**Curriculum Vitae - Kelly Ann Cave**

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**EDUCATION**

**Master of Science in Industrial/Organizational Psychology Expected: Spring 2019**

**Concentration: Occupational Health Psychology**

Colorado State University

Fort Collins, Colorado

**Bachelor of Arts in Psychology Graduated: May 2016**

**Minor: General Business Administration**

University of South Florida

Tampa, Florida

*Honors College Graduate, Summa Cum Laude*

**PUBLICATIONS**

Byrne, Z. S., Weston, J. W., **Cave, K. A.** (2018). Development of a Scale for Measuring Students’ Attitudes Towards Learning Professional Skills. *Research in Science Education*, 1-17.

**CONFERENCE PRESENTATIONS**

Timmel, K. N., Smith, L. A., **Cave, K. A.,** Fletcher, K. A., & Bedwell, W. L. (2016, April). *The Dark Side of Practice: Outcomes Associated with Poor Practice Performance.* Poster presentation at Human Factors and Applied Psychology Student Conference, Daytona, FL.

**Cave, K. A**., Kraiger, K., Fisher, G. G. (2017, March). *Work-Life Balance Training Interventions: A Review*. Poster session presented at the 9th Annual MAP ERC Research Day Symposium, Denver, CO.

Andel, S. A., Pindek, S., Arvan, M., Hutchinson, D. M., **Cave, K. A.,** Spector, P. E. (2017, April). *Instructed Response Items as an Index of Insufficient Effort Responding.* Poster session presented at the Society for Industrial Organizational Psychology, Orlando, FL.

Weston, J. W., Manning, S. G., Byrne, Z. S., **Cave, K. A**., Maciejewski, A. A. (2017, April). *Organizational Change Cynicism and Job Engagement.* Poster session presented at the Society for Industrial Organizational Psychology, Orlando, FL.

**Cave, K. A**., Daigle, K. L., (2018, April). *Openness to Workplace Health Interventions: A Scale Development*. Poster session presented at the 10th Annual MAP ERC Research Day Symposium, Denver, CO.

**Cave, K. A**, Kraiger. K., Fisher, G. G., (2018, June). *Intervention Challenges Faced by Student Researchers*. Symposium presented at the Work Family Researchers Network, Washington, D.C.

Daigle, K. L., Brents, C., Hischke, M., Brossoit, R. M., **Cave, K. A.,** Stevens, S. C., Rosecrance, J. (2018, August). *Case Study in Ergonomics Problem Solving Process at a Beer Distribution Company*. Oral presentation given at the International Ergonomics Association Congress, Florence, Italy.

**Cave, K. A.,** Byrne, Z. S., Weston, J. W. (2019, April). *Organizational Culture in STEM and Non-STEM Disciplines*. Poster to be presented at the annual meeting of the Society for Industrial and Organizational Psychology, Washington DC/National Harbor.

**CONSULTING ENGAGEMENTS**

**Safety Assessment and Recommendations Jan. 2018 – May 2018** Client: Avery Brewing, Boulder, CO

Addressed concerns regarding employee safety and wellness by designing an annual safety and wellness survey, providing results from an ergonomic risks assessment with respect to manual materials handling, and providing a virtual organizing system for safety training files

Deliverables:

* Safety and wellness survey
* Review of ergonomic risk assessment for bottling line
* Floor demarcation tape for barrel aging room
* Recommendations for organizing safety training files (following OSHA standards)
* Technical report highlighting key findings and areas most in need of improvement

**Hiring Practices Assessment and Recommendations Aug. 2017 – Jan. 2018**

Client: City of Boulder, Open Space and Mountain Parks Department, Boulder, CO

Facilitated focus groups, analyzed qualitative data, conducted rigorous supplementary research, and reported results for a state-funded project to assess current hiring practices and provide empirically backed recommendations

Deliverables:

* Researched-based recommendations of hiring best practices
* Technical report highlighting key findings based on client needs
* Formal presentation to key stakeholders

**Safety Assessment and Recommendations Aug. 2017 – Dec. 2017**

Client: High Country Beverage, Johnstown, CO

Conducted both ergonomic and safety climate assessments with an interdisciplinary occupational health and safety team, assessed risk associated with manual materials handling, and facilitated an interactive training session with current employees

Deliverables:

* Safety climate survey and results
* Occupational safety training session
* Technical report highlighting key safety assessment findings
* Formal presentation to High Country Beverage executives

**Safety Climate Assessment Jan. 2017 – May 2017**

Client: Ball Aerospace, Boulder, CO

Addressed concerns regarding Ball’s safety climate and culture by collecting and analyzing empirical safety climate data as part of an interdisciplinary occupational health and safety team

Deliverables:

* Safety climate survey and results
* Technical report highlighting key findings and areas most in need of improvement
* Formal presentation to Ball’s Environmental Health and Safety team

**PROFESSIONAL POSITIONS & EXPERIENCE**

**Research Analyst June 2018 - Present**

Propulo Consulting

Develops literature reviews that meets the needs of both external clients and internal organizational processes, and assists with client-centered data collection and data analysis

Tasks:

* Conduct literature reviews to assist with the development of a new internal model for proprietary use
* Conduct literature reviews on topics that are specific to the needs of individual clients
* Analyze data to be prepared for client reports
* Develop and deliver seminars on research topics of interest to the organization’s executives and consultants

**Graduate Research Assistant Jan. 2018 – Present**

Revolutionizing Engineering Departments - NSF Grant, Colorado State University

Conducts qualitative and quantitative data coding and analysis related to organizational culture change as part of an ongoing National Science Foundation grant

Tasks:

* Conduct quantitative analyses to evaluate differences in culture between STEM departments and non-STEM departments
* Code office pictures and interview transcripts based on theories of organizational culture
* Identify patterns and themes in qualitative data
* Develop professional write-ups of findings to be submitted to peer-review journals

**Graduate Research Assistant Aug. 2017 – Dec. 2017**

STEM Center, Colorado State University

Developed a student outreach evaluation plan for a National Science Foundation grant

Tasks:

* Developed evaluation plan
* Developed and submitted IRB application for the evaluation
* Collected data from student volunteers at outreach workshop

**Graduate Research Assistant May 2017 – Aug. 2018**

MAP ERC, Colorado School of Public Health

Occupational health trainee supported by the NIOSH-funded Mountain and Plains Education and Research Center (MAP ERC).

Tasks:

* Maintained involvement in research related to OHP
* Participated in interdisciplinary practicum projects
* Completed supplemental coursework and colloquia

**Graduate Research Assistant Aug. 2016 – May 2017**

Revolutionizing Engineering Departments Grant, Colorado State University

Conducted literatures searches and developed an empirical model related to teamwork in engineering undergraduate students as part of an ongoing National Science Foundation grant

Tasks:

* Conducted literature reviews on teams and teamwork in higher education
* Developed and presented findings to a team of grant stakeholders
* Developed an empirical model of teamwork based on literature findings

**OUTREACH**

**How to Reduce Stress and be More Effective in Graduate School Workshop Nov. 2017**

Graduate Student Council Showcase, Colorado State University

Developed and presented a workshop presentation for a University-funded effort to increase graduate student well-being

Deliverables:

* Facilitated an interactive workshop integrating goal-setting with empirically-based best practices on stress management, work-life balance, and sleep

**Stress Management Workshop Sept. 2017**

Association of Occupational Health Professionals Annual Conference, Denver, Colorado

Developed and presented a general session on stress management strategies and best practices to a conference audience of occupational health professionals

Deliverables:

* Facilitated an interactive workshop integrating goal-setting with empirically-based best practices on stress management, work-life balance, and sleep
* Facilitated a goal-setting activity and interactive discussion session between presenters and audience members

**Work-Life Balance: Getting There From Here Workshop Sept. 2017**

Association of Occupational Health Professionals Annual Conference, Denver, Colorado

Developed and presented a breakout session on work-life balance strategies and best practices to a conference audience of occupational health professionals

Deliverables:

* Facilitated an interactive workshop integrating goal-setting with empirically-based best practices regarding work-life balance
* Facilitated a goal-setting activity and interactive discussion session between presenters and audience members

**SERVICE**

**Industrial Organizational Psychology Association of Colorado Aug. 2016 - Present**

Newsletter Coordinator Aug. 2017 - Present

Secretary Aug. 2016 – May 2017

**MUGSS Mentor Sept. 2016-Present**

Psychology Department, Colorado State University

Tasks:

* Provide ongoing support to undergraduate psychology students navigating the graduate school application process
* Develop individualized plans of action for each mentee regarding the graduate school application process
* Structure and edit application materials

**PROFESSIONAL AFFILIATIONS**

**Work and Family Researchers Network** *Student Affiliate* **Jan. 2018 - Present**

**Society for Industrial Organizational Psychology** *Student Affiliate* **Sept. 2015 – Present**

**CERTIFICATIONS**

Collaborative Institutional Training Initiative (CITI) – Group 2. Social/Behavioral Research Investigators and Key Personnel, Basic Course

**OTHER RELEVANT QUALIFICATIONS**

Knowledgeable about survey design and data management best practices

Proficient in SPSS, R, Mplus, and Excel data analysis programs

Skilled in Microsoft Office programs