem-solving teams research challenges and failures. [Alternative Session Type]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
3. Rayo, N.*, Shorey, A.*, **LeNoble, C.A.** (2025, April). From tree huggers to office dwellers: An exploration of employee nature breaks latent profiles. In R.R. Sinclair (chair) Research Incubator: How does nature exposure impact the worker experience [Alternate Session Type]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
4. Duong, N. S., Wildman, J. L., **LeNoble, C.A.**, & Steelman, L. A. (2025, April). Let the bygones be bygones: Development of conflict residue phenomenon. In Y. Li & N.S. Duong (co-chairs) Cherishing the diversity of work rumination research and moving forward [Symposium]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
5. **LeNoble, C.A.**, Carr, Z.*, Lipman, K.*, Vermilion, B.*, Szabo, K.*, Burke, S., Samosky, S.*, & Meyer, S.* (2024). *When individuals use teamwork to overcome occupational adversity: The emergence of team resilience in prescribed fire operations*. In S. Rätze & A. Käosaar (Chairs) [Symposium]. 19th annual conference of the Interdisciplinary Network for Group Research, Charlotte, North Carolina, United States.
6. **LeNoble, C.A.**, Shoss, M., Horan, K., & Steigerwald, N*. (2023, November). *Acknowledging parenting advantages in the academy: A resilience perspective*. [Paper]. 15th International Work, Stress, and Health Conference, virtual.

7. **LeNoble, C.A.**, Lipman, K.*, Burke, S., & Jenkins, M. (2023, November). *A burning question: What makes prescribed fire multiteam systems resilient?* [Paper]. 15th International Work, Stress, and Health Conference, virtual.
8. Szabo, K.*, **LeNoble, C.A.**, Carr, Z.*, & Dylan, T.* (2023, November). *Live long and prosper: A social science fiction analysis of space team resilience.* 15th International Work, Stress, and Health Conference, virtual.
9. **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.
10. **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.
11. 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.

Prior to UCF Faculty Appointment

12. 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.
13. **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.
14. **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.
15. 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.
16. **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.
17. 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.
18. 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.
19. 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.
20. **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 Workshop, virtual.
21. 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.
22. **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, United States. (virtual conference)
23. **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, United States.

24. **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, Pennsylvania, United States.
25. 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.
26. 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.
27. 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.
28. 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
29. 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.
30. **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.
31. **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.
32. **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.
33. **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

1. Yagey, C.*, **LeNoble, C.A.**, Vermilion, B.*, Cho, S.*, & Bowling, N. (2025, July). Sunday Scaries and Monday Blues: An Examination of Work Dread. [Poster]. 2025 Work, Stress, and Health Conference, Seattle, WA.
2. Llanos, K.*, Brand, M.*, & **LeNoble, C.A.** (2025, April). The role of multiteam systems in prescribed fire operational incidents. [Poster]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
3. Montenegro, S.*, Perez, A.*, & **LeNoble, C.A.** (2025, April). Age inclusion in hospitality: Frontline experiences and supervisor support [Poster]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
4. Ng, M.* & **LeNoble, C.A.** (2025, April). Tell me what you're thinking: Promoting cognitive interviews in scale corrections [Poster]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
5. Steigerwald, N.*, & **LeNoble, C.A.**, Perez, A.*, Inorio, S.*, Knabe, S.*, Chriswell, C.*, Bako, C.*, Schmitt, C.*, D'avenia, L.*, & Rayo, N.* (2025, April). Designing better nature breaks at work: Employee ecosystem preferences [Poster]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
6. Yagey, C.*, **LeNoble, C.A.**, Thompson, B.*, Lashinger, K.*, & Steigerwald, N*. (April, 2024). *Impact of COVID-19 crisis message content on perceptions and well-being*. [Poster]. 39th Annual SIOP Conference, Chicago, IL.

7. Ng, M.*, Gregory, A.*, & **LeNoble, C.A.** (April, 2024). *Making work with non-profits more accessible: A latent profile analysis walkthrough*. [Poster]. 39th Annual SIOP Conference, Chicago, IL.
8. 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.
9. **LeNoble, C.A.**, Llanos, K.*, Lipman, K.*, Burke, S., & Jenkins, M. (2023, July). *A burning question: What makes prescribed fire teams resilient?* [Research in progress poster]. Natural Hazards Workshop, Broomfield, CO.
<https://hazards.colorado.edu/workshop/2023/abstract/poster-session#a-burning-question-what-makes-prescribed-fire-teams-resilient>
10. **LeNoble, C.A.**, Kateli, M., & Adams, C. (2023, May). *Advancing teamwork and citizen science in Florida native plant rescue efforts*. [Poster]. Florida Native Plant Society 2023 Conference, virtual.
11. Choi, Y.*, Jex, S., **LeNoble, C.**, Lee, J., & Kim, B.* (2023, May). *Recovery guilt intervention: A mixed-method research proposal*. [Poster]. Annual convention of Association for Psychological Science (APS), Washington D.C..
12. Steigerwald, N.*, **LeNoble, C. A.**, & Horan, K. A. (2023, April). *Examining energy dimensions in the relationship between health behaviors and job performance*. [Poster]. 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA.

Prior to UCF Faculty Appointment

13. **LeNoble, C.** (2021, July). *Live long and prosper: A social science fiction analysis of team resilience*. [Research in progress poster]. 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>
14. 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.
15. 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*. [Poster]. 13th International Conference on Occupational Stress and Health: Work, Stress, and Health (WSH). Philadelphia, Pennsylvania.
16. 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.
17. 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*. [Poster]. 40th Annual International Association for Human Caring Conference, Greenville, SC.
18. Wirth, K.*, **LeNoble, C.A.**, Lindgren, R.*, Savage, N.*, & Shuffler, M.L. (2019, March). *Leadership development evaluation: Self-reported vs. qualitatively coded affective responses*. [Poster]. 65th Southeastern Psychological Association Annual Meeting, Jacksonville, FL.
19. Lindgren, R.*, **LeNoble, C.A.**, Wirth, K.*, & Shuffler, M.L. (2019, March). *A qualitative study of emergent work-life enrichment themes in leadership*. [Poster]. 65th Southeastern Psychological Association Annual Meeting, Jacksonville, FL.
20. **LeNoble, C.A.**, Shuffler, M.L., Savage, N.*, Wiper, D., Wilson, S., & Hirsh, E. (2019). *Linking leader mindfulness to reduced burnout in emergency medicine*. [Poster]. Southeastern Society for Emergency Medicine Conference, Greenville, SC.
21. 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*. [Poster]. Southeastern Society for Emergency Medicine Conference, Greenville, SC.
22. 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*. [Poster]. 13th annual conference, Interdisciplinary Network for Group Research, Bethesda, MD.
23. **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*. [Poster]. 2nd International Symposium to Advance Total Worker Health, National Institutes of Health, Bethesda, MD.

24. **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*. [Poster]. 33rd annual conference, Society for Industrial and Organizational Psychology, Chicago, IL.
25. **LeNoble, C.A.** & Vaghef, K. (2017). *Daily workplace motivational processes: Resource efficacy and effort*. [Poster]. Annual meeting Society for Industrial/ Organizational Psychology, Orlando, FL.
26. **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*. [Poster]. 26th Annual USF SERC Health Research Day, Tampa, FL. Research sponsored by the Sunshine Education and Research Center.

Conference Presentations: Panel Discussions

1. Britt, T.W. (Chair), Coombs, A. (Discussant), Goodwin, G. F. (Discussant), King, D. (Discussant), **LeNoble, C.A.** (Discussant), & Maynard, T. (Discussant). (2025, April). Employee and team resilience in high-risk settings: Bridging the scientist-practitioner divide [Panel]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
2. Poole, A.M.H. (Co-Chair), Reynolds Kueny, C. (Co-Chair), Barden, K. (Discussant), Edwards, R. (Discussant), **LeNoble, C.A.** (Discussant), Markos, V. (Discussant), & Offermann, L. (Discussant). (2025, April). Prosocial power: Amplifying I-O's impact through pro bono and community engaged work [Alternative Session]. 40th Annual Conference of the Society for Industrial and Organizational Psychology, Denver, CO.
3. Barden, K., Cozma, I., Renshaw, A., Chung, H., Motahari, S.*, & Scontrino, P. (2024, April). A lesson in giving back: I-Os doing prosocial/pro bono work. [Panel]. 39th Annual SIOP Conference, Chicago, IL, United States. Note: Assisted in identifying S. Motahari to provide student perspective as part of SIOP committee service.
4. Krammer, 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. [Panel]. 38th Annual Conference of the Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

Prior to UCF Faculty Appointment

5. 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.
6. **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.
7. 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

1. **LeNoble, C.**, Shorey, A.*, & Nunez, Y.* (2025, May 15). Latent profile analysis of 2023 FNPS membership survey data. Executive Board, Florida Native Plant Society, virtual.
2. **LeNoble, C.** (2024, January 28). *Local leadership for FNPS*. Council of Chapters, Florida Native Plant Society, virtual.
3. **LeNoble, C.** (2023, December 6). Virtual reali-tree: *A nature-nurtured approach to employee resilience in the future of work*. Fall 2023 Research Seminar, UCF College of Sciences, virtual. Recording [here](#).
4. **LeNoble, C.** (2023, November 3). *Resilience in prescribed fire operations: Individual, team, and multiteam system factors*. Annual meeting of the Central Florida Prescribed Fire Council, Kissimmee, FL, United States. Recording [here](#).
5. **LeNoble, C.** (2023, April 5). *Psychology careers*. University of Central Florida Psychological Society.

Prior to UCF Faculty Appointment

6. **LeNoble, C.** (2021, December 6). *Burnout and Resilience for Team Members*. Webinar. Prisma Health.
7. **LeNoble, C.** (2021, November 6). *Report building in Qualtrics*. Brown Bag Presentation. Industrial/Organizational Psychology Program, Department of Psychology. University of Central Florida.
8. **LeNoble, C.** (2021, October 29). *Leveraging the Power of Teams*. Online workshop. Embry-Riddle Aeronautical University Inaugural Virtual Perks, Wellness, and Benefits Fair.

9. LeNoble, C. (2021, March 10). *Personal Resilience*. Webinar Wednesday. Stetson University.
10. LeNoble, C. (2021, January 19). *Resilience for faculty*. College of Business Series: Pedagogy During a Pandemic. Rothwell Center for Teaching and Learning Excellence.
11. LeNoble, C. (2020, December 3). *Resilient leadership*. Presentation given to the Embry-Riddle Aeronautical University – Worldwide Women in Aviation International Chapter.
12. 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.
13. LeNoble, C. (2020, July 25). *Resilient leadership*. Junior League Greater Orlando.
14. 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.
15. 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.
16. 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

1. University of Central Florida College of Sciences. (2023, December 8). Psychology research project supports well-being of prescribed fire practitioners. *COS News*. [URL](#)
2. LeNoble, C. (2021, November). OHP across disciplinary lines: Well-being in the science workplace. *Newsletter of the Society for Occupational Health Psychology*. [URL](#)
3. 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](#)
4. Shoss, M. K., Horan, K. A., DiStaso, M.*, LeNoble, C. A., & Naranjo, A.* (2020, November). [Blog post]. [URL](#)
5. 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](#)
6. LeNoble, C. (2020, June 19). Using teams to address burnout among oncologists. *Physician's Weekly*. [URL](#)
7. 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 - Awarded Projects

1. **PI, Department of Emergency Medicine, Prisma Health** **Awarded January 2025**
 \$3000 awarded (100% Credit) for AWD00006627: *Emergency Physician Scheduling*
 - Partnership associated with my USCSOMG faculty affiliation; project co-investigators include Prisma Health physicians, Clemson University faculty, and UCF College of Engineering and Computer Science faculty
 - Contributed GRA funding for UCF MSIOP graduate student
2. **Principal Investigator, National Institute of Occupational Safety and Health (NIOSH)** **Awarded September 2024**
 \$46,500 awarded (25% Credit) for Project AGES: *Age-inclusive Guidance on Employees for Supervisors Contract 2*
 - Senior Personnel: Xiaoxiao Fu, Wei Wei, and Mindy Shoss
 - SRA00001648AM3: Period of performance September 1, 2024 to June 1, 2026
3. **Co-Principal Investigator (33% Credit), NIOSH** **Awarded April 2024**
 Targeted Research Training Program Subaward to the University of South Florida's Education and Research Center
 - PI: Mindy Shoss; Co-PI: Cynthia Mejia
 - TRT program renewed (competitive renewal process) for a 2025 – 2031 period of performance
4. **Principal Investigator, National Institute of Occupational Safety and Health** **Completed Fall 2024**
 \$45,198 awarded (25% credit) for Project AGES: *Age-inclusive Guidance on Employees for Supervisors Contract 1*
 - Senior Personnel: Mindy Shoss, Steve Jex, and Cynthia Mejia
 - SRA00001648AM1 and SRA00001648AM2: Period of performance September 1, 2022 to February 29, 2024

5. **Co-Investigator, Society for Industrial and Organizational Psychology Foundation** **Completed Spring 2023**
\$3,000 awarded for graduate student project: *Conflict Residue: Theory Development and Measurement Validation*, PI: Lee Duong; Co-Investigators: Jessica Wildman, Lisa Steelman
 6. **Grant Writer & Co-PI, Duke Energy Foundation** **Completed Spring 2023**
\$11,000 awarded for project: *Rescue of Native Florida Scrub Species Facing Development*
 - Co-Investigators include Mark Kateli, Anastasia Salter, and Cali Adams
 - Role of I/O Psychology Education and Research Partner, Cuplet Fern Chapter, Florida Native Plant Society
 7. **Core TRT Faculty, National Institute of Occupational Safety and Health** **Modified Fall 2022**
Targeted Research Training Program Subaward to the University of South Florida's Education and Research Center
 - PI: Mindy Shoss; Co-PIs: Cynthia Mejia & Steve Jex; Period of performance ends 6/2025
 - Joined TRT core faculty (.45 person months; 5% effort) as substitution for faculty member who departed UCF
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- Prior to UCF Faculty Appointment**
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8. **Principal Investigator, Faculty Research Development Program Award FY22** **Completed Summer 2022**
\$1,485 funding awarded for project: *Oncology Nurse Resilience Course Research Project*
 9. **Principal Investigator, National Science Foundation Award #2029754** **Completed Summer 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
 10. **Co-Investigator, Natural Hazards Center COVID-19 Quick Response Research Grant** **Completed 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
 11. **Principal Investigator, ERAU COAS Faculty Grant** **Completed 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
 12. **Principal Investigator, Clemson University Creative Inquiry Lead** **Completed Fall 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
 13. **Co-Investigator, Greenville Health System Seed Grant** **Completed 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
 14. **Principal Investigator, NIOSH SERC Pilot Grant** **Completed Fall 2016**
\$10,700 research grant awarded for dissertation project in *Occupational Health Psychology*
 - Conducted doctoral dissertation research on environmental and within-person factors predicting employee recovery from work demands during non-work time and the impact of recovery on wellness

External Grant Proposals – Not Funded

1. **Co-PI (20% Credit), Society for Industrial-Organizational Psychology Small Grants Program** **June 2024**
\$2,083 for FP00009673: *Recharging employees' batteries while working: The examination of virtual nature exposure on energy restoration in the presence of work demands*. PI: Nina Steigerwald
2. **Co-PI (40% Credit), National Science Foundation Innovations in Graduate Education Program** **April 2024**
\$340,741 of \$999,176 total budget for Proposal 2429618: *Toward a more resilient STEM workforce: Reducing GTA teaching anxiety in active learning environments via mixed-reality rehearsal training*. PI: Dr. Erin Saitta (Chemistry)
3. **PI (50% Credit), National Science Foundation Science of Organizations & DRMS Programs** **January 2024**
\$997,420 (\$940,019 UCF budget) for Proposal 2417168: *Collaborative Research: Organizational Closure Decisions & Worker Well-being: An interdisciplinary Approach to Enhancing Community Resilience to Natural Hazards*. UCF Co-

PIs Drs. Claire Knox & Christopher Emrich; ERAU Co-PIs Drs. Tanya Corbin & Logan Gerber-Chavez

4. **PI (100% Credit), National Science Foundation CAREER Program** **July 2023**
\$940,019 for Proposal 2338486: CAREER: Community Engaged Nature Experiences for STEM Workforce Resilience
 - Received positive feedback and encouragement (from all reviewers and PO) to resubmit
 - Participated in UCF COS CAREER mentoring program to develop proposal
5. **Co-PI (40% Credit), National Science Foundation Innovations in Graduate Education Program** **May 2023**
\$183,861 of \$495,830 total budget for Proposal 2325522: Toward a more resilient STEM workforce: Reducing GTA teaching anxiety in active learning environments via mixed-reality rehearsal training. PI: Dr. Erin Saitta (Chemistry)
6. **Co-PI (20% Credit), Network for Emotional Well-being** **November 2022**
\$20,000 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)

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7. **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
8. **Co-PI, UMCOR US Disaster Response & Recovery** **January 2022**
\$76,806 for project: Holistic and Sustainable Recovery from Cyclical Disasters. Co-PI: Tanya Corbin, ERAU. Finalist and winning proposal; Not funded due to program changes

Teaching Experience: UCF Classes Taught

Course #	Course Title	Program	Term(s) Taught	Cumulative Enrollment
INP 3004	Industrial/Organizational Psychology	B.S. Psychology	1: Spring 2024	31
INP 6005	Overview of I/O Psychology Research	M.S. & Ph.D. I/O Psych	2: Fall 2023 & 2024	38
INP6215	Assessment Centers and Leadership	M.S. & Ph.D. I/O Psych	3: Spring 2023-2025	60
INP6605	Training and Team Performance	M.S. & Ph.D. I/O Psych	1: Spring 2025	18
INP6918	Directed Research	Ph.D. I/O Psychology	4: Spring 2023	5
INP6933	Seminar: Performance in Organizations	Ph.D. I/O Psychology	1: Fall 2022	11
INP6971	Thesis	Ph.D. I/O Psychology	4: Fall 2022-2024	4
PSY4903H	Honors Directed Reading	B.S. Psychology	1: Spring 2024	1
PSY4912	Directed Independent Research	B.S. Psychology	5: Fall 23 - Spring 25	19
PSY4970H	Honors Undergraduate Thesis	B.S. Psychology	1: Fall 2024	1
PSY7980	Doctoral Dissertation	Ph.D. I/O Psychology	8: Spring 23 – Fall 24	14

Student Publications Earned for Fall 2024 INP 6005 Course Assignment

During the Fall 2024 INP 6005 Course – Overview of Research in Industrial and Organizational Psychology, students completed a commentary-style manuscript assignment to submit to a peer-reviewed journal, to which I provided substantive feedback consistent with instructor responsibilities. Three of five manuscript submissions were accepted for publication.

1. Zachman, J. (in press). Implications of Keynes' prediction for low-wage workers. *Commentary accepted for publication in Industrial and Organizational Psychology: Perspectives on Science and Practice.*
2. Halpin, A., Meerson, A., Schmitt, C., & Doan, K. (in press). The power of flexibility. *Commentary accepted for publication in Industrial and Organizational Psychology: Perspectives on Science and Practice.*
3. Cohen, A., Tamerian, M., & Karina, S. (in press). Balancing work, well-being, and psychological needs in a technological society. *Commentary accepted for publication in Industrial and Organizational Psychology: Perspectives on Science and Practice.*

Student Publications Earned for Fall 2022 INP 6971 Seminar Course Assignment

During the Fall 2022 INP 6971 Seminar – Performance in Organizations, students completed a commentary-style 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 published.

1. Käosaar, A., Szabó, K., Chang, W., & Kandah, A. (2023). The importance of reflective practices for decision-makers: A possible part of the solution for helping the field. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(1), 108-112. **Note:** Article has been cited 4 times.
2. Kane, M., Kim, B., & Crandell, H. (2023). Reflection and reflexivity in I-O Psychology: A graduate student's perspective. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16(1), 117-120.

Guest Speakers for UCF Student Enrichment

- Spring 2025 - Assessment Centers and Leadership
 - James Clarke, Lead, Virtual Assessment Center Team, Aon (UCF Psychology Alum)
- Spring 2025 – Training and Team Performance
 - Tim Hultgren, Orlando Division President, D.R. Horton (UCF Psychology Alum)
 - Kait Doulou, President, Build Ventures USA (UCF Alum)
- Fall 2024
 - Tim Hultgren, Orlando Division President, D.R. Horton (UCF Psychology Alum)
 - Kait Doulou, President, Build Ventures USA (UCF Alum)
 - Orange County Fire Rescue Engine 65 Crew: Battalion Chief Liam Mackin, Lieutenant Benjamin Steven, Engineer Joshua Pierce, Firefighter Ryan Mester, & Firefighter Andy Pelegrino
 - UCF PD Deputy Chief Robin Griffin-Kitzrow & Sergeant Greg Larkin
- Spring 2024 – Industrial/Organizational Psychology (INP 3004)
 - Gigi Petery,
- Spring 2024 – Assessment Centers and Leadership
 - Christopher Matson, Biologist, Florida Parks Service
 - Mark Kateli, President,
 - Florida Native Plant Society
 - James Clarke, Lead, Virtual Assessment Center Team, Aon (UCF Psychology Alum)
- Spring 2023 – Assessment Centers and Leadership
 - Anastasia Salter, Director-at-Large, Cuplet Fern Chapter, Florida Native Plant Society
 - Mark Kateli, President, Cuplet Fern Chapter, Florida Native Plant Society
 - James Clarke, Lead, Virtual Assessment Center Team, Aon (UCF Psychology Alum)
 - Amber Torino, Manager, In Motion Chiropractic and Rehabilitation (UCF Alum)
- Spring 2023 – Research Lab
 - Adam Vanhove, Associate Professor, James Madison University
- Fall 2022 – Performance in Organizations
 - Mark Kateli, President, Florida Native Plant Society
 - Rob Weisbord, President and Chief Revenue Officer, Sinclair Broadcast Group

UCF Student Supervision

Student Name	Role	Project Type	Year	Title
Alexa Weaver	Member	Honors Undergrad. Thesis	In Progress	TBD
Maresca Brand	Chair	Master's Thesis	In Progress	TBD
Chad Yagey	Chair	Master's Thesis	In Progress	TBD
Barret Vermilion	Chair	Doctoral Dissertation	In Progress	TBD
Andres Käosaar	Member	Doctoral Dissertation	In Progress	TBD
Krisztina Szabo	Member	Doctoral Dissertation	In Progress	TBD
Jenna Beltramo	Member	Doctoral Dissertation	In Progress	TBD
Kenzie Dye	Member	Doctoral Dissertation	In Progress	TBD
Nathaly Rayo	Chair	Master's Thesis	Proposal Scheduled	It's in my nature: A look at the individual differences that influence perceptions of work stress recovery with nature breaks
Nina Steigerwald	Chair	Doctoral Dissertation	Defense Scheduled	Recharging our batteries while working: The examination of nature exposure on energy restoration in the presence of work demands
Kevin Llanos	Chair	Honors Undergrad. Thesis	2024	The role of multiteam systems in prescribed fire operational incidents
Matthew Ng	Co-Chair	Doctoral Dissertation	2024	Making meaning-full measures: Implementing pragmatic theory to inform item writing
Joshua Holtkamp	Member	Master's Thesis	2024	Assessment of caretaker resources and motivation in the wean-to-market phase of production
Charlotte Holden	Member	Doctoral Dissertation	2024	Surrounded by scarcity: The effects of having too little on employee behavior
Anthony Naranjo	Member	Doctoral Dissertation	2023	Patterns of risk behaviors and their value: A latent class growth modeling approach
Marci Dial	Member	Doctoral Dissertation	2023	Exploring mindfulness in simulation-based learning: Promoting self-care in nursing education
Nina Steigerwald	Chair	Master's Thesis	2023	Killing two birds with one stone: An examination of the role of three-dimensional energy in the health behaviors & job performance relationship
Andres Käosaar	Member	Master's Thesis	2022	Team trust dynamics & development in isolated, confined, & extreme environments

Teaching Experience Prior to UCF: Classes Taught

#	Course Title	Program	Term(s) Taught
<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*	M.S. 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

Institutional Service

UCF I-O Psychology Doctoral Program, Department of Psychology, College of Sciences

- Member, comprehensive exam committee, specialty topic committees, doctoral admissions committee
- Contributor, *I/Opener* Program Newsletter

Service to the Department of Psychology

- Participant in HFC (Spring 2024) and I/O (Fall 2024) faculty search, candidate meetings and meals
- Self-nominated for in-unit faculty representative of the SONA Committee (not elected) Fall 2023
- Member, Psychology Department search committee for two I/O tenure-earning positions, Summer to Fall 2023
- Faculty member panelist for UCF Psychological Society event April 5, 2023

Service to the University of Central Florida

- Participant in the 2025 Poll Everywhere Spring Pilot
- Served on dissertation committee for College of Nursing doctoral student (defense completed Fall 2023)
- UCF Arboretum Volunteer (Fall 2022 – Spring 2023)
- Nicholson Student Media NSM Today Interviews (Fall 2022 article published [here](#); Fall 2023 article [here](#))

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

ERAU 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

ERAU Dept. of Applied Sciences Representative, COAS Faculty Council

August 2020 – May 2021

Mentor, ERAU COMPASS program

August 2020 – May 2021

Newsletter Co-Editor, ERAU 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

Editorial Board Member, *Occupational Health Science*

January 2019 – Present

- Invited to join Associate Editor team June 2023
- Started as Ad-Hoc reviewer for journal; invited to Editorial Board January 2020

Editorial Board Member, *The Psychologist-Manager Journal*

May 2021 – Present

- Started as Ad-Hoc reviewer for journal; invited to Editorial Board November 2021

Ad Hoc Reviewer, *International Journal of Stress Management*

January 2025 – Present

Ad Hoc Reviewer, *Journal of Occupational Health Psychology*

November 2022 – Present

Ad Hoc Reviewer, *Work and Stress*

November 2022 – Present

Ad Hoc Reviewer, *Organizational Psychology Review***August 2022 – Present****Ad Hoc Reviewer, *JCO Oncology Practice*****August 2021 – 2022****Reviewer, Special Issue on Team Resilience, *Group & Organizational Management*****Fall 2020 - 2021**

Professional Membership

Society for Industrial/Organizational Psychology (SIOP) **September 2014 - Present**

- Member, conference presenter, and conference submission reviewer
- Goldstein-Schneider Award Review Committee member, 2023 – 2024 and 2024 – 2025 Academic Years
- SIOP Visibility Committee member, 2023 – 2024 and 2024 – 2025 Academic Years
 - AY24-25 involvement produced SIOP 2025 conference presentation
 - AY23-24 involvement produced SIOP 2024 conference presentation & student publication
- 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**

- Graduate Student Committee Member 2014 - 2017

Interdisciplinary Network for Group Research (INGRoup) **July 2017 – Present**

- Member and member of 2017 HackMANathon winning team

Clemson University Postdoctoral Association (CUPDA) **January 2017 – July 2019**

- Member and recipient of 2017 CUPDA Travel Award

Southern Management Association (SMA) **June 2015 – 2020**

- Member, conference presenter, and conference reviewer

Southeastern Psychological Association (SEPA) **January 2018 – December 2019**

- Member, mentor for undergraduate conference poster

Society for Human Resources Member (SHRM) Member **Fall 2013- 2017**

- 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**

- Awarded state-level Silver Palmetto Award in 2023 for I-O psychology contributions made to the FNPS
- Member as of Fall 2021; I-O Psychology Education and Research Partner as of July 2022
- Grant Writer and Co-PI on Duke Energy Foundation Award listed above
- Partnership resulted in guest speaker and client projects for UCF I-O Psychology graduate courses, one student-first-author publication (2023), and one student-led SIOP poster acceptance (2024)

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

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