

ELZBIETA SIKORSKA-SIMMONS

Department of Sociology
University of Central Florida
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EDUCATION

- 7/98-6/99 **Center for Gerontology and Health Care Research, Brown University, RI**
Postdoctoral Research Associate
Director: Dr. Vincent Mor
- 2/92-5/98 **University of Maryland Baltimore County (UMBC), Baltimore, MD**
Ph.D. in Policy Sciences
Areas of Specialization: Social Gerontology, Medical Sociology, Public Policy
Dissertation: Organizational Determinants of Resident Satisfaction with Assisted Living
Committee Members: Drs. Leslie Morgan (Chair), Kevin Eckert, James Trela, Sheryl Zimmerman, Ann Gruber-Baldini.
- 10/82-10/87 **Copernicus University, Torun, Poland**
M.A. in Pedagogy
Areas of Specialization: Adult Education, Human Development
Thesis: The Hospice Movement in Poland

POSITIONS

- 8/08-Present **Associate Professor**
Department of Sociology, University of Central Florida
- 8/02-5/08 **Assistant Professor**
Department of Sociology, University of Central Florida
Courses taught:
- Medical Sociology
 - Sociology of Health and Illness Behavior
 - Sociology of Aging
 - Sociology of Mental Illness
 - General Sociology
 - Social Problems
 - Honors Seminar on Prejudice and Discrimination

- 8/00-5/02 **Visiting Assistant Professor**
Department of Sociology and Anthropology, UMBC, MD
Courses taught:
- Medical Sociology
 - Medicine and Health for the Patient’s Perspective
 - Service-Learning Course on Disability and Rehabilitation
 - Health Regulation and Quality in Health Care
 - Drugs and Alcohol in American Society
 - International Service-Learning Course: “Best Practices in Hospice Care,”
London, June 25 – July 5, 2001
- 7/99-8/00 **Adjunct Instructor**
Department of Sociology and Anthropology, UMBC, MD
Courses Taught:
- Medicine and Health from the Patient’s Perspective
 - Medical Sociology
 - Social Problems
- 1/00-6/00 **Lecturer**
Department of Sociology, Montgomery College Rockville Campus, MD
Course Taught:
- Introduction to Sociology
- 1/00-6/00 **Lecturer**
Department of Sociology, Montgomery College Takoma Park Campus, MD
Course Taught:
- Introduction to Sociology
- 2/92-1/96 **Teaching Assistant**
Department of Sociology and Anthropology, UMBC, MD
Assisted in Teaching:
- Research Methodology
 - Statistics for Social Sciences
- 2/88-2/92 **Health Educator**
**The Maria Sklodowska-Curie Memorial Cancer Center, Warsaw,
Poland**
Courses Taught:
- Psychosocial Aspects of Palliative Care
 - Death and Dying
- 2/88-2/92 **Lecturer**

Center for Continuing Nursing Education, Warsaw, Poland*Course Taught:*

- The Principles of Hospice Care

10/87-2/92

Lecturer**Palliative Care Unit, Medical Academy, Poznan, Poland***Course Taught:*

- Psychosocial Aspects of Palliative Care

9/90-6/91

Instructor**School of Nursing, Warsaw, Poland***Course Taught:*

- Basic Concepts in Sociology and Psychology

RESEARCH INTERESTS

The key areas of my research include: (1) the assessment of the quality of care from the resident's perspective (e.g., consumer satisfaction), (2) the effects of organizational factors (e.g., size, ownership, management, staff resources) on the quality of care, (3) the relationships between the quality of care for residents and the quality of the work environment for staff in long-term care facilities. My research draws on a variety of disciplines, including gerontology, economics, long-term care policy, management, organizational psychology, and medical sociology.

RESEARCH EXPERIENCE1/11 – Present **Principal Investigator****University of Central Florida (Un-sponsored Resesearch).**

Title: "RVing as an alternative housing option for older people." This survey of 117 RV retirement park residents in Melbourne, FL addressed the quality of RV housing (e.g., physical design, amenities, access to health/community services), and the quality of life of older RVers (e.g., life satisfaction, health status, and social support). The study participants were asked to fill-out a self-administered questionnaire. Findings from this study were presented the 2011 Scientific Meeting of the Gerontological Society of America.

5/07-5/09

Principal Investigator**University of Central Florida In-House Grant # 24129005.****Title: Organizational Determinants of Staff Turnover in Assisted Living**

The purpose of this *retrospective panel* study is to examine staff turnover in 25 AL facilities in Florida, using survival methods. Staff turnover was measured at the individual level, by recording the amount of time that each staff member spent

in the facility during a 12-month period. Turnover was assessed as a function of complex relationships between organizational factors (e.g., facility size, ownership), labor market conditions (e.g., county-level unemployment rate), and staff characteristics (e.g., age, sex, race/ethnicity, education). By applying survival techniques and hierarchical linear modeling, this research addresses the key methodological difficulties associated with studying turnover (e.g., bias in parameter estimates stemming from censored data and measurement error due to clustered data). Methods used and refined in this study will be incorporated into a revised RO1 NIA grant application.

9/02-8/04

Principal Investigator**National Institute on Aging Grant #1 RO3 AG-22100-01.****Title: Organizational Determinants of Resident Autonomy in Assisted Living**

The specific aims of the study were to: (1) to examine the influence of AL organization's environmental context on residents' autonomy; (2) to examine the influence of AL organization's management processes on residents' autonomy; (3) to assess the influence of AL organization's social structure on residents' autonomy; (4) to determine the influence of aggregate residents' characteristics on the relationships between organizational factors and residents' autonomy; and (5), to create a typology of AL organizations according to the levels of residents' autonomy, management characteristics, social structures, residents' characteristics, and environmental context. Data were collected from 402 residents and 317 staff members in 61 assisted living facilities in Maryland.

7/98-7/99

Post Doctoral Research Associate**Center for Gerontology and Health Care Research, Brown University, RI**

Assisted in the development of ToolKit instruments to measure end of life care. The project involved the development of patient-focused and family-centered survey instruments to assess the needs and concerns of dying patients and their families. Studied methodological issues concerning the assessment of quality in long-term care and the measurement of resident satisfaction as a quality indicator.

3/95-5/98

Dissertation Research**Doctoral Program in Policy Sciences, UMBC, MD**

Examined the role of organizational factors in determining the quality of elderly resident life in assisted living (AL), using resident satisfaction as a quality indicator. Collected data in personal interviews with 156 residents and 13 administrators. Developed an instrument (Resident Satisfaction Index) to measure resident satisfaction with assisted living. The study findings were published in *The Gerontologist* (Sikorska, 1999); and the description of the developed instrument was published in the *Journal of Applied Gerontology* (2001).

5/86-10/87

Thesis Research

Department of Pedagogy, Copernicus University, Torun, Poland

Examined the model of hospice care in relation to the needs of terminally ill persons in Poland. Analyzed the newly emerging hospice movement, examined the principles and organizational forms of hospice care, and discussed the effectiveness of hospices in addressing the needs and problems faced by terminally ill patients and their families. An article based on my thesis was published in *Death Studies* (Sikorska, 1990).

5/96–5/97

Research Assistant**Project HOPE Center for Health Affairs, Bethesda, MD.**

Assisted in assessing Alzheimer's Disease severity and patient functional status among long-term care settings; provided quality control for the data set, conducted Computer Assisted Telephone Interviews (CATI) with nursing home administrators in order to collect national data on special care units.

Project Director: Dr. Joel Leon

2/88-2/92

Research Associate**The Maria Sklodowska-Curie Memorial Cancer Center, Warsaw, Poland**

Assisted in the development of research proposals and conducted research studies on psychosocial aspects of cancer care (e.g., social support and social activity of women with breast cancer, the quality of patient-doctor communication about cancer). Participated in the construction of questionnaires, data collection, contributed to research reports, and publications.

Director: Dr. Zbigniew Wronkowski

9/88–3/89

Research Consultant**Department of Sociology, Warsaw University, Poland**

Assisted in the data collection and provided expertise in the sociological analysis of the emergence of the hospice movement in Poland. As an “expert consultant” helped to identify newly established hospices and assisted in interviewing hospice volunteers. Contributed to a book, *Towards the Dying Man. On the Hospice Movement in Poland*, based on this study (Sikorska, 1989).

Project Director: Dr. Jerzy Drazkiewicz

8/89-2/90

Research Assistant**Department of Medical Sociology, Polish Academy of Sciences, Warsaw, Poland**

Assisted in a study, funded by the Helsinki Committee for Human Rights, to assess the quality of care for the terminally ill patients in Polish hospitals. Participated in the data collection (conducted personal interviews with health care professionals and terminally ill patients), contributed to the data analysis and the final research report based on the study.

Project Director: Dr. Antonina Ostrowska

GRANTS

- 2002 "Organizational Determinants of Resident Autonomy in Assisted Living"
Principal Investigator: Elzbieta Sikorska-Simmons, Ph.D.,
Agency: National Institute on Aging (\$71,792), Type: RO3 (AG-221000-01)
Period: September 1, 2002 - August 31, 2004 (Funded)
- 2007 "Organizational Determinants of Staff Turnover in Assisted Living"
Principal Investigator: Elzbieta Sikorska-Simmons, Ph.D.,
University of Central Florida In-House Research Grant (\$7,500)
Period: May 1, 2007 – April 30, 2008 (Funded)
- 2007 "Organizational Determinants of Staff Turnover in Assisted Living"
Principal Investigator: Elzbieta Sikorska-Simmons, Ph.D.,
Agency: National Institute on Aging (\$889,246), Type: RO1 (AG-029418-01A1).
(Percentile: 47.1, (Resubmission Pending).
- 2009-2013 I serve as a research consultant on an NIA-sponsored grant (title: Using ICTs to Enhance Quality of Life Among Older Adults: An Intervention Study. Shelia R. Cotten (PI), Tom Houston, Eta Berner, Joshua Richman, Karlene Ball, Mark LaGory. National Institute on Aging, Funded: \$1,943,110, Period: 2009-2013.

PEER REVIEWED PUBLICATIONS

- Sikorska-Simmons, E. Predictors of Staff-Supportive Organizational Culture in Assisted Living. *Journal of Gerontological Nursing*, 2008; 34, 15-23.
- Sikorska-Simmons, E., and Wright, J. D. Determinants of Residential Autonomy in Assisted Living: A Review of the Literature. *The Journal of Long Term Home Health Care*, 2007; 8: 187-193.
- Bien, B., Wojszel, B., and Sikorska-Simmons, E. Rural and Urban Caregivers for Older Adults in Poland: Perceptions of Positive and Negative Impact of Caregiving. *International Journal of Aging and Human Development*, 2007; 65: 185-202.
- Sikorska-Simmons, E. The Effects of Organizational Policies on Resident Perceptions of Autonomy in Assisted Living. *Journal of Housing for the Elderly* 2006; Vol. 20, Issue 4: 61-77.
- Sikorska-Simmons, E. Linking Resident Satisfaction to Staff Perceptions of the Work Environment in Assisted Living: A Multilevel Analysis. *The Gerontologist* 2006; 46: 590-598.
- Sikorska-Simmons, E. The Effects of Organizational Context on Autonomy-Enhancing Policies

in Assisted Living. *Journal of Aging Studies* 2006; 20: 217-226.

Sikorska-Simmons, E. Organizational Culture and Work-Related Attitudes among Staff in Assisted Living. *Journal of Gerontological Nursing, Multicultural Section* 2006; 32:19-27.

Sikorska-Simmons, E. Predictors of Organizational Commitment among Staff in Assisted Living. *The Gerontologist* 2005; 45, 196-205.

Sikorska-Simmons, E. Religiosity and Work-Related Attitudes among Professional and Paraprofessional Staff in Assisted Living. *Journal of Religion, Spirituality and Aging* 2005;18: 65-82.

Sikorska-Simmons, E. Facility Ownership and Resident Satisfaction with Assisted Living. *Journal of Housing for the Elderly* 2005; 19:23-40.

Sikorska-Simmons, E. Development of an Instrument to Measure Resident Satisfaction with Assisted Living. *Journal of Applied Gerontology* 2001; 20(1), 57-73.

Sikorska E. Organizational Determinants of Resident Satisfaction with Assisted Living. *The Gerontologist* 1999; 39: 450-456.

Sikorska E. The Hospice Movement in Poland. *Death Studies* 1990; 15:309-316.

Jokiel M, Sikorska E. Public Opinion on Informing the Patients on the Diagnosis Concerning Their Neoplasm Disease in the Years: 1976-1986. *Neoplasms* 1989; 33:59-64.

MANUSCRIPTS IN PROGRESS:

Sikorska-Simmons, Elzbieta Hinojosa, Melanie Sberna, Hinojosa, Ramon: Caregiver Satisfaction with Community-Based Long-Term Care Services to be submitted to *Journal of Applied Gerontology*.

Hinojosa, Melanie Sberna, Hinojosa, Ramon, Sikorska-Simmons, Elzbieta: Caregiving as Barrier to Academic Success among College Students” to be submitted to *Educational Gerontology*.

Sikorska-Simmons, Elzbieta. Staff Characteristics and Turnover in Assisted Living: Discharges, Resignations, and Job Abandonment. *Research in Gerontological Nursing*.

NON-PEER REVIEWED PUBLICATIONS

Sikorska E. The Hospice Care: Principles, Organizational Forms and Development in Poland. *Information Bulletin*, The Maria Sklodowska-Curie Memorial Cancer Center and Institute of Oncology 1990:18-24.

Sikorska E. Common Psychosocial Problems of Cancer Patients. *Proceedings of the European School of Oncology*, Course on Psychosocial Oncology and Palliative Care 1990: 20-28.

Sikorska E. Burn-out Syndrome. *Proceedings of the European School of Oncology*, Course on Psychosocial Oncology and Palliative Care 1990: 29-39.

Sikorska, E. Psychosocial Aspects of Pain in Terminal Stages of Cancer. In: Jarosz, J, & Sowinski, P. (Eds.) *Principles of Pain Control in Cancer Patients*. Warsaw: The Maria Sklodowska-Curie Memorial Cancer Center and Institute of Oncology 1990:10-24.

BOOK CHAPTERS

Sikorska E. The Origins and Development of the Modern Hospice Care. In: Drazkiewicz J. (Ed.) *Towards the Dying Man. On the Hospice Movement in Poland*. Warsaw: Publishing House of the Warsaw University, 1989:65-89.

CONFERENCE PRESENTATIONS

- 2017 Hinojosa, Melanie Sberna, Hinojosa, Ramon, Sikorska-Simmons, Elzbieta. "Predictors of Depression Among College Student Caregivers." Southern Sociological Society Annual Meeting, Greenville, SC. March 29-April 3, 2017.
- 2016 Elzbieta Sikorska-Simmons, "Caregiver Satisfaction with Community-Based Services for Older Adults: A Systematic Literature Review," The 69th GSA Conference, 11/16-20, 2016, New Orleans, LA.
- 2016 Elzbieta Sikorska-Simmons, "The Benefits of Hospice Bridge Programs: A Systematic Literature Review," The 69th GSA Conference, 11/16-20, 2016, New Orleans, LA.
- 2015 Elzbieta Sikorska-Simmons, "Experiences of Caregivers for Hospice Patients with Advanced Dementia" presented at the 68th Annual Scientific Meeting of the Gerontological Society of America, November 18 - 22, 2015, Orlando, FL.
- 2014 Elzbieta Sikorska-Simmons, Hayley Pletcher, and Christina Kursewicz. "Provision of Palliative Care by Hospices in Florida" presented at the 67th Annual Scientific Meeting of the Gerontological Society of America, November 5 - 9, 2014, Washington, D.C.
- 2014 Elzbieta Sikorska-Simmons, Christina Kursewicz, and Hayley Pletcher. "What Are the Key Sources of Caregiver Burden for Hospice Family Caregivers? A Systematic Literature Review" presented at the 67th Annual Scientific Meeting of the Gerontological

- Society of America, November 5 - 9, 2014, Washington, D.C.
- 2013 Elzbieta Sikorska-Simmons. "Job Abandonment and Staff Turnover in Assisted Living" presented at the 66th Annual Scientific Meeting of the Gerontological Society of America, November 20-24, 2013, New Orleans, LA.
- 2013 Elzbieta Sikorska-Simmons & Michelle Ingram "Palliative Care for Older Adults: A Systematic Review of U.S. Medical School' presented at the 66th Annual Scientific Meeting of the Gerontological Society of America, November 20-24, 2013, New Orleans, LA.
- 2010 Sikorska-Simmons, E. "Predictors of Organizational Tenure among Staff in Assisted Living." The 63rd Annual Meeting of the Gerontological Society of America, November 19 – 23, 2010, New Orleans, LA.
- 2010 Sikorska-Simmons, E, & Gens, A. "Full-Time RVing as an Alternative Housing Option, for Older Adults." The 63rd Annual Meeting of the Gerontological Society of America, November 19 – 23, 2010, New Orleans, LA.
- 2009 Sikorska-Simmons, E. "Staff Turnover in Assisted Living: Who Leaves and Why?" The 62^h Annual Meeting of the Gerontological Society of America, November 18-22, 2008, Atlanta, GA.
- 2008 Sikorska-Simmons, E. "The Effect of Administrator Leadership on Staff Relations and Perceptions of Organizational Culture in Assisted Living." The 61th Annual Meeting of the Gerontological Society of America, November 17-21, 2008, Washington, DC.
- 2007 Sikorska-Simmons, E. "Predictors of Staff-Supportive Organizational Culture in Assisted Living. The 60th Annual Meeting of the Gerontological Society of America, November 16-20, 2007, San Francisco, CA.
- 2006 Sikorska-Simmons, E. "Linking Resident Satisfaction to Staff Perceptions of the Work Environment in Assisted Living: A Multilevel Analysis." The 59th Annual Meeting of the Gerontological Society of America, November 16-20, 2006, Dallas, TX.
- 2006 Sikorska-Simmons, E. "The Effects of Autonomy-Enhancing Policies on Resident Perceptions of Autonomy in Assisted Living." The 59th Annual Meeting of the Gerontological Society of America, November 16-20, 2006, Dallas, TX.
- 2005 Bien, B., Wojszel, B., & Sikorska-Simmons, E. "Rural and Urban Caregivers for Older Adults in Poland: Perceptions of Burden, Satisfaction, and Social Support." The 58th Annual Meeting of the Gerontological Society of America, November 18-22, 2005, Orlando, FL.

- 2005 Sikorska-Simmons, E. "The Effects of Facility Organizational Characteristics on Autonomy-Enhancing Policies in Assisted Living." The 58th Annual Meeting of the Gerontological Society of America, November 18-22, 2005, Orlando, FL.
- 2004 Sikorska-Simmons, E. "Predictors of Organizational Commitment among Staff in Assisted living." The 57th Annual Scientific Meeting of the Gerontological Society of America, November 21 -25, 2003, Washington, DC.
- 2004 Sikorska-Simmons, E. "Resident Choice and Control in Assisted Living." The Regional Meeting of the Polish Gerontological Society, May 21, 2003, Sokolka, Poland.
- 2003 Sikorska-Simmons, E. "Facility Ownership and Resident Satisfaction with Assisted Living" presented at the 56th Annual Scientific Meeting of the Gerontological Society of America, November 21 -25, 2003, San Diego, CA.
- 2003 Sikorska-Simmons, E." Cross-Cultural Comparison of Quality of Life among Centenarians in Poland and in the United States," presented at the Annual Meeting of the Centenarians Research Program, May 9-10, 2003, Warsaw, Poland.
- 2001 Sikorska-Simmons, E. "Quality of Resident Life in Assisted Living," presented at the 35th World Congress of the International Institute of Sociology, July 11-16, 2001, Krakow, Poland.
- 1998 Sikorska-Simmons, E. "Organizational Determinants of Resident Satisfaction with Assisted Living," The Gerontological Society of America 51st Annual Scientific Meeting, November 20-24, 1998, Philadelphia, USA.
- 1998 Sikorska-Simmons, E. "Organizational Determinants of Resident Satisfaction with Assisted Living," presented at the Graduate Student Research Day, May 4, 1998, University of Maryland Baltimore County.
- 1991 Sikorska-Simmons, E. "The Hospice Movement in Poland," presented at the International Conference on Hospice Care, June 21-26, 1991, London, The United Kingdom.
- 1990 Sikorska-Simmons, E. "Common Psychosocial Problems in Cancer Patients," presented at Postgraduate Conference on Psychosocial Oncology and Palliative Care, European School of Oncology Conference, May 28–June 1, 1990, Radziejowice, Poland.
- 1990 Sikorska-Simmons, E. "Burn-Out Syndrome," presented at Postgraduate Conference on Psychosocial Oncology and Palliative Care, European School of Oncology Conference, May 28–June 1, 1990, Radziejowice, Poland.

PROFESSIONAL MEMBERSHIP

Gerontological Society of America (GSA)
International Gerontological Society (IGS)
Polish Gerontological Society (GSA)

COMMITTEE SERVICE

Department of Sociology Health, Families, and Communities Task Force (2016 - Present)
Department of Sociology AESP Revision Committee (Fall 2016 – Spring 2017)
Department of Sociology Seed Grant Committee (2015 - Present)
Department of Sociology Personnel Committee (2008 - Present)
UFF Travel Grant Committee (Spring 2017)
Department of Sociology Undergraduate Program Committee (2002-2005)
Department of Sociology Graduate Program Committee (2002-2005)
Department of Sociology Search Committee (2002 – 2009)
Department of Sociology Library Representative (2003-2004)
Department of Sociology Budget Committee (2005-2008)
Department of Sociology Computer Committee (2007- 2008)
MA Exit Exam Committee (2007-2008)
College of Science Sabbatical Committee (2014-2015)
College of Sciences Research Committer (2014-2015)
UCF Gerontology Program Committee (2002 – Present)
UCF Service-Learning Committee (2007 – Present)
The Annual Evaluations Standards and Procedures Committee

STUDENT RESEARCH MENTORING

- 2014-2015 I mentored Christina Kursewicz on her Burnett Research Scholars Grant (formerly SMART) titled: “Palliative Care Education in American Medical Schools.”
- 2005 UCF Research and Mentoring Program (RAMP) Award. I served as a mentor for two undergraduate RAMP students (Monica Box and Laura Crowley). Their research on “Staff Perceptions of Resident Autonomy in Assisted Living” was awarded first prize at the Showcase of Undergraduate Research Excellence.
- 2002 UMBC Provost's Undergraduate Research Award. I served as a mentor for an undergraduate student (Angela Maloney) who received the Provost’s Award for research on "Quality of Palliative Care for End-Stage Alzheimer's Disease Patients in Nursing Homes."

MANUSCRIPT REVIEWER

Ageing International
International Journal of Quality in Health Care
International Journal of Psychology
Journal of Applied Gerontology
Journal of Aging and Social Policy
Quality and Safety in Health Care
The Gerontologist
Research on Aging
Social Science Research
International Journal of Sociology and Anthropology
The Shahid Shorideh and Noor Medical Center Research Manuscript, Tehran, Iran.

BOOK PROPOSAL REVIEWER

“Voices From the Inside: Readings on the Experience of Mental Illness” by David A. Karp of Boston College.

GRANT REVIEWER

National Science Foundation Grant Proposal (Sociology Program)

PROFESSIONAL DEVELOPMENT

Summer Faculty Development Conference (May 8-11, 2017).
UCF Global Studies Study Abroad 101 workshop (March 6, 2017)
Community-Based Research Workshop, The Burnett Honors College (October 22, 2016).
FCTL Workshop “How Learning Works” (January 26, 2015)
FCTL Workshop “Academic Integrity” (April 22, 2015)
Faculty Center for Teaching and Learning (FCTL) “Service Learning Grant Writing Workshop (July 23, 2008)
FCTL Summer Faculty Development Conference (April 30-May 3, 2007)
FCTL Service Learning Day “Promoting Community Relationships (February 23, 2007)
FCTL Seminar on Classroom Response Systems (November 9, 2006)
FCTL Seminar on Service-Learning Best Practices (November 15, 2006)
FCTL Seminar on Grade Inflation (October 29, 2004)
FCTL Winter Faculty Development Conference (December 15-17, 2003)
FCTL Spring Workshop “To Grade or not to Grade” (March 11, 2003)

HONORS IN THE MAJOR COMMITTEE MEMBER

Michelle Chen. The Association of Body Image and Interpersonal Relationships as it Relates to Happiness.”

Alissa Gebben. Relationship of Ageism, Racism, and Sexism in the Workplace.”

M.A. THESIS COMMITTEE MEMBER

Tangela G. Towns. Race and Health Behaviors: A Study of Diabetes Among African Americans
Department of Sociology, UCF.

Nicole Owens. Medicine is the Easy Part”: Emotions in Veterinary Medicine. Department of
Sociology, UCF).

Sarah Halbert. Senior Water Aerobic Class as a Subculture. Department of Sociology, UCF.

DOCTORAL DISSERTATION COMMITTEE MEMBER

Justin Marcus. Ageist Perceptions of Personnel Selection Decisions: A Prejudice-Reduction
Intervention. Department of Psychology, UCF.

AWARDS & SCHOLARSHIPS

Graduate Student Research Award, UMBC
European Association of Cancer Nursing Scholarship
Kosciuszko Foundation Scholarship
St. Christopher’s Hospice Foundation Scholarship
United Nations Development Program Scholarship