

Kelsey L. Merlo
Curriculum Vita
KMerlo@usf.edu
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EDUCATION

Ph.D., Industrial-Organizational Psychology May 2018
Georgia Institute of Technology – Atlanta, GA
Dissertation: *The Social Sharing of Self-Defining Memories*
Major Professor: Howard M. Weiss

M.S., Industrial-Organizational Psychology May 2015
Georgia Institute of Technology – Atlanta, GA
Minor: Quantitative Psychology
Major Professor: Howard M. Weiss

B.S., Business Administration, Highest Honors May 2012
B.A., Psychology
University of North Carolina – Chapel Hill, NC

RESEARCH INTERESTS

My research captures the day-to-day psychological experience of working as it unfolds in the moment and across time. To do this, I explore the changing nature of affective states, associated shifts in attentional focus, and recollection and use of personal memories to inform individual functioning at work.

PROFESSIONAL APPOINTMENTS

Assistant Professor August 2019 - Present
University of South Florida – Tampa, FL
Department of Psychology

**Deputy Director of Occupational Health
Psychology Concentration** August 2019 - Present
Sunshine Education Research Center
College of Public Health

Summer Faculty Fellow May 2021 – August 2021
Gaming Research Integration for Learning Laboratory
Air Force Research Laboratory

Senior Research Fellow

August 2019 - Present

Post-Doctoral Research Fellow

July 2018 – July 2019

U.S. Army Research Institute for the Behavioral and Social Sciences
Foundational Science Research Unit

PUBLICATIONS

Peer-Reviewed Articles Under Review

7. **Merlo**, Ness, Shaughnessy, Weiss, & Amey (under review). Improving the Performance of Performance Measures: An Episodic Approach to Dynamic Performance Assessment. *Collabra: Psychology*.
6. Marshall, **Merlo**, Burro (under review). Virtual Perinatal Home Visiting and Telework in Florida. *Children and Youth Services Review*
5. **Merlo** (under review). Is your ESM Study really measuring what you think it is? Thinking about Continuous and Episodic Change Using Core Affect and Emotion Episodes. *Motivation and Emotion*.
4. **Merlo**, Bufton, & Weiss (under review). Burnout, health, and performance: A resource perspective on emotional exhaustion and work behaviors. *Journal of Workplace Behavioral Health*.
3. **Merlo**, Kay, & Weiss (under review). Attentional Pull and Episodic Performance. *Motivation and Emotion*.
2. Oronje, Morrison, **Merlo**, Suharleim, Folkman, Glaude-Hosche, & Scott. (under review). Evaluation of a new scientific poster: Evidence for enhanced engagement using a billboard-style design. *Journal of Applied Instructional Design*.
1. Gray, C. E., **Merlo**, K. L., Lawrence, R. L., Slutsky, J., & Allen, T. D. (under review). Safety not guaranteed: Investigating employees' safety performance during a global pandemic. *Safety Science*

Peer-Reviewed Articles Published and In-Press

9. **Merlo, K. L.**, Jones, K. C., Conen, K. M., Dunn, E. A., Scott, B. L., & Marshall, J. (2021, accepted). Engaged, overextended, and burned out: What is the state of the disaster response workforce? *Journal of Emergency Management*.
8. Marshall, J., Yusuf, W., Dunn, E. A., **Merlo, K. L.**, Behr, J. G., Shekari, A. M., Scott, B. L., Cruz, M., Whytlaw, J., & Hutton, N. S. (2021). Challenges for the disaster workforce during a compound hurricane-pandemic. *Journal of Emergency Management*.
7. **Merlo, K. L.**, Conen, K. M., Scott, B. L., Jones, K. C., Dunn, E. A., & Marshall, J. (2021). Burnout in the disaster response workforce: The impact of work roles and the COVID-19 pandemic. *Journal of Emergency Management*.

6. Allen, T. A., **Merlo, K. L.**, Lawrence, R. C., Slutsky, J., Gray, C. E. (2021). Boundary management and work-nonwork balance while working from home. *Applied Psychology: An International Review*.
5. Morrison, M. A., **Merlo, K. L.**, & Woessner, Z. (2020). How to boost the impact of scientific conferences. *Cell*, 182(5), 1067-1071.
4. Weiss, H. M., & **Merlo, K. L.** (2020). Affect, attention, and episodic performance. *Current Directions in Psychological Science*. 29(5), 453-459.
3. **Merlo, K. L.**, Wiegand, K. E., Shaughnessy, S. P., Kuykendall, L. E., & Weiss, H. M. (2020). A qualitative study of mind wandering episodes at work. *Journal of Business and Psychology*, 35, 203-222.
2. **Merlo, K. L.**, Shaughnessy, S. P., & Weiss, H. M. (2018). Affective influences on within-person changes in work performance as mediated by attentional focus. *European Journal of Work and Organizational Psychology*, 27(1), 126-139.
1. **Merlo, K. L.** (2015). The state-like and skillful aspects of mindfulness: The roles of working memory and self-regulation. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8(44), 633-638.

Book Chapters and Other Publications

5. Morrison, M. A., & **Merlo, K. L.** (in press). Making science go viral: How to disseminate your work in the modern digital age. In D. Kwasnicka & A. Y Lai (Eds.), *Survival Guide for Early Career Researchers*.
4. Behr., J., Yusuf, W., Whytlaw, J., Hutton, N., Marshall, J., & **Merlo, K. L.** (2021, September 14). Evacuation shelters during a pandemic: Planning for staff, volunteer, and client well-being. *Natural Hazards Center Research Counts*.
3. **Merlo, K. L.**, Conen, K. M., Yusuf, J., Marshall, J., Behr, J., & Dunn, E. (2021, February 26). Hurricane sheltering during COVID-19: Acute and chronic concerns for emotional well-being of shelter staff and volunteers. *Natural Hazards Center Research Counts 2020 Special Collection*.
2. Kay, S. A., & **Merlo, K. L.** (2020). Emotion regulation as a process to foster resilience. In E. H. Powely, B. B. Caza, & A. Caza (Eds.), *Research Handbook on Organizational Resilience* (pp. 86-101). Edward Elgar Publishing.
1. Weiss, H. M.; & **Merlo, K. L.** (2015) Job Satisfaction. In J.D. Wright (Ed.) *International encyclopedia of the social and behavioral sciences* (2nd ed., Vol. 12, pp. 833 - 838). Oxford, UK: Elsevier.

Reports

7. Yusuf, W., Behr, J., Marshall, J., Dunn, E., Diaz, R., Shannon, N. H., **Merlo, K. L.**, Whytlaw, J., Antwi-Nimarko, P., Blake, R., Hill, S., Landaeta, E., Oguntuyo, T., & Richardson, T. (2020). Research Agenda-Setting Paper: Evacuation and Sheltering of Vulnerable Populations in a Hurricane-Pandemic. CONVERGE COVID-19 Working Groups for Public Health and Social Sciences Research. Boulder, CO: Natural Hazards Center, University of Colorado Boulder.

https://converge.colorado.edu/v1/uploads/images/evacuationandsheltering_hurricanepandemic-1594342510968.pdf

6. Marshall, J., Yusuf, W., Dunn, E., Behr, J., **Merlo, K. L.**, et. al. (2020). After Action Report: Vulnerable Populations & Planning Considerations for the 2020 Hurricane Season.
5. Marshall, J., Yusuf, W., Marshall, J., Dunn, E., Behr, J., **Merlo, K. L.**, et. al. (2020). After Action Report: Health and Infection Control Measures during the 2020 Hurricane Season.
4. Dunn, E., Marshall, J., Yusuf, W., Behr, J., **Merlo, K. L.**, et. al. (2020). (2020). After Action Report: Transportation and Sheltering Logistics during the 2020 Hurricane Season.
3. Yusuf, W., Behr, J., Dunn, E., Marshall, J., **Merlo, K. L.**, et. al. (2020). After Action Report: Public Messaging: Risk Communication for Disaster Preparedness, Evacuation, and Sheltering.
2. Yusuf, W., Dunn, E., **Merlo, K. L.**, Marshall, J., Behr, J., et. al. (2020). After Action Report: Workforce: Evacuations, Shelter Staffing, Workforce Structure, Capacity, PPE, and Telemedicine.
1. **Merlo, K. L.**, Marshall, J., Yusuf, W., Dunn, E., Behr, J., et. al. (2020). After Action Report: Psychological Adjustment for the 2020 Hurricane Season during COVID-19 Pandemic

POPULAR PRESS MENTIONS

5. USF researchers present progress and promise of COVID-19 seed grant projects. *Pandemic Response Research Network at the University of South Florida*. Retrieved from <https://adobe.ly/3qO5Shc>
4. COPH receives grant to study hurricane shelter operations during COVID-19 pandemic. *College of Public Health News*. Retrieved from <https://bit.ly/3rSpQHB>.
3. Campisano, Donna. (2020, May 22). COPH receives grant to study hurricane shelter operations during COVID-19 pandemic. *College of Public Health News*. Retrieved from <https://bit.ly/3rSpQHB>
2. Haward, Jenny. (2019, March 15). Could daydreaming be the path to greater creativity and mental health? *The Sydney Morning Herald*. Retrieved from <http://bit.ly/2UMgf4R>
1. Whitbourne, S. K. (2019, January 29). Why daydreaming can improve your mental health: New research shows that a mental break can make you happier and more productive. *Psychology Today*. Retrieved from <http://bit.ly/2CsvyIU>

PRESENTATIONS

Peer-Reviewed Conference Presentations

* *Published with undergraduate student co-author*

** Published with graduate student co-author

^t Featured Top Rated Poster

33. Conen, K. M., Jones, K., **Merlo, K. L.**, & Marshall, J. (March, 2022). *Compounding Threats Impacting the Emergency Management Workforce*. Oral paper presented at the Southeast Regional Research Symposium, UNC Chapel Hill.
32. Conen, K. M., Jones, K., **Merlo, K. L.**, & Marshall, J. (April, 2022). *Compounding Threats Impacting the Emergency Management Workforce*. Poster presented at the Society for Industrial-Organizational Psychology Annual Conference, Seattle, Washington.
31. Scott, B. L., Marshall, J., **Merlo, K. L.**, Thomas, N., Reader, S., Charles, D. (2022, February). *Leveraging unemployment and employment data to characterize the long-term economic impacts of Florida's most recent category 5 hurricane* [poster]. USF Health Research Day, Tampa, FL.
30. Gray, C. E., **Merlo, K. L.**, Lawrence, R. L., Slutsky, J., & Allen, T. D. (2021, November). Safety not guaranteed: Investigating employees' safety performance during a global pandemic. Poster session at the 2021 Work, Stress, and Health Conference. Virtual.
29. **Scott, B. L., Marshall, J., Kirby, R., Reader, S., Thomas, N., **Merlo, K. L.** (2021, July). *Post-hurricane employment and workforce disruptions in locations of higher social vulnerability*. Poster session presented at the Annual Natural Hazards Workshop. Virtual.
28. *Lanzarone, P., *Long, B., *D'Agostino, C., *Burkey, E., & **Merlo, K. L.** (2021, May). "How can we do better?" - A preliminary investigation of individuals' judgments on the effective design of posters, organizational aspects of academic conferences, and measures taken to extend the process of meaningful learning. Poster presented at the Annual Convention of the Association for Psychological Science. Virtual.
27. **Conen, K. M., & **Merlo, K. L.** (2021, February). *Burnout, resilience, and turnover intentions among disaster response workers*. The 4th Annual Southeast Regional Research Symposium (SERRS). Virtual.
26. **Merlo, K. L.** (2020, October). *Why is work so hard? Exploring the roles of work stressors on health and well-being*. Chaired Symposium at the Annual Meeting of the Southern Management Association. Virtual.
25. **Merlo, K. L.** (2020, May). A new way to look at performance variability: Performance episodes. In K. Foley & A. M. Ness (Co-Chairs), *Assessing within-person variability: Tools for your toolbox*. Symposium presented at the 35th Annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
24. **Merlo, K. L.**, Fletcher, K. A., Maupin, C. K., Narciso, K., Jones, B. R., & McKay, A. S. (2020, May). Academic AF: Lessons learned during our first years in academia. Chaired Ignite Symposium at the 35th Annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
23. **Merlo, K. L.** (2020, May). Why is work so hard? Exploring the roles of work stressors on health and well-being. Chaired Symposium at the 35th Annual

- conference of the Society for Industrial and Organizational Psychology, Austin, TX.
22. **Merlo, K. L.**, Ness, A. M., & Ruark, G. A. (2019, June). *Do you remember? The role of self-defining memories and sense-making in generating decisions.* Symposium presented at the 14th International Naturalistic Decision Making Conference, San Francisco, CA.
 21. **Merlo, K. L.**, Bufton, G. M., Kay, S. A., & Weiss, H. M. (2019, April). Core affect and emotion episodes: Matching theory and assessment of within-person affective states. In C. Calderwood (Chair), *Change is good: Challenging assumptions through within-person research.* Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
 20. Kay, S. A., **Merlo, K. L.**, & Weiss, H. M. (2019, April). Dissonance or regulatory resources? Comparing two emotional labor mechanisms. In A. Gabriel & S. Kay (Co-Chairs), *Who is the target? Expanding emotional labor beyond customer interactions.* Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, DC.
 19. Kay, S. A., **Merlo, K. L.**, & Weiss, H. M. (2018, April). *A within-person approach to affect spin, emotion regulation, and negative affect.* Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
 18. **Merlo, K. L.**, Bufton, G. B., & Weiss, H. M. (2017, May). *Affect and regulatory behaviors: The role of emotion episodes beyond affective state.* Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.
 17. **Merlo, K. L.**, Smith, R. M., & Hertzog, C. (2017, May) *Teaching content or teaching skills: A test of abductive reasoning improvement in a research methods course.* Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.
 16. Bufton, G. B., & **Merlo, K. L.**, Kay, S. A., & Weiss, H. M. (2017, May). *Job burnout: A manifestation of chronic regulatory depletion.* Poster presented at the 29th Annual Convention of the Association for Psychological Science, Boston, MA.
 15. **Merlo, K. L.**, Bufton, G. B., Kay, S. A., & Weiss, H. M. (2017, April). Competing influences of attentional pull: On-task pull of task characteristics and off-task pull of emotions. In H. Nguyen (Chair), *New directions in research on the dynamics of workplace emotions.* Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
 14. Kay, S. A., **Merlo, K. L.**, & Weiss, H. M. (2017, April). Day-level effects of affect spin and emotion regulation on fatigue. *New Directions in Research on the Dynamics of Workplace Emotions.* Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

13. ****Merlo, K. L., & Weiss, H. M. (2017, April). *Measurement and outcomes of core affect versus emotion episodes*. Featured Top Rated Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.**
12. Kay, S. A., **Merlo, K. L.**, Bufton, G. M., & Weiss, H. M. (2017, April). *Examining two conceptualizations of emotional dissonance using polynomial regression*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
11. *Reuben, K. E., *Wells, C. L., **Merlo, K. L.**, & Barrett, M. E. (2017, March). *Dissociation in non-clinical populations*. Poster presented at the Annual Meeting of the Georgia Psychological Association, Atlanta, GA.
10. **Merlo, K. L.**, Kay, S. A., & Weiss, H. M. (2016, May). *Unpacking emotion: Assessing core affect and emotion episodes*. Poster presented at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
9. Kay, S. A., **Merlo, K. L.**, Wiegand, K. E., & Weiss, H. M. (2016, May). *The impact of emotions and regulation on work performance and fatigue*. Poster presented at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
8. Bufton, G. M., **Merlo, K. L.**, Wiegand, K. E., & Weiss, H. M. (2016, May). *Job burnout: The roles of executive control and regulatory depletion*. Poster presented at the 28th Annual Convention of the Association for Psychological Science, Chicago, IL.
7. **Merlo, K. L.**, Kay, S. A., & Weiss, H. M. (2016, April). *The mediating role of attention in the emotion-performance relationship*. Poster presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
6. Kay, S. A., **Merlo, K. L.**, & Weiss, H. M. (2016, April). *Subjective fatigue as a mediator of the affect-performance relationship*. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
5. *Nguyen, T., *Fareed, S., *Campbell, J., *Thompson, K., & **Merlo, K. L.** (2016, April). *Priming of affective perception on social networking sites*. Poster presented at the Annual Meeting of the Georgia Psychological Society, Atlanta, GA.
4. **Merlo, K. L.**, & Weiss, H. W. (2015, May). *Competing influence of personal and assigned goals*. Poster presented at the 27th Annual Convention of the Association for Psychological Science, New York, NY.
3. **Merlo, K. L.**, Wiegand, K. E., Plemmons, S. A., & Weiss, H. M. (2015, February). *A grounded theory approach to understanding mind wandering's episodic structure*. Poster presented at the 27th Annual Ethnographic & Qualitative Research Conference, Las Vegas, NV.
2. **Merlo, K. L.**, Plemmons, S. A., & Weiss, H. M. (2014, May). *The impact of emotional states on performance episodes*. Poster presented at the 26th Annual Convention of the Association for Psychological Science, San Francisco, CA.

1. Weiss, H. M., Plemmons, S. A., Kuykendall, L., & **Merlo, K. L.** (2014, May). Exploring the episodic structure of mind-wandering during work. In J. Randall (Chair), *Mind Wandering and Mindfulness: Self-regulation at Work*. Symposium presented at the 28th Annual Conference of the Society for Industrial and Organizational Psychology, Honolulu, HI

Invited Talks

8. **Merlo, K. L.**, & Marshall, J. (January 27, 2021). *Planning for hurricane shelter operations during a pandemic*. Invited talk to the COVID-19 Rapid Response Research Virtual Symposium.
7. Marshall, J., **Merlo, K. L.**, & Shoss, M. (September 2, 2020). Disaster Workforce Planning for 2020 and Beyond: Studies from the Sunshine ERC. *NIOSH Expanding Research Partnerships (ERP) Webinar on Developing Partnerships during a Pandemic*.
6. **Merlo, K. L.** (September 18, 2020). A day in the life: An emotional perspective to work experience. Invited talk to the University of Central Florida Brown Bag, Orlando, FL.
5. **Merlo, K. L.** (September 2, 2020). Navigating the emotional demands of work – Shelter Staff and Volunteers. Invited talk to the Tampa Bay Health and Medical Preparedness Coalition, Florida Department of Health, Tampa, FL.
4. **Merlo, K. L.** (September 1, 2020). Navigating the emotional demands of work – Teachers and Parents. Invited talk in Psychological & Emotional Wellness in Uncertain Times Webinar to Florida teachers and parents (K. Horan, K. Merlo, & T. Cunningham). Sunshine Education Research Center, Tampa, FL.
Over 300 synchronous participants.
3. **Merlo, K. L.** (November 5, 2019). *Well, I messed that up. Learning through simulations and reflection*. **Invited Keynote** talk to the Beyond Multiple Choice 2019 conference, United States Institute of Peace, Washington, D.C.
2. **Merlo, K. L.** (May 2, 2016). *Emotion, attentional control, and performance*. Invited talk to the College of Science, Georgia Institute of Technology, GA.
1. Wiegand, K. E., & **Merlo, K. L.** (November 12, 2014). *What is Industrial-Organizational Psychology?* Invited talk to the Psychology Coalition, Georgia Southern University, Statesboro, GA.

Non-Refereed Presentations

* Published with undergraduate student co-author

2. *England, K. E., *Zeigler, K. R., **Merlo, K. L.**, & Weiss, H. M. (2014, October). *The emotional effects of ostracism*. Poster presented at the annual College of Science Homecoming Event at the Georgia Institute of Technology, Atlanta, GA.
1. *Cho, W., *Smith, C. E., **Merlo, K. L.**, & Weiss, H. M. (2014, October). *The use of goals in managing attention resources*. Poster presented at the annual College of Science Homecoming Event at the Georgia Institute of Technology, Atlanta, GA.

GRANT EXPERIENCE

Funded - \$563,180 in funded work

8. **U.S. Army Combat Capabilities Development Command Data Analysis Center** 2022
Psychologically-Grounded, Artificially Intelligent Models of Soldier Performance
 Total award: \$500,000
 PI: John Licato, Co-PI: Kelsey Merlo & Shaun Canavan
7. **Air Force Research Lab Summer Faculty Fellowship Program Gaming Research Integration for Learning Lab** 2021
Conflict, Emotion Contagion, and Performance in Distributed Teams Total award: \$20,000 equipment funds
 PI: Kelsey Merlo
6. **Sunshine Education Research Center Pilot Project Research Training** 2021
Burnout and psychological adjustment: A mixed-method analysis on the Hurricane shelter workforce.
 Total award: \$1,180
 PI: Katrina Conen, Co-PI: Kayla Jones, Mentor: Kelsey Merlo, Jennifer Marshall
5. **Sunshine Education Research Center Pilot Project Research Training** 2021
Analysis of employment impacts and sector shifts in the Florida panhandle post-Hurricane Michael
 Total award: \$1,000
 PI: Blake Scott, Co-I/Mentor: Jennifer Marshall, Investigator: Kelsey Merlo, Nicholas Thomas, Steven Reader, & Russell Kirby
4. **COVID-19 Working Group Social Science and Extreme Events Research** 2020
CONVERGE COVID-19 Hurricane Preparedness Working Group: Planning for Evacuation and Sheltering of Vulnerable and Medically Fragile Populations during a Compound Hurricane-Pandemic Threat
 Total award: \$1,000
 PI: Jennifer Marshall, CO-PI: Elizabeth Dunn, Joshua Behr, Wie Yusuf, & Kelsey Merlo

3. **USF COVID-19 Rapid Response Research Grant Award** 2020
Planning for Hurricane Shelter Operations during a Pandemic
 Total award: \$25,000
 PI: Dr. Jennifer Marshall, Co-PI: Elizabeth Dunn, Co-PI: Kelsey Merlo
2. **Sunshine Education Research Center Seed Grant** 2020
Working from home during COVID-19
 Total award: \$10,000
 PI: Kelsey Merlo, Co-PI: Tammy Allen
1. **Women and Leadership Initiative (WALI) Research Award Kate Tiedemann College of Business** 2019
A growth mindset intervention for female leaders in male-dominated organizations
 Total award: \$5,000
 PI: Logan Steele, Co-PI: Kelsey Merlo, Zheng “Chris” Chen

Not funded

6. **National Science Foundation** 2021
The role of emotionality in learning argumentation behaviors
 Total award: \$692,803
 PI: John Licato, Co-PI: Kelsey Merlo & Shaun Canavan
5. **National Science Foundation** 2021
AI-Aided Argumentation and Decision Making in High-Stress Work Environments
 Total award: \$150,000
 PI: John Licato, Co-PI: Kelsey Merlo & Shaun Canavan
4. **Natural Hazards Center Quick Response Research Award** 2020
Disaster events and psychological health: Compounding threats during the COVID-19 pandemic and 2020 hurricane season
 Total award: \$4,600
 PI: Kelsey Merlo, Co-PI: Jennifer Marshall
3. **Templeton World Charity Foundation Grand Challenges for Human Flourishing** 2020
Community Resilience and Flourishing after a Disaster
 PI: Kelsey Merlo, Co-PI: Jennifer Marshall
2. **USF COVID-19 Rapid Response Research Grant Award** 2020
Coping during crisis: A daily diary approach to understanding stress, coping, and psychological functioning during the COVID-19 Pandemic

Total award: \$24,346
 PI: Kelsey Merlo, CO-PI: Fallon Goodman

1. **Spencer Foundation** 2019
*Increasing Learning, Dissemination, and Discovery across all
 Science Fields: An Empirical Study of Poster Design for
 Communication and Learning*
 Total award: \$50,000
 PI: Kelsey Merlo, Co-PI: Brenton Wiernik

Other funding experience

**U.S. Army Research Institute for the Behavioral and Social
 Sciences** 2012-
2017
Emotion, Attentional Control, and Performance.
 Total award: \$509,716
 PI: Howard M. Weiss
 Role: Project Manager

ACADEMIC AWARDS

2018 Best Graduate Student, School of Psychology, Georgia Institute of
 Technology
 2012 Undergraduate Business Excellence in Organizational Management
 Award, Kenan-Flagler Business School

TEACHING EXPERIENCE AND AWARDS

Courses Taught

2020 - present Instructor of Record, Graduate Organizational Psychology
 University of South Florida
 2020 - present Instructor of Record, Undergraduate Research Methods
 University of South Florida
 2019 - present Instructor of Record, Undergraduate Motivation
 University of South Florida
 2016 Instructor of Record, Undergraduate Research Methods Course
 Georgia Institute of Technology

Student Evaluations

4.5 / 5 Overall Instructor Effectiveness
 4.4 / 5 Facilitation of learning
 4.4 / 5 Stimulation of interest in the course
 4.6 / 5 Respect & concern for students
 4.5 / 5 Communication of ideas and information

Teaching Awards

- 2018 Center for Teaching and Learning Thank-A-Teacher Award, Georgia Institute of Technology
- 2017 Center for Teaching and Learning/BP Outstanding Graduate Instructor Award Nominee, Georgia Institute of Technology
- 2016 Center for Teaching and Learning/BP Outstanding Graduate Teaching Assistant Award Nominee, Georgia Institute of Technology
- 2015 Best Graduate Teaching Assistant, School of Psychology, Georgia Institute of Technology

STUDENT SUPERVISION

5. Kidwell, K. (Preliminary exams). A Comprehensive Review of Calling and Why Calling May Change Across the Lifespan. *Preliminary Examination at Georgia Institute of Technology*. K. French (Major professor). R. Kanfer, C. Wiese, A. Pearman, & K. Merlo (Committee members).
4. Denison, A. (proposed). An Examination of Careless Responding Prevalence in an Experience Sampling Study. *Master thesis*. B. Wiernik (Major professor). F. Goodman & K. Merlo (Committee members).
3. Lawrence, R. (2021). Cultural Values: A Moderator of the Emotion Regulation to Strain Process. *Master Thesis*. K. Merlo (Major professor). J Vandello & M. Brannick (Committee members).
2. Brown, B. (2021). Do suicide attempt survivors have reduced long-term well-being? A study of veterans across three nationally representative cohorts. *Master Thesis*. J. Rottenburg & F. Goodman (Major professors). M. Bornoalova & K. Merlo (Committee members).
1. Lanzarone, P. (2020). How can we do better?" - A preliminary investigation of individuals' judgments on the effective design of posters, organizational aspects of academic conferences, and measures taken to extend the process of meaningful learning. *Honor Thesis*. K. Merlo (Major professor).

PROFESSIONAL SERVICE

Service to the Department

- 2021 Chair of IO Admissions Committee
- 2020 Member of Internal Awards Committee
- 2019-2020 Member of IO Admissions Committee

Service to the College

- 2019 – Present Deputy Director of the Occupational Health Psychology concentration with the Sunshine Education Research Center

2020	Mentor on two funded Pilot Project Research Training (PPRT) student grants
2015	Mentor on two accepted Presidential Undergraduate Research Awards (PURA)
2013 - 2015	Reviewer, President's Undergraduate Research Awards

Service to the Field

2021 - Present	Open Science and Practice Committee member - Society for Industrial and Organizational Psychology
2021 – Present	Peer reviewer for Frontiers in Psychology
2021 – Present	Peer reviewer for Human Performance
2021 – Present	Peer reviewer for Journal of Vocational Behavior
2021 – Present	Peer reviewer for Stress & Health
2020 – Present	Peer reviewer for Applied Psychology: Health and Well-Being
2019	Peer reviewer for the National Science Foundation CAREER Award
2019 – Present	Peer reviewer for the Journal of Business and Psychology
2019 – Present	Peer reviewer for the Journal of Research in Personality
2019 – Present	Peer reviewer for Motivation & Emotion
2018 – Present	Peer reviewer for the Society for Industrial and Organizational Psychology
2018 – Present	Peer reviewer for the Journal of Occupational Health Psychology
2018 – Present	Peer reviewer for the European Journal of Work and Organizational Psychology
2014 - 2016	Peer reviewer for The New School Psychology Bulletin
2012 – 2018	Association for Psychological Science Campus Representative

GRADUATE COURSEWORK

Industrial-Organizational Coursework

Industrial/Organizational Psychology	Motivation & Job Attitudes
Social Psychology	Human Abilities
Training & Development	Selection
Teams Seminar	Culture Seminar
Work Psychology Seminar	

Methods Coursework

Analysis of Variance	Research Design
Regression	Psychometric Theory
Item Response Theory	Multivariate Statistics
Multilevel Modeling	Structural Equation Modeling

PROFESSIONAL AFFILIATIONS

2014 - Present	Academy of Management
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2012 - Present Society for Industrial and Organizational Psychology
2012 - Present Association for Psychological Science