

# Chelsea Alyce LeNoble

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## Academic Appointments

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**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

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- 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

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**Authorship:** Unless otherwise noted, authorship determined by order of greatest contribution; (\*)Indicates student co-authors.

**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>. Impact Factor Note: Despite being a newer journal, (1) the editor in chief (Robert Sinclair) is a leader in the field and (2) it is the official journal of the Society for Occupational Health Psychology, the foremost professional organization.

Horan, K., Harrington, M., LeNoble, C., 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*. Impact Factor: 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> Impact Factor: 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. **Impact Factor:** 9.375

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. **Impact Factor:** 9.375

- 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. **Impact Factor:** 9.375  
**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. **Impact Factor:** 9.375
- 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.
- 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. **Impact Factor:** 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. **Impact Factor:** 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:** 9.375
- 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

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- 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

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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

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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*. Impact Factor: 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*. Impact Factor: 5.119

## Conference Presentations: Published Proceedings

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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. Rietze (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

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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 student research assistant advisee

- LeNoble, C.** (2021, April). Making I/O research RAPID in times of crisis: Insights into quick-response NSF funding. [Symposium]. *36<sup>th</sup> 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]. *36<sup>th</sup> 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]. *36<sup>th</sup> 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]. *36<sup>th</sup> Annual Conference, Society for Industrial and Organizational Psychology*.  
**Authorship Note:** Second author was undergraduate student research assistant advisee
- 1Corbin, 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. Duchek & 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]. 35<sup>th</sup> 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]. 32<sup>nd</sup> 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]. 13<sup>th</sup> 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]. 13<sup>th</sup> 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]. *34<sup>th</sup> 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]. 33<sup>rd</sup> 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. Perrew (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

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- 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 will be presented at the 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. *46<sup>th</sup> 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. 13<sup>th</sup> 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.\*, Ravnar, H., & Britt, T.W. (2019, June). *Let's talk: A pilot study combating compassion fatigue & burnout among inpatient and outpatient oncology nurses.* 40<sup>th</sup> 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.* 65<sup>th</sup> 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*. 65<sup>th</sup> 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. *13<sup>th</sup> 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*. 2<sup>nd</sup> 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*. 33<sup>rd</sup> 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. 26<sup>th</sup> Annual USF SERC Health Research Day, Tampa, FL. Research sponsored by the Sunshine Education and Research Center.

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## Conference Presentations: Panel Discussions

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- 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. *38<sup>th</sup> 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. *37<sup>th</sup> 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. *16<sup>th</sup> 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. *33<sup>rd</sup> Annual Conference for the Society for Industrial and Organizational Psychology*, Chicago, IL.

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## Invited Talks

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- 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/2EETKSfROGk>.

## Other Scholarly Works & Research Dissemination

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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

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**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 (20% 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

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- 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

## Relevant Employment History: Research Training & Experience

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- 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

## Teaching Experience: Classes Taught

| #  | Course Title                          | Program                      | Date(s) Taught             |
|--|---------------------------------------|------------------------------|----------------------------|
| <b>University of Central Florida: Face to Face Modality</b>              |                                       |                              |                            |
| 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                  |
| <b>Embry-Riddle Aeronautical University – Worldwide: Online Modality</b> |                                       |                              |                            |
| 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          |
| <b>Clemson University: Face to Face Modality</b>                         |                                       |                              |                            |
| 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    |
| <b>Florida Institute of Technology: Online Modality</b>                  |                                       |                              |                            |
| 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*. Impact Factor: 9.375
- 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*. Impact Factor: 9.375

## Institutional Service

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|  |                               |
|--|-------------------------------|
| <b>UCF I-O Psychology Doctoral Program, Department of Psychology, College of Sciences</b>  | <b>Fall 2022 – Present</b>    |
| <ul style="list-style-type: none"> <li>Member, Comprehensive Exam remediation committee, doctoral admissions committee</li> <li>Contributor, <i>I/Opener</i> Program Newsletter</li> </ul>   |                               |
| <b>Service to the University of Central Florida</b>  | <b>Fall 2022 – Present</b>    |
| <ul style="list-style-type: none"> <li>UCF Arboretum Volunteer</li> </ul>  |                               |
| <b>ERAU-W College of Arts and Sciences Search Committee Service</b>  | <b>2019 - 2021</b>            |
| <ul style="list-style-type: none"> <li>Dean, College of Arts and Sciences (Fall, 2021)</li> <li>Associate Dean for Faculty (Spring, 2021)</li> <li>Assistant Professor, Technical Communication (Fall, 2019)</li> <li>Assistant Professor of the Practice, English Language Learners (Fall, 2019)</li> </ul> |                               |
| <b>ERAU-W College of Arts and Sciences Research &amp; Evaluation Support Coordinator</b>   | <b>August 2020 – May 2021</b> |
| <ul style="list-style-type: none"> <li>AY20-21 Assistant to the Associate Dean for Research; New duties AY21-22</li> <li>Prepare, deliver, and evaluate research and evaluation resources for COAS faculty</li> <li>Site administrator for COAS Qualtrics License and CARMA membership</li> </ul>            |                               |
| <b>Course Monitor, Department of Applied Sciences</b>  | <b>May 2020 – 2021</b>        |
| <ul style="list-style-type: none"> <li>PSYC 340 – Introduction to Industrial/Organizational Psychology</li> <li>PSYC 340 – Group and Team Behavior</li> <li>MSES 520 – Psychological Issues Among Emergency Services Personnel</li> </ul>  |                               |
| <b>COAS Representative, Year of the Adjunct Committee – ERAU Worldwide</b>   | <b>May 2020 – 2021</b>        |
| <b>Dept. of Applied Sciences Representative, COAS Faculty Council</b>  | <b>August 2020 – May 2021</b> |
| <b>Mentor, COMPASS program</b>   | <b>August 2020 – May 2021</b> |
| <b>Newsletter Co-Editor, Department of Applied Sciences</b>  | <b>August 2020 – May 2021</b> |
| <b>Prisma Health Employee Engagement Survey RFP Committee Member</b>   | <b>Spring 2019</b>            |
| <b>Clemson University EUREKA! Incoming Freshman Research Mentor</b>  | <b>Summer 2018</b>            |
| <b>Member, GHS Enhancing the Practice of Medicine – Clinician Well-being Committee</b>   | <b>May 2018 - 2019</b>        |
| <b>Member, GHS Health Science Center Student Satisfaction Taskforce</b>  | <b>August 2017 - 2019</b>     |

## Service to the Profession

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

## Professional Membership

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|   |                                 |
|---|---------------------------------|
| <b>Society for Industrial/Organizational Psychology (SIOP)</b>  | <b>September 2014 - Present</b> |
| <ul style="list-style-type: none"> <li>Member, conference presenter, and conference reviewer</li> <li>Institutional Research Committee member, 2022 – 2023 Academic Year</li> <li>Education &amp; Training Committee member, 2021 – 2022 Academic Year</li> </ul> |                                 |

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

## **Relevant Service to the Community**

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|   |                                |
|---|--------------------------------|
| <b>Cuplet Fern Chapter, Florida Native Plant Society, State Non-profit Organization</b>   | <b>Fall 2021 – Present</b>     |
| <ul style="list-style-type: none"> <li>Member as of Fall 2021; I-O Psychology Education and Research Partner as of January 2022</li> <li>Grant Writer and Co-PI on Duke Energy Foundation Award listed above</li> <li>Partnership also resulted in for guest speaker on non-profit management and leadership development for UCF I-O Psychology graduate courses</li> </ul> |                                |
| <b>Lasagna Love, Global Non-profit Organization</b>   | <b>Fall 2021 – Spring 2022</b> |
| <ul style="list-style-type: none"> <li>Consulted on the development, launch, analysis, and reporting of the Pay it Forward Survey</li> <li>Resulted in press release and infographic of findings, <a href="#">URL here</a></li> </ul>   |                                |
| <b>Junior League of Greater Orlando, Local Non-profit Organization</b>  | <b>July 2020</b>               |
| <ul style="list-style-type: none"> <li>Conducted Resilience Readiness assessment for incoming leaders</li> <li>Delivered Leadership Resilience training workshop</li> </ul>   |                                |

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