Shannon Amerilda Scielzo, Ph.D.

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Education

Institute for Simulation and Training (IST), Orlando, FL.
Fellowship: Multidisciplinary University Research Initiative (MURI) Fellow in Macrocognition, 2007- 2008

University of Central Florida, Orlando, FL.
Major: Industrial and Organizational Psychology
M.S., 2005, *Phi Kappa Phi*
Ph.D., 2008
Dissertation title: The Effects of Training on Goal Orientation, Mentoring Relationship Processes, and Outcomes

Tarleton State University, Killeen, TX.
Major: Psychology
B.S., 2003, *Alpha Chi* and *Psi Chi*

Central Texas College, Killeen, TX.
Major: General Studies
A.G.S, 2001

Skill Areas

- Assessment and Evaluation
- Well-being Assessment
- Training Principles
- Advanced Statistics
- Psychometric Applications/Survey Design
- Research Design
- Evaluation/Assessment
- Engineering Approaches
- Quality Improvement/Patient

- Safety Assessment
- Human Factors/Human-System Interactions
- Performance Management
- Employee Selection
- Mentoring/Coaching
- Excel Macros/Data structure
- Fluent in Spanish
- Basic Html/PhP/MySQL

Work Experience

May 2017 to Present.

Strategic Planning Consultant, Graduate Medical Education (GME), UT Southwestern. In this role I am responsible for analyzing GME residency data and identifying best plans of action. I am working on numerous projects, including distributing resident well-being assessment and best-practices, identifying mechanisms to improve scholarly activity for residencies, and other projects to facilitate programs performing optimally.

Example teaching topics/presentations provided include:

PDAC:
- Understanding and Implementing a Well-Being Assessment Program
- Identifying Factors Inhibiting Resident and Faculty Scholarly Activity

PCAC:
- Monitoring Well-Being and Creating a Positive Culture

February 2015 to Present.

Associate Director of Education and Assistant Professor, Department of Internal Medicine, UT Southwestern. In this position, ultimately my overarching goal is to identify better assessment, evaluation, and training tools for residents. I have worked on a large number of projects – from better understanding resident well-being, to developing more user-friendly performance assessments, to identifying areas of deficiency, to facilitating identifying ways to improve residency processes to bring the program to the next level of 'awesomeness'.

Example teaching topics provided include:

Behavioral Medicine Conferences:
- Conflict management
- Team skills training
- Seeking and giving feedback
- Managing well-being

Intern Orientation:
- Reframing perceptions

STARS Faculty/Fellow Conference:
- Designing evaluations and assessment

Mentoring of Residents and Faculty:
- Work with residents and faculty on a regular basis to provide design/statistical/survey design suggestions/training for projects

- Work with faculty to interpret teaching evaluations and provide suggestions to improve performance
- Meet with residents that are showing signs of burnout/well-being struggles and identify strategies (e.g., executive coaching type strategies, identifying psychological resources, etc.) to help them develop resilience (and identify areas to remediate with interacting faculty or rotations, etc.)

Fall 2008 to May 2015

Director of the Training, Measurement, and Technology Lab and Assistant Professor, University of Texas at Arlington (UTA). In this capacity, I mentored a very large number of students, worked extensively developing the Industrial and Organizational Psychology program, overseen hundreds of applied data-analytic projects, taught 11 new preparation courses, most of which were graduate level, and have had consistently high teaching evaluations. I also graduated two doctoral students, over 30 MS students, and over 50 undergraduates. Here is a list of the classes that I have taught at UTA.

Classes:

- *Undergraduate*
  - *Introduction to Psychology*
  - *Business Psychology*
  - *Psychology of Testing*
  - *Research Design and Statistics 1*

- *Graduate*
  - *Psychometric Theory*
  - *Basic Applied Organizational Research Design*
  - *Performance Management Systems*
  - *Advanced Applied Organizational Research Methods*
  - *Industrial and Organizational Psychology Internship*
  - *Applied Research Design*
  - *Employee Selection*

Summer 2007 to Summer 2008

Fellowship: MURI Graduate Research, Institute for Simulation and Training.

Funded by a grant from the Office of Naval Research, this research was interested in uncovering a better understanding of 'Macrocognition'. As a multidisciplinary university research initiative (MURI) Graduate Research Fellow, I had the opportunity to work with several prominent researchers (e.g., Eduardo Salas, Shawn Burke, Steve Fiore, Kimberly Smith-Jentsch, Florian Jentsch, Nancy Cooke) and learn from their expertise. I worked on a wide variety of tasks, including helping code for several meta-analyses, writing for several manuscripts/technical reports, and helped in all stages of development and validation of simulations to assess macrocognition.

Fall 2003 to Summer 2008

Graduate Research Assistant, Team-Training and Workforce Development Lab/Institute for Simulation and Training.

Under the supervision of Dr. Kimberly A. Smith-Jentsch, I had the opportunity to work on numerous projects and to obtain a wide range of experiences. I developed numerous types of simulation assessments and training modules, oversaw data collection and validation efforts, and supervised a large number of peers and junior students. I also oversaw the UCF online mentoring program and oversaw the transition the communication medium of the program from face-to-face program to online. I have also helped with various studies that we have conducted with Workforce Central Florida (WCF). For example, I worked extensively with the development and validation of a simulation program to train soft skills for WCF participants, helped with the implementation of an online mentoring program at WCF, and trained and recruited student volunteers. Furthermore, I helped with the development and implementation of an online performance management system for the UCF Police Department, and was also in charge of conducting extensive statistical analyses to validate our processes.

Fall 2006 to Summer 2007

Valencia Community College. I taught four classes at Valencia Community College, including 3 General Psychology classes and one Business (I/O) Psychology class.

- *Business Psychology*. Fall, 2007 (*1 class*).
- *General Psychology*. Spring, 2008 (*2 classes*) and Summer, 2008 (*1 class*)

Fall 2003

Research Assistant, A & L Associates for Universal Studios City Walk.

Under the supervision of a sub-contractor, I helped with overseeing a team of researchers at Universal Studios City Walk surveying guests exiting the City Walk area. Furthermore, I oversaw data analysis and was responsible for presenting the results to the sponsors.

Some Example Applied Projects Conducted

UTSW:

- *Faculty Feedback*. Developed standardized reports to facilitate providing faculty feedback regarding their resident teaching evaluations. Required development of macros and advanced Excel and statistical skills. Moreover, have to careful clean data and restructure.

- *Resident Training Components.* Extracted data from resident scheduling software and mapped residents across the course of their residency training. Then, mapped specific rotations to

ACGME requirements to identify individuals who were not within compliance (or were generally deficient in particular areas). This identified that our residents in general are receiving too much critical care – and in turn we have developed plans to remediate this. The extraction and mapping will be repeated annually.

- *Recruitment and Selection Efforts.* Analyzed Match data and examined extensive characteristics of our matched applicants relative to non-matched, those interviewed vs those not, etc. to better inform future processes.

- *Psychometrics of Evaluations.* Updated numerous evaluations to have better psychometric qualities and provide higher quality data. Required psychometrically analyzing a large number of assessments, and these assessments will continue to require constant monitoring and updating. One example is our patient assessments of residents - which required analyzing all available patient assessments to which I had access, plus examining results of a large number of published studies with these assessments. Moreover, I analyzed Press Gainey faculty assessments –and found a common issue: Items are not differentiated. This in turn drove us to facilitate the assessment (a shorter form with some key questions to provide face-validity, and a very short one item question for quick or difficult (language barrier) assessments. I also created protocols and trained several coordinators to conduct these assessments.

- *Well-Being Assessment*. Created multi-source well-being assessments to facilitate a well-being culture and identify concerns. In part funded by the grants obtained, this has been an extensive program to implement. A great deal of literature review and construct identification was initially conducted, with various phases of psychometric piloting and continual validation implemented. Moreover, I continue to oversee the program in IM and triage residents with low scores (and provide recommendation to remediate program-level issues). Furthermore, I continue to train and serve as a point-of-contact for PDs and coordinators whom have adopted our assessments.

- *Program Performance Dashboards.* Helped with creation of program performance dashboards, and will continue with further refinement and validation. Developed macros to pull data from various sources, and analyzed levels of variation across program. Currently working on analyzing relations of indicators – such as program citations, resident and faculty ACGME reports, WebAds, and other such data.

- *Resident Interview Approach.* Developed standardized resident interview protocols, interview questions, and scoring sheets to improve the rater reliability and validity of faculty interview inferences.

- *Resident and Faculty Construct Mapping.* Conducted extensive job analyses of resident and faculty positions, and created performance ontologies. The resident performance assessments are based on this constructing mapping, whereas hopefully our future faculty assessments will also.

- *Predictive Analytics and Strategic Management.* Continually monitor and evaluate data from multiple sources – and map data across sources when possible to understand interacting factors (such as keeping track of ITE scores, performance assessments, and how these issue relate to passing of board exams). Requires formatting, using sophisticated matching formulas, and

running extensive statistical analyses. These results facilitate strategic planning and predicting potential concerns.

UTA/Prior:

- *Office of the Provost*. Led the evaluation team to validate (and develop) a psychometrically sound faculty assessment instrument (meeting the requirements of SAKS, and other reporting agencies). Also worked with Faculty senate and helped gain buy-in for implementation.

- *SA Technologies*. Analyzed data for numerous high-risk military intelligence related projects – involving extremely complicated research designs and a large number of confounds. Very extensive high-level statistics were conducted, and very detailed tech reports provided.

- *City of Dallas*. Was part of a team that collected the data for employees of the City of Dallas. We had thousands of employees working in hundreds of teams – and numerous inferences had to be made that necessitated some very complicated analytic approaches. The results of this project impacted many important changes in the business processes for the city.

- *Department of Defense*. I was a Co-PI, as the data analytic expert/psychometrician, on a large scale project in which we had to develop and validate a measurement tool. We collected thousands of points of data on nearly 1000 different items – and had to thoroughly understand the behavior of each of our validation items. We also had to modify a simulation shell, and create an appropriate medium for assessing the constructs of interest. A large number of formal technical reports were developed for this project, and several assessments were developed to facilitate their manpower analysis for team members working in distributed teams.

- *Workforce Central Florida*. Helped develop and implement an online mentoring program to pair welfare-to-work trainees with community business partner mentors. Conducted SME analyses, developed assessment tools, worked with developers, and oversaw pairing and mentoring sessions. Also helped to develop and validate a simulation to train interpersonal and soft skills needed to remediate deficiencies of welfare-to-work participants. This involved developing and piloting various iterations of scripts, casting actors and overseeing filming, working with programmers to develop AI and needed functions, and later administration and validation of response data.

- *Universal Studios City Walk*. Managed a large team of marketing surveyors that worked with Universal Studios City Walk customers. I analyzed thousands of customer responses and presented numerous reports to Universal Studios regarding the satisfaction of their customers with various components of the City Walk experience. I also made financial predictions (ROI) and helped drive many of the decisions that were made. For example, processes at certain night clubs were substantially changed, and the night street entertainment skits were completely revamped.

Other Recent Unique Training Experiences and Certifications

Well-Being Related
- *Suicide Prevention Online Training: A Strategic Planning Approach to Suicide Prevention* Certificate (SPRCTI, 2016)
- *Counseling on Access to Lethal Means* Certificate (CALM) (SPRCTI, 2016)
- *Choosing and Implementing a Suicide Prevention Gatekeeper* Certificate (SPRCTI, 2016)

Patient Services Related
- *Improving Care of Patients with Intellectual and or Developmental Disabilities* Certificate (IDD) (2016
- Have undergone almost all mandatory compliance training that residents undergo to have needed access at hospitals (resulting in countless certificates of completion)

Residency Administration
- Completed the *"Integrating Coaching into your Residency Program" Course at the Alliance for Program Directors of Internal Medicine* (APDIM, 2015)
- Have attended a very large number of workshops, presentations, and poster sessions at various conferences, including: APDIM, AAIM, ACGME (generally attending annually).

Grand Rounds/Resident Conferences/Rounding
- Have attended a large number of resident conferences and Grand Rounds in addition to joining rounding teams and shadowing in the clinics. This passive learning has proven to be very powerful - It has greatly facilitated my ability to help residents and faculty with projects (and to develop better assessment tools).

Published Manuscripts, Abstracts, Tech Reports, and Presentations

UTSW:

Scielzo, S. A., Weigle, D. C., & Kazi, S. (Forthcoming, April, 2018). Resident Fuel Levels: Reframing, Assessing, and Addressing Well-Being. *Journal of Graduate Medical Education*.

Scielzo, S. A., & Weigle, D. (2018, February). *Perceptions of well-being across sources: Towards a better understanding.* Oral presentation at the Innovations in Medical Education annual conference.

Bajaj, P., Verghese, S. Padilla, P., **Scielzo, S.A.,** Sunleaf, A., Philip, S., Haridas, J., Wang, C., Kannan, V., Lewis, J., Bhat, D., Mutz, J., Willet, D., Fish, J., & Karp, D. (2017, November). *Practice improvement utilizing Six Sigma and health informatics in an academic setting.* Poster presented at the American College of Rheumatology.

Scielzo, S. A. & Ryder, H. (2017, October). *Is it all about the form?: Comparison of norm- & criterion-referenced evaluations – do the ACGME mandated milestones improve faculty inter-rater reliability?* Poster presented at the Alliance for Academic Internal Medicine.

Scielzo, S. A. (2017, October). *Innovation Grants Seminar: Resident Well-Being Assessment*. Symposium presented at the Alliance for Academic Internal Medicine.

Scielzo, S. A., Yek, C., Sharky, R., Weigle, D., & Kazi, S. (2017, October). *Do you see what I feel? Accuracy of Assessment of Resident Well-Being.* Poster presented at the Alliance for Academic Internal Medicine.

Scielzo, S. A. (2017, October). *Innovation Grants Seminar: Resident Well-Being Assessment*. Symposium presented at the Alliance for Academic Internal Medicine.

Haque, T. S. M., Al-Ameen, M. N., **Scielzo, S. A.**, & Wright, M. (2017). Learning system assigned passwords (up to 56 bits) in a single session with the methods of cognitive psychology. USEC, 1-10.

Scielzo, S. A., Ramirez, N., Carvour, M., Vijapura, P., Kazi, S., Weigle, D. C. (2017, March). Transforming culture – Creating a well-being friendly residency. Poster presented at the Alliance for Academic Internal Medicine.

Solow, E. B., **Scielzo, S. A.,** Kazi, S. (2017). Update in Rheumatology: Evidence published in 2016. Annals of Internal Medicine, 166(7), w44-w47.

Al-Ameen, M. N., Fatema, K., Marne, S., Ahmed, S. Sovantharith, S., Wright, M. & **Scielzo, S. A.** (2016). Towards the memorability of system-assigned random passwords. SOUPS Proceedings.

Covin, Y. N., **Scielzo, S. A.**, Kirk, L., & Barker, B. R. (2016, May). Checking in on check-out: Perceptions and expectations of residents during the continuity clinic check-out process. Poster presented at the 1st Annual Donald W. Seldin, M.D. Research Symposium.

Covin, Y. N., **Scielzo, S. A.**, Kirk, L., & Barker, B. R. (2016, May). Checking In on Check-Out: Perceptions and Expectations of Residents during the Continuity Clinic Check-Out Process. Poster presented at the 39th Annual Society of General Internal Medicine. Abstract published in *Journal of General Internal Medicine* (Vol. 31, pp. S157-S157).

Al-Ameen, M. N., Fatema, K., Wright, M. & **Scielzo, S. A.** (2015). The impact of cues and user interaction on the memorability of system-assigned recognition-based graphical passwords. SOUPS, 185-196.

Scielzo, S. A., Kazi, S., & Johnson, D. (2015). Psychometric properties of the ACGME Internal Medicine milestones: Examining the dynamic nature of performance evaluation. *Research Gate*, DOI: 10.13140/RG.2.2.11420.59527

Scielzo, S. A., Stone, L., & Kazi, S. (2015). Update in Rheumatology: Evidence published in 2015. Annals of Internal Medicine, 164(9), w61-w64.

Iyer-Eimerbrink, P. A., **Scielzo, S. A.,** & Jensen, Campbell. (2015). The Impact of Social and Relational Victimization on Depression, Anxiety, and Loneliness: A Meta-Analytic Review. Journal of Bullying and Social Aggression, 1(*1*).

Al-Ameen, M. N., Wright, M. & **Scielzo, S. A.** (2015), Towards making random passwords memorable: Leveraging users' cognitive ability through multiple cues. *33rd Annual ACM on Human Factors in Computing*; 2315-2324.

Scielzo, S. A. & Kazi, S. (2015, October). The ratings are in – but which raters are accurate?: Advanced psychometric reliability assessment from A to Z. Workshop given at the Academic Alliance for Internal Medicine (AAIM) conference.

Al-Ameen, M. N., Wright, M. & **Scielzo, S. A.** (2015). Leveraging real-life facts to make random passwords more memorable. *Research in Computer Security*, 438-455.

Barker, B. R., **Scielzo, S. A**., Moran, B., & Wagner, J. (2015, April). Bring it back to the bedside: Tablet computers increase team-patient interactions. Poster presented at the 38th Annual Meeting of the Society of General Internal Medicine.

Scielzo, S. A., Kazi, S., & Johnson, D. (2015). Resident self-evaluations: Toward a better understanding of utility and best practices. *Research Gate*, DOI: 10.13140/RG.2.2.18131.48163

Scielzo, S. A. (2015). Going for the Gold on the Ice? Psychometric Evaluation of the Judging System. *Research Gate*, DOI: 10.13140/RG.2.2.16453.76004

McCloskey, J. & **Scielzo, S.A.** (2015). Finally!: The development and validation of the academic procrastination scale. *Research Gate*. DOI: 10.13140/RG.2.2.23164.64640

UTA:

Haque, T., Wright, M., & **Scielzo, S. A.** (2014). Applying psychometrics to measure user comfort when constructing a strong password. Paper presented at: *Symposium on Usability in Privacy and Security* (SOUPS); July 2014.

Haque, T., Wright, M. & **Scielzo, S. A.** (2014). Hierarchy of user's web passwords: Perceptions, practices, and susceptibilities. *International Journal of Human-Computer Studies, 72*(12), 860-874.

Dickson, J., Kirkpatrick, K., Kendall, D. Longabaugh, J., Patel, A. & **Scielzo, S. A.** (2014). Untangling Protégé Self-Reports of Mentoring Functions: Further Meta-Analytic Understanding. *Journal of Career Development, 41*(4), 263-281.

Scielzo, S., **Scielzo, S. A.**, Riley, J., & Davis, F., (2013). *Subjective multidimensional workload index for distributed teams: Development program for the Team Subjective Assessment of Workload (T-SAW), Phase II*. Phase II, Year 1 Final Report (August 2013), prepared for the United States Army Research Laboratory under contract # W911QX-12-C-0040.

Haque, T. S. M., Wright, M., & **Scielzo, S. A.** (2013). Passwords and Interfaces: Towards Creating Stronger Passwords by Using Mobile Phone. *Proceedings of the Third ACM workshop on Security and privacy in smartphones & mobile devices*, 105-110.

Haque, T. S. M., Wright, M., & **Scielzo, S. A.** (2013, February). A study of user password strategy for multiple accounts. *CODASPY: Proceedings of the third ACM conference on Data and application security and privacy*, 173-176.

Scielzo, S. A. (2013, April). Is there an eHarmony for Mentorship? Lessons Learned From Mentor-Mentee Matching. Panel discussion presented at the 28th annual Society of Industrial and Organizational Psychology Annual Conference, Houston, TX.

Scielzo, S., **Scielzo, S. A.**, Riley, J., & Davis, F, (2013). *Subjective multidimensional workload index for distributed teams: Development program for the Team Subjective Assessment of Workload (T-SAW)*. Phase II, Year 2 Kick-Off Brief, United States Army Research Laboratory (contract # W911QX-12-C-0040). Aberdeen Proving Grounds, MD.

Scielzo, S., **Scielzo, S. A.**, Riley, J., & Davis, F, (2013). *Subjective multidimensional workload index for distributed teams: Development program for the Team Subjective Assessment of Workload (T-SAW)*. Brief provided to the United States Military Academy. West Point, NY.

Hamby, T., Neeper, M. A., Dickson, J. & **Scielzo, S. A.** (2013, April). *Striving towards debunking alpha myths: A mixed mega-meta analytic investigation.* Poster presented at the Southwestern Psychological Association Annual Conference.

Scielzo, S., **Scielzo, S. A.**, Riley, J., & Davis, F, (2013). *Subjective multidimensional workload index for distributed teams: Development program for the Team Subjective Assessment of Workload (T-SAW), Phase II.* Quarterly Report (June 2013), prepared for the United States Army Research Laboratory under contract # W911QX-12-C-0040.

Scielzo, S., **Scielzo, S. A.**, Riley, J., Davis, F, & Endsley, M. (2013). *Subjective multidimensional workload index for distributed teams: Development program for the Team Subjective Assessment of Workload (T-SAW), Phase II.* Quarterly Report (March 2013), prepared for the United States Army Research Laboratory under contract # W911QX-12-C-0040.

Scielzo, S. A., Dickson, J., Diamond, S., & Kenworthy, J. (2012). Initial mentor attraction: Interactions of individual and mentor demographic characteristics. *Journal of Business Diversity, 12(3), 11-21.*

Scielzo, S. A., Neeper, M., & Smith-Jentsch, K. A. (2012). Preparatory training, states of goal orientation, and mentoring relationship effectiveness. *National Academic Advising Journal (NACADA), 32*(2), 44-55.

Fullick, J., Smith-Jentsch, K. A., Yarbrough, C. S., & **Scielzo, S. A.** (2012). *Mentor and Protégé Goal Orientations as Predictors of Newcomer Stress. Journal of the Scholarship of Teaching and Learning (JoSoTL), 12*(1), 59-73.

Kirkpatrick, K., Longabaugh, J., Dickson, J., Patel, A., Kendall, D., & **Scielzo, S. A.** (2012, April). Untangling Protégé Self-Reports of Mentoring Functions: Further Meta-Analytic Understanding. Poster presented at the 28th annual Society of Industrial and Organizational Psychology Conference, San Diego, CA.

Neeper, M., **Scielzo, S. A**., Diamond, S., & Kenworthy, J. (2012, April). Initial Mentor Attraction: Interactions of Individual and Mentor Demographic Characteristics. Poster presented at the 28th annual Society of Industrial and Organizational Psychology Conference, San Diego, CA.

Scielzo, S., **Scielzo, S. A.**, Riley, J., Davis, F, & Endsley, M. (2012). *Subjective multidimensional workload index for distributed teams: Development program for the Team Subjective Assessment of Workload (T-SAW), Phase II*. Quarterly Report (December 2012), prepared for the United States Army Research Laboratory under contract # W911QX-12-C-0040.

Lemelle, C. & **Scielzo, S. A**. (2012). How you feel about yourself can affect how you feel about your job: A meta-analysis examining the relationship of core self-evaluations and job satisfaction. *Journal of Business Diversity, 12*(3), 116-133.

Scielzo, S., **Scielzo, S. A.**, Riley, J., Davis, F, & Endsley, M. (2011). *Subjective multidimensional workload index for distributed teams: Development program for the Team Subjective Assessment of Workload (T-SAW)*. Final Report (August 2011), prepared for the United States Army Research Laboratory under contract # W911QX-11-C-0059.

Scielzo, S. A, Patel, A., Smith-Jentsch, K. A. (2011). Academic mentoring relationship communication processes and participant-reported effectiveness. *Journal of Organizational Psychology, 11*(2), 81-93.

Neeper, M., & **Scielzo, S. A**., Davis, N., & Radeva, E. (April, 2011). Understanding Virtual Team Communication Processes. Poster presented at the 26th annual conference for the Society of Industrial and Organizational Psychology, Chicago, IL.

Lemelle, C. J., & **Scielzo, S. A**. (April, 2011). What about other core evaluations? An exploration into core other-evaluations. Poster presented at the 26th annual conference for the Society of Industrial and Organizational Psychology, Chicago, IL.

Scielzo, S. A., & Patel, A. B. (2011, April). Academic Mentoring Relationship Communication Processes and Participant-Reported Effectiveness. Poster presented at the 26th annual conference for the Society of Industrial and Organizational Psychology, Chicago, IL.

Scielzo, S. A. (2011, April). The Next Generation of Mentoring Programs: Alternatives to Traditional Designs. Symposia presented at the 26th annual conference for the Society of Industrial and Organizational Psychology, Chicago, IL.

Scielzo, S., **Scielzo, S. A.**, Riley, J., Davis, F, & Endsley, M. (2011). *Subjective multidimensional workload index for distributed teams: Development program for the Team Subjective Assessment of Workload (T-SAW)*. Progress Report (March 2011), prepared for the United States Army Research Laboratory under contract # W911QX-11-C-0059.

Scielzo, S., **Scielzo, S. A.**, Riley, J., & Davis, F. (2011). Subjective multidimensional workload index for distributed teams: Development program for the Team Subjective Assessment of Workload (T-SAW). *Invited presentation at the 65th Department of Defense Human Factors Engineering Technical Advisory Group*. Natick, MA.

Allen, A., Basco, M., & **Scielzo, S. A**. (2011). Examining the effects of patients' attitudes on Major Depressive Disorder, *McNair Summer Research Presentation, UTA*.

Scielzo, S., **Scielzo, S. A.,** Riley, J., & Endsley, M. (2011). PHASE I Overview and Defense. *Department of Defense Technical Advisory Group (Invited Presentation).*

Patel, A., & **Scielzo, S. A.** (2011). Improving the Orientation Process for Colleges and Universities, presented at ACES. *Ajal won the Graduate Student Provost Presentation at UTA Award for this research – a relatively prestigious internal award.*

Neeper, M. A., **Scielzo, S. A.** (April, 2011). Improving virtual team communication. Poster presented in San Diego, California at the Industrial Organizational/Organizational Behavior conference.

Scielzo, S. A. (2010, April). GRE to 401k: *Navigating your first I/O Psychology job*. Symposium presented at the 25th Annual Meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.

Scielzo, S. A., Kiley, C., Reyes, J., Sexton, M., Smith-Jentsch, K. A., Neeper, M. A. (April, 2010). *Mentoring relationship perceptions and behaviors: Attempting to understand the discrepancies.* Presented at the 25th Annual Meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.

Neeper, M. A., & **Scielzo, S. A.** (April, 2010). *Understanding virtual team communications*. Presented at the 2nd Annual Psychology Conference at the University of Texas at Tyler, TX.

Neeper, M. A., & **Scielzo, S. A**. (March, 2010). *How guidance on goal orientation, mentoring relationship processes, and outcomes can affect mentor protégé relationships*. Presented at ACES at The University of Texas at Arlington, Arlington, TX.

Neeper, M. A., **Scielzo, S. A.** (March, 2010). *The effects of training on goal orientation, mentoring relationship processes, and outcomes*. Presented at the Industrial Organizational/Organizational Behavior (IOOB) conference, Houston, TX.

Neeper, M. A., **Scielzo, S. A.** (March, 2010). *An effort to comprehend the inconsistencies between mentoring relationship perceptions and behaviors*. Presented at the Industrial Organizational/Organizational Behavior (IOOB) conference, Houston, TX.

Smith, B. & **Scielzo, S. A**. (March, 2009). A model for student adjustment problems. Presented at the 31st annual conference of Industrial Organizational and Organizational Behavior (IOOB), Houston, TX. *Belinda was nominated for the Wherry Award for her presentation of this research.*

Araiza, A. R., Bransford, A., McCloskey, J. D., Patel, A., Wolters, C. E., **Scielzo, S. A**., Lopez, N. (March, 2009). Understanding the Factors Related to Ethical Decision-Making. Presented at the 31st annual conference of Industrial Organizational and Organizational Behavior (IOOB), Houston, TX.

Scielzo, S. A. (2009, February). *Utilizing computer-mediated communication to facilitate formal peer-to-peer mentoring.* Presentation at the 12th annual conference of the University of Texas Advising Association (UTAAA), Arlington, TX.

Burke, C. S., Lum, H. C., **Scielzo, S. A,** Smith-Jentsch, K., & Salas, E. (2008). Examining measures of team cognition in virtual teams, in D. Schmorrow, J. Cohn, & D. Nicholson (Eds). *The PSI Handbook of Virtual Environments for Training and Education: Developments for the Military and Beyond.*

Smith-Jentsch, K. A., **Scielzo, S. A.**, Singleton, C. S., & Rosopa, P. (2008). A comparison of face-to-face and electronic peer-mentoring: Interactions with mentor gender. *Journal of Vocational Behavior, 72*(2), 193-206.

Smith-Jentsch, K.A., **Scielzo, S.A.**, Singleton, C. S., & Rosopa. (2008, April). *A comparison of face-to-face and electronic peer mentoring: Mentor/protégé interactions.* Poster presented at the 23rd annual conference for the Society of Industrial and Organizational Psychology, San Francisco, CA.

Scielzo, S. A., Harrell, M., Smith-Jentsch, K. A., & Fritzsche, B. (2008, August). *A nomological network to examine deficiencies in employability.* Poster presented at the 116th annual convention of the American Psychological Association (APA), Boston, MA.

Grad School/Prior:

Scielzo, S. A. (2010). The effects of training on goal orientation, mentoring relationship processes, and outcomes. Dissertation Abstracts International Section A: Humanities and Social Sciences, 70, 4209.

Scielzo, S. A., Boudreaux, H., Smith-Jentsch, K. A., Rosopa, P., & Kendall, D. (2007, March). *Investigating the Diagnosticity of a Team Mental Model Measure.* Poster presented at the 28th annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Indianapolis, IN.

Smith-Jentsch, K. A., **Scielzo, S. A**., Bencaz, N., & Miller, D. (2007, August). *Investigating the Impact of Electronic Mentoring.* Poster presented at the 115th annual convention of the American Psychological Association (APA), San Francisco, CA.

Kendall, D., Smith-Jentsch, K.A., **Scielzo, S.A.,** & Kiley, C. (2007, April). *The impact of perceived method of match on protégé satisfaction.* Poster presented at the 22nd annual conference for the Society of Industrial and Organizational Psychology, New York, NY.

Smith- Jentsch, K. A., **Scielzo, S. A.**, & Weichert, M. A. (2007). An empirical test of gender-based differences in e-mentoring. Chapter in *Refining Familiar Constructs: Alternative Views in OB,*

HR, and I/O, Research in Organizational Science (Volume 2). Greenwich: Information Age Publishing.

Scielzo, S. A., Smith-Jentsch, K. A. Boudreaux, H., & Kiley, K. (2006, May). *Protégé characteristics associated with volunteer participation in formal mentoring.* Poster presented at the 21st annual conference for the Society of Industrial and Organizational Psychology, Dallas, TX.

Scielzo, S. A., Smith-Jentsch, K. A. Boudreaux, H., & Kiley, K. (2006, May). *Protégé characteristics associated with volunteer participation in formal mentoring.* Presentation at the 3rd annual Graduate Research Forum at UCF, Orlando, FL.

Feldman, M., **Scielzo, S. A**., & Pritchard, R. D. (2005, April). *The effect of agreement on managerial expectations and performance change*. Poster presented at the 20th annual Society for Industrial Organizational Psychology, Los Angeles, CA.

Scielzo, S. A., Feldman, M. & Pritchard, R. D. (2005, March). *The effect of agreement on managerial expectations and performance change*. Poster presented at the 2nd annual Graduate Research Forum at UCF, Orlando, FL.

Scielzo, S. A., Kosarzycki, M. P., & Kendall, D. L. (2005, March). *Increasing organizational appeal to Hispanics: Research-based principles for promoting a Hispanic friendly workplace*. Poster presented at the 26th annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Melbourne, FL.

Scielzo, S. A., Klein, C., & Garofano, C. (2005, March). *Assessment center pre-orientation training: Leveling the playing field*. Poster presented at the 26th annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Melbourne, FL.

Weichert, M. A., **Scielzo, S. A**., & Smith-Jentsch, K. A. (2005, March). *The influence of gender composition of e-mentoring dyads on e-nonverbal usage.* Presentation at the 26th annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Melbourne, FL.

Singleton, C. S., Rosopa, P., **Scielzo, S. A**., & Smith-Jentsch, K. A. (2005, March). *E-mentoring to support the "welfare-to-work" transition.* Presentation at the 26th annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Melbourne, FL.

Scielzo, S. A., & Jentsch, K. A. (2004, July). *Exploring gender-based differences in e-mentoring*. Presentation at the Summer Mentoring Conference, Orlando, FL.

Scielzo, S. A., Weichart, M. A. & Smith-Jentsch, K. A. (2004, March). *Exploring gender-based differences in computer-mediated communication: The case of E-mentoring.* Presentation at the 25th annual Industrial/Organizational Psychology and Organizational Behavior Graduate Student Conference, Tulsa, OK.

Weissenburger, D., Lapierre, C., LaBauve, W., **Scielzo, S. A**., Hart, B. & Brown, J. (2002, March). *ADHD symptoms in traditional and nontraditional college students*. Poster presented at the 49th annual convention of the Southwestern Psychological Association, New Orleans, LA.

Grant Funding Activity and Other Awards

UTSW:

Burroughs Welcome Fund

- Title: Physician Scientist Institutional Award Planning Grant
- PIs: Dwight Towler, Kathleen Wilson, Christine Garcia, Helen Hobbs, Byron Cryer, Rene Galindo, Julio Perez-Fontan
- Dates: November 2, 2017- April 3, 2018
- Tasks: Identify and delineate the best mentoring/training paradigm for PSTP training, develop psychometrically appropriate assessments to facilitate information gathering

Southwestern Academy of Teachers (SWAT)

- Title: *Furthering our Understanding: Resident Well-Being Fuel Gauge and Program Characteristics.*
- PIs: Shannon A. Scielzo & David Weigle
- Dates: August 1, 2017 to July 30, 2018.
- Tasks: Further validating a self-report well-being assessment, and mapping responses from the level of programs to our program data dashboard and other program characteristics.

Alliance for Academic Internal Medicine (AAIM)

- Title: *Resident Well-Being: Development and Validation of an Assessment System*
- PIs: Shannon A. Scielzo, Natalie Ramirez, Martha Carvour, and Salahuddin (Dino) Kazi
- Dates: March 1, 2016 to February 28, 2018
- Tasks: Development and validation of multi-source well-being assessments, including a full scale well-being self-report scale.

UTA:

Department of Defense

- Title: *Phase I: Subjective Multidimensional Workload Index for Distributed Teams: Development Program for the Team Subjective Assessment of Workload (T-SAW)*
- PIs: I was a CO-PI with a team from SA Technologies.
- Dates: 08/2011 – 07/2012
- Tasks: I was in charge of creating a database of past workload research, creating a conceptual model based on these articles and my understanding of the construct, then developing the ultimate measurement model based off of the conceptual model, and finally developing the initial set of items. For this portion we were awarded $100,000.

- Title: *Phase II: Subjective Multidimensional Workload Index for Distributed Teams: Development Program for the Team Subjective Assessment of Workload (T-SAW)*
- PIs: I was a CO-PI with a team from SA Technologies.
- Dates: 08/2012 to 07/2014
- Tasks: Work on the Phase I grant have led to us being awarded the Phase II grant ($1,000,000). I was in charge of overseeing several survey and laboratory studies, and ultimately running all of the statistical analyses, making inferences based on the analyses regarding the construct and the best items to retain for the final version of the scale. I have set up a lab with high-end simulation computers, and have been running hundreds of students every semester (including ROTC students and students at the United States Military Academy, USMA).

Other Awards:

- *Exemplary Presentation Award, UTAA*
- *Matador* Scholarship
- *Psi Chi*
- *Alpha Chi*

- Graduate Merit Fellowship
- UCF Graduate Mentoring Fellowship
- Provost Scholarship
- *Phi Kappa Phi*

Example Service Activities

- **Example Committees on Which I Have Served:**

UTSW:

- Resident Evaluation and Supervision Committee
- Program Data Analysis Committee

- Resident Disciplinary Action Appeals Committee
- Informatics Governance Committee
- Program Evaluation Committee

UTA:

- Graduate Faculty
- Graduate Curriculum Committee
- Grade Appeals Committee
- I/O Psychology Graduate Curriculum Committee

- Undergraduate Curriculum Committee
- I/O Psychology Graduate Selections Committee
- I/O Tenure-Track Selection Committee Member

- **Example Reviewer Activities:**

  o I have served as, or currently am, a reviewer for the following journals and organizations:

    - American College of Rheumatology
    - Applied Psychology
    - Journal of Applied Social Psychology
    - Journal of Applied Biobehavioral Research

    - Society for Industrial and Organizational Psychology
    - Human Factors & Ergonomics
    - Journal of Applied Sports Psychology

Professional Affiliations (Past and Current)

- Alliance for Academic Internal Medicine (AAIM)
- Society for Industrial and Organizational Psychology (SIOP)
- Psychometric Society (Psychometrika)
- Human Factors & Ergonomics Society (HFES)
    - o Cognitive Engineering and Decision Making Technical Group (CEDM-TG)
    - o Training Technical Group (TTG)
    - o Test & Evaluation Technical Group (TETG)
- INGROUP
- American Psychological Association (APA)
- Dallas Area Industrial and Organizational Psychologists (DAIOP)

Previous Graduate/Undergraduate Students Supervised (UTA):

Graduate Student Projects Chaired/Primary Mentor:

  o Adria Toliver, Ph.D., "Measuring Corporate Social Responsibility Through Organizational Values: A Scale Validation Study"
  o Chloe Lemelle, Ph.D., "What about the *Other* Core Evaluations? The Development and Validation of a Measure of Core Other-Evaluations and Its Relevance for Organizational Teams
  o Tyler Hamby, Ph.D., completed MAP project.
  o Michael Neeper, MS, and Ph.D,. completed MAP project
  o Jubilee Dickson, MS, and Ph.D, completed MAP project
  o Tiffany Davis, MS, "Development and Validation of a Group Based Dominance Scale"
  o Justin McClosky, MS, "Finally, My Thesis Proposal on Academic Procrastination"
  o Ajal Patel, MS, "The Effects of College Preparatory Training on Student Success"
  o Adalberto Araiza, MS, cornerstone project
  o Yin (Lily) Peng, MS, cornerstone project

- o Caroline Wolters, MS, cornerstone project
- o Pavitra Kavya, MS, cornerstone project
- o William (Brad) English, MS, cornerstone project
- o Meha Nepali, MS, cornerstone project
- o Lori Dawson, MS, cornerstone project
- o Tiffany Davis, MS, cornerstone project
- o Belinda Smith, MS, cornerstone project

Co-Mentored Graduate Students/Committee Member

- o Mahdi N. Al-Ameen, Ph.D., committee member for doctoral dissertation and candidacy exams
- o Elena Radeva, Ph.D., committee member for doctoral dissertation
- o Brian Martinson, Ph.D., committee member for doctoral dissertation
- o Taibul Haque, Ph.D., committee member for doctoral dissertation and candidacy exams
- o Erica Venzor, Ph.D. committee member for doctoral dissertation
- o Priya Iyer, Ph.D., committee member for doctoral dissertation
- o Haley Smith, Ph.D., committee member for doctoral dissertation
- o Meredith Hartzell, Ph.D., committee member for doctoral dissertation
- o Yunhee Choi, Ph.D., committee member for doctoral dissertation
- o Robyn Petree, Ph.D., committee member for MAP and also dissertation
- o Alysia Bransford, M.S., committee member for thesis
- o Amber Harris, M.S., committee member, thesis
- o Rachel Baldridge, M.S., committee member, thesis
- o Jared Hooste, M.S., committee member, cornerstone project and several projects
- o Jason Lambert, Ph.D., Business Department candidacy exam committee member for the Psychometric Theory portion
- o Aaron Friedman, M.S. and PhD, committee member, thesis and MAP
- o Plus, another 20+ unnamed MS students that I co-chaired only their cornerstone projects

Undergraduate Students with Significant Project Involvement

*Was a research mentor to well over 50, but these are those with whom I had longer term mentoring relationships with significant project involvement.

- o Alyssa Allen
- o Brandi Cavener
- o Rosi Talamantes
- o Robin Evans
- o Cecilia Mendez
- o Jessica Sanchez
- o Austin (AJ) Schorn
- o Amanda Ogden
- o Sauhel (Christina) Zamani
- o Karma Cunningham
- o Tierra Buchanan
- o Daniel Zeilicovich
- o Erica Manuel
- o Varsha Sareen
- o Nicolas Davis
- o Temitayo Lawal
- o Letizia Jackson
- o Ashani Fonseka
- o Johnny Khoa
- o Katelyn Crockett
- o Pamela Cioffi
- o Ammar Nurbhai
- o Jennifer Glover
- o Stephen Adamek

- o   Eboni Hamilton
- o   Ashley Madewell
- o   Sarah Evans