

# SKYLAR DANIELLE ONEY

Curriculum Vitae – Updated August 9, 2021

## EDUCATION

University of Georgia

**Doctor of Philosophy in Industrial-Organizational Psychology**

*Advisor: Dr. Malissa Clark*

Athens, Georgia

**Expected May 2026**

University of Georgia

**Master of Science in Industrial-Organizational Psychology**

*Advisor: Dr. Malissa Clark*

Athens, Georgia

**Expected May 2024**

University of Central Florida

**Bachelor of Science in Psychology**

*Industrial and Organizational Psychology Track*

UCF GPA: 4.0, Major GPA: 4.0

Orlando, Florida

**Obtained May 2021**

Honors Thesis: *All Good Things Must Come to an End: Finding the Connection Between Citizenship Pressure, Organizational Citizenship Behaviors, and Job-related Affective Well-being*

- Advised by: Dr. Kristin Horan, *Chair* and Dr. Mark Ehrhart, *Committee Member*

Lake Sumter State College

**Associate of Arts**

*Concentration: Psychology*

Clermont, Florida

**Obtained May 2019**

## SCHOLASTIC AWARDS

**University of Central Florida Excellence in Action Award**

*Awarded March 25, 2021*

**University of Central Florida Dean's List**

*Fall 2019, Spring 2020, Fall 2020, Spring 2021*

**Lake Sumter State College Dean's List**

*Fall 2017, Spring 2018*

## RESEARCH EXPERIENCE

**Research Assistant and Lab Manager**

Research on Organizational and Leadership Effectiveness Lab

Dr. Mark Ehrhart, *Lab Advisor*

Esteem, Volunteerism, and Interpersonal Helping Subgroup

Emily Broksch, *Lab Advisor, Doctoral Student of Dr. Mark Ehrhart*

University of Central Florida

**August 2019 – May 2021**

- Participated in numerous studies as an experimenter and confederate, with a focus on organizational citizenship behaviors
- Worked in collaboration with Dr. Steven Whiting and affiliates from the Department of Management within University of Central Florida's College

of Business to code qualitative data from Amazon Mechanical Turk studies on organizational citizenship behavior

- Assisted in development of a vignette study by creating scenario scripts and CIT items, constructing a data collection survey on Qualtrics, and completing IRB protocol materials
- Ensured lab equipment was upkept and correct lab procedures were followed

**Research Assistant**

Occupational Health Psychology in Practice Lab

Dr. Kristin Horan, *Lab Advisor*

- Reviewed job safety standards to analyze and code discrepancies between generic standards and occupation-specific standards to address the full range of job exposures for hotel workers
- Performed literature searches and analyses relevant to subjects specified by research grants
- Transferred measures across multiple platforms to create a master codebook, using Microsoft Excel, Microsoft Word, and Qualtrics XM
- Reviewed and timed study surveys before administration to participants

University of Central Florida  
**November 2019 – May 2021**

**Research Assistant**

Employee Health and Well-Being Lab

Dr. Steve Jex, *Lab Advisor*

Dr. Xin Peng, *Former Doctoral Student of Dr. Steve Jex*

- Coded qualitative data obtained from Amazon Mechanical Turk using O\*NET and Microsoft Excel
- Utilized R Studio to run analyses, clean, and interpret results of Amazon Mechanical Turk data
- Performed Inter-Rater Reliability Analyses to define percent agreement between fellow data coders

University of Central Florida  
**Nov. 2019 – Jan. 2020**

**TEACHING EXPERIENCE**

**Teaching Assistant**

PSY 3074 – Career Readiness II (Psychology Department)

PSY 3024 – Career Readiness I (Psychology Department)

Dr. Karen Mottarella, *Senior Lecturer, Instructor*

- Responsible for approximately 60 undergraduate students per semester
- Maintained effective communications with Dr. Mottarella and served as a point of contact for students throughout the semester
- Assisted students in understanding course requirements and grading practices to facilitate their academic success

University of Central Florida  
**May 2020 – May 2021**  
**January 2020 – May 2020**

- Graded and provided feedback on written assignments and course projects
- Performed rating of resumes, mock interviews, and professional introductions in collaboration with assessment center students

## LEADERSHIP EXPERIENCE

### **Research Lab Manager**

Esteem, Volunteerism, and Interpersonal Helping (EVIL) Lab

Emily Broksch, *Lab Advisor, Doctoral Student of Dr. Mark Ehrhart*

- Responsible for training and management of over 10 undergraduate lab members regarding proper research procedures and study specifications
- Utilized the University of Central Florida's SONA Research Participation System to create and manage study time slot appointments and grant study credit to participants
- Facilitated participant scheduling and coordinated study appointment times with research assistant availabilities
- Involved in creation, review, and revision of study content, protocols, and IRB materials

University of Central Florida  
**December 2019 – May 2021**

### **Leadership Development Chair**

Omicron Delta Kappa National Leadership Honor Society

Dr. Stacey Malaret, *Society Advisor and Director of LEAD Scholars Academy*

- Responsible for planning and execution of Professional Development Events on campus for society members
- Collaborate with Social Media Chair to share information about Professional Development Events with members
- Maintained correspondence with other campus offices to participate in leadership development activities and events throughout the year
- Provided training to succeeding Leadership Development Chair during transitional period

University of Central Florida  
**January 2020 – April 2020**

## WORK EXPERIENCE

### **Trainer, Shift Leader, Server**

Miller's Ale House

- Assist customers with menu questions, remedy guest complaints, and ensure guest satisfaction
- Supervise fellow servers and guarantee that exceptional customer service is provided, as well as optimal efficiency
- Partake in new employee onboarding and completion of necessary curriculum and paperwork

Winter Garden, Florida  
**October 2018 – August 2021**

- Contribute to team effort through task prioritization, multi-tasking, and flexibility

**Training Manager, Shift Supervisor**

Panera Bread

Clermont, Florida

**Dec. 2016 – Oct. 2018**

- Supervised 10 to 14 employees while ensuring excellent product quality, customer service, and overall guest satisfaction
- Facilitated new employee onboarding, creation of training schedule, and completion of federal paperwork
- Established strong employee relationships and cross-trained current employees in preparation for promotion
- Conducted inventory counting, register transaction audits, and product ordering

**SKILLS AND CERTIFICATIONS**

- Computer: Proficient in Microsoft Office (Word, Excel, PowerPoint, Outlook, OneDrive), Google Drive, IBM SPSS, Qualtrics, and SONA Research Participation System
- Collaborative Institutional Training Initiative (CITI) Certifications
  - Human Subjects Research – Group 2: Social/Behavioral Research Investigators and Key Personnel
  - Human Subjects Research – Group 2: Social and Behavioral Responsible Conduct of Research
- Indiana University Bloomington School of Education
  - Recognizing Plagiarism, Primary Level Certificate *Obtained November 2020*
- University of South Florida Muma College of Business
  - Post-Crisis Leadership Certificate *Obtained July 2020*
  - Diversity, Equity and Inclusion in the Workplace Certificate *Obtained May 2021*
- Obojobo
  - Avoiding Plagiarism Using APA Style (Seventh Edition) *Completed September 2020*
  - Citing Sources Using APA Style (Seventh Edition) *Completed September 2020*
  - EL – Making Ethical Decisions *Completed September 2020*
  - Evaluating Web Sites *Completed September 2020*
  - Recognizing a Research Study *Completed September 2020*
  - Selecting Articles for Academic Assignments *Completed September 2020*

**PROFESSIONAL AND ACADEMIC AFFILIATIONS**

American Association of University Women  
 American Psychological Association  
 Golden Key International Honour Society  
 Honors Congress of Burnett Honors College  
 Omicron Delta Kappa National Leadership Honor Society  
 Phi Theta Kappa Honor Society  
 Psi Chi, The International Honor Society in Psychology  
 Society for Industrial and Organizational Psychology

Student Professionals for Industrial/Organizational Psychology  
Tau Sigma National Honor Society