

# SKYLAR DANIELLE ONEY

Curriculum Vitae – Updated June 6, 2025

## EDUCATION

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

Athens, Georgia  
**Expected Fall 2027**

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

Athens, Georgia  
**Expected Fall 2025**

University of Central Florida  
**Bachelor of Science in Psychology**  
*Industrial and Organizational Psychology Track*

Orlando, Florida  
**Obtained May 2021**

Lake Sumter State College  
**Associate of Arts**  
*Concentration: Psychology*

Clermont, Florida  
**Obtained May 2019**

## RESEARCH EXPERIENCE

### **Graduate Researcher**

Healthy Work Lab

Dr. Malissa Clark, *Lab Director*

University of Georgia  
**August 2021 – Present**

- Conduct data cleaning, management, and analyses on various statistical platforms, including but not limited to regression-based analyses, structural equation modeling, meta-analysis, and latent profile analysis
- Collaborate with lab director and graduate student peers to carry out studies from conceptualization, planning, achieving IRB approval, creating study materials, communicating with participants, conducting analyses, and presenting results (e.g., international conferences, publications)
- Construct study surveys utilizing Qualtrics XM software
- Mentor undergraduate research assistants and provide guidance in preparing conference submissions, preparing conference materials (i.e., poster), performing data analyses, interpreting results, and constructing scholarly writing pieces
- Prepared and presented informational lessons detailing graduate school preparation and application for undergraduate students

### **Graduate Research Assistant**

Assistantship supported by the UGA Provost's Office and NSF CAREER Grant

Dr. Tessa Andrews, *Direct Supervisor*

University of Georgia  
**Jan. 2024 – Dec. 2024**

- Member of interdisciplinary faculty team preparing a NSF ADVANCE grant proposal aiming to address faculty gender and intersectional inequity in science, technology, engineering, and math (STEM) disciplines

- Collaborated with various campus offices and faculty to conduct a deep investigation into university STEM disciplines to identify areas for faculty equity improvement and provide feasible intervention options
- Obtained, organized, and cleaned large qualitative and quantitative datasets, conduct statistical analyses, and prepare data for interpretation and dissemination to the project team and broader institution
- Created work climate reports for all STEM colleges at UGA, including quantitative and qualitative findings, showcasing current strengths and highlighting areas for improvement

#### **Undergraduate Research Assistant**

Research on Organizational and Leadership Effectiveness Lab

Dr. Mark Ehrhart, *Lab Director*

Esteem, Volunteerism, and Interpersonal Helping Lab Subgroup

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

- 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

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

#### **Undergraduate Research Assistant**

Occupational Health Psychology in Practice Lab

Dr. Kristin Horan, *Lab Director*

- 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**

#### **Undergraduate Research Assistant**

Employee Health and Well-Being Lab

Dr. Steve Jex, *Lab Director*

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

- Coded qualitative data obtained from Amazon Mechanical Turk using O\*NET and Microsoft Excel

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

- 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

## **APPLIED/INDUSTRY EXPERIENCE**

### **Consultant; Independent Contractor**

HRCatalyst, Inc.

Dr. Alison Mallard, *President and Founding Partner*

Atlanta, Georgia

**Sept. 2024 – Present**

- Perform qualitative analysis of 360° feedback comments for a Fortune 100 organization
- Edit and thematically organize approximately 6-10 pages of open-ended feedback per leader into comprehensive, digestible themes for use by executive-level managers in annual subordinate performance evaluations
- Produce three deliverables for various employees and teams, including thematically organized raw feedback data, competency summaries, and anonymized full reports
- Maintain tight deadlines, ranging from 24-72 hour turnaround times based on deliverable type and client needs

## **TEACHING EXPERIENCE**

### **Graduate Teaching Assistant**

PSYC 3980 – Research Design in Psychology

PSYC 3990 – Research Analysis in Psychology

University of Georgia

**August 2021 – Present**

- Lead instruction for a lab section of approximately 35 students, teaching various statistical analyses and methods using R
- Create research analysis lab lesson plans and assignments
- Responsible for grading assignments, research reports, and exams
- Assist with development and delivery of content in a classroom setting
- Hold review sessions prior to exams and administer exams
- Facilitate one-on-one writing workshop sessions for students who wanted to build skills in research planning and paper writing

### **Undergraduate Teaching Assistant**

PSY 3074 – Career Readiness II (Psychology Department)

PSY 3024 – Career Readiness I (Psychology Department)

Dr. Karen Mottarella, *Senior Lecturer, Instructor*

University of Central Florida

**January 2020 – May 2021**

- 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
- 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**

### **IOPSA Student Offices Chair**

Industrial-Organizational Psychology Student Association

Advised by Talia Culotta, *IOPSA President*

University of Georgia

**August 2024 – Present**

- Maintain cleanliness and organization of doctoral program lounge and meeting space
- Take inventory of supplies, food, and other materials and replenish as needed
- Submit proof of payment and itemized expenses for reimbursement

### **IOPSA Professional Development Series Chair**

Industrial-Organizational Psychology Student Association

Advised by Dr. Jeff Olenick

University of Georgia

**August 2023 – May 2024**

- Identify and seek out leading academic, practitioner, and skill-focused individuals and arrange their visit in consultation with the I/O Doctoral Program Chair and Faculty Professional Development Series Committee
- Organize logistics of speaker visits; including scheduling, graduate student meet-and-greets, happy hours, speaker accommodations, travel, and meals when applicable
- Create advertisements for Brown Bag speaker events and distribute them to the students and faculty of the I/O Psychology and Organizational Behavior Doctoral Programs

### **Graduate Research Lab Manager**

Healthy Work Lab

Dr. Malissa Clark, *Lab Director*

University of Georgia

**May 2022 – May 2024**

- Recruit undergraduate research assistant candidates, administer and score work samples, conduct interviews, and facilitate onboarding for research assistants upon acceptance into the lab
- Coordinate lab meeting times and locations with all lab members
- Assist in planning and preparing lab meeting materials for various skill trainings and educational content for undergraduate research assistants
- Serve as the primary point of contact for individuals wishing to join or collaborate with our lab
- Maintain the Healthy Work Lab website and social media page communications

**Summer Undergraduate Research Education Program (SUREP)**  
**Coordinator**

University of Georgia  
**April 2023 – June 2023**

Advised by Dr. Allison Skinner-Dorkenoo

- Reviewed applications and select approximately 400 students to participate in the program, with a focus on inclusion of participants from historically marginalized or underrepresented identities (e.g., first-generation college students, racial/ethnic minority groups, women)
- Coordinated schedule for duration of program, recruited guest speakers, facilitated connections with faculty research labs to secure research experience for undergraduate SUREP students
- Mentored and managed progress of SUREP students' research poster presentations and coordinated the resulting poster session
- Managed technical communications on Zoom and facilitated instructional sessions twice weekly

**IOPSA Newsletter Chair**

Industrial-Organizational Psychology Student Association

University of Georgia  
**August 2021 – May 2023**

Advised by Dr. Malissa Clark

- Created content plans for the UGA IOPSA (Industrial/Organizational Psychology Student Association) newsletters for current program members and alumni
- Conducted interviews with program alumni
- Gathered relevant information from current program students and faculty, including but not limited to program milestones, personal and professional achievements, position appointments, publications, and presentations

**Undergraduate Research Lab Manager**

Esteem, Volunteerism, and Interpersonal Helping Lab

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

Dr. Emily Broksch, *Lab Advisor, Former 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

**Leadership Development Chair**

Omicron Delta Kappa National Leadership Honor Society

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

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

## **SERVICE AND VOLUNTEERING**

### **Psychology Department Diversity Assistant**

Advised by Dr. Allison Skinner-Dorkenoo

University of Georgia

**August 2022 – May 2023**

- Compiled a resource pool of approximately 200 Diversity, Equity, and Inclusion (DEI)-related resources designed to align with popular undergraduate Psychology courses for use by faculty and graduate instructors
- Attended various American Psychological Association (APA) trainings and online seminars to learn and compile best practices and suggestions for how instructors can incorporate DEI into their teaching and course material
- Assisted faculty members by finding, compiling, and organizing resources for specific graduate-level courses at their request to facilitate a more tailored experience to incorporate DEI in their courses
- Coordinated with the Psychology Undergraduate Mentoring Program (PUMP) Coordinator to schedule, facilitate, and lead PUMP student seminars, which are designed to benefit first-generation students and students from historically marginalized or underrepresented groups to help them learn about and prepare for graduate school

### **SIOP Conference Registration Desk Volunteer**

Society of Industrial-Organizational Psychology

Supervised by Dr. Emily Solberg, *SHL Managing Consultant*

While at University of Georgia

**April 20, 2023 in Boston, MA**

- Welcomed attendees and provided them with their conference name tags, lanyards, and associated conference materials (i.e., programs)
- Fielded questions and provided conference attendees with information about dates, times, events, and other meeting logistics
- Provided technical support to attendees using the searchable program, On Site Guide, and Whova conference app

### **SIOP History Committee**

Society of Industrial-Organizational Psychology

Advised by Dr. Wendy Bedwell, *University of Memphis*

While at University of Georgia

**August 2021 – May 2022**

- Collaborated with other members of the history committee to begin constructing an Industrial-Organizational Psychology Family Tree of mentors and mentees of individuals in our field

## **PRESENTATIONS**

\*Denotes undergraduate research assistant mentees.

**Oney, S.D.**, (Co-Chair) & Clark, M.A. (Co-Chair) (2025, April 2-5) [Symposium]. *From taboo to hot topics: Cutting edge research on women's work-related experiences*. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO, United States. Smith, C.E., Lee, S., Barnes, C.M., Thalil, M., & Mark, K. (2025). *Extending job demands-resources models to employee sexual health*. Chen, J.P., Arena, D.F., Guerrero, P., Gabriel, A.S., & Jones, K.P. (2025). *Exploring and understanding profiles of daily prenatal impression management at work*. Fletcher, K.A., French, K.A., Moran, L., Garcia, S., & Todd, T.M. (2025). *Abortion-facilitative and other healthcare benefits signal organizational values*. Decker, M., Stockdale, H., Barnes, L.Y., & Grandey, A.A. (2025). *Menopause in the military: Navigating health, leadership and allyship*.

Guffey, L.J., **Oney, S.D.**, & Clark, M.A. (2024, June 19-22). *How Telepressure Affects Life Satisfaction and Detachment: The Moderating Role of Workaholism* [Poster]. Work and Family Researchers Network Biennial Conference, Montreal, Canada.

**Oney, S. D.**, Shockley, K.M., Eatough, E., & Minei, E. (2024). *Making bread and eating it too: Family division of labor and female breadwinner couple outcomes*. In Smith, C.E., & French, K.A. (2024, April 17-20) *Delving into Dual Earners: Romantic Partners in Work-Family Research* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

\*Romick, C., \*Watson, L., **Oney, S.D.**, & Clark, M.A. (2023, October 20-21). *Perceived organizational support through a lens of racial tension and challenging times* [Poster]. River Cities Industrial and Organizational Psychology Conference, Chattanooga, TN, United States. ***Awarded second place for best poster at conference.***

**Oney, S. D.**, Clark, M. A., & Sanders, K. N. (2023, April 19-22). *When doing good isn't good enough: Public service motivation and loan forgiveness* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

Broksch, E.A., Gonzalez, M., **Oney, S.D.**, Gonzalez, S., Rodermond, A., & M.G. Ehrhart. (2022, April 27-30). *Paying it forward: For the greater good* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

\*Guice, K.B., **Oney, S.D.**, & Clark, M.A. (2022, October 14-15). *Investigating the Public Service Loan Forgiveness Program's impact on public service employees* [Poster]. River Cities Industrial and Organizational Psychology Conference, Chattanooga, TN, United States. ***Awarded honorable mention for best poster at conference.***

## **PUBLICATIONS**

**Oney, S.D.** (2021). *All good things must come to an end: Finding the connection between citizenship pressure, organizational citizenship behaviors, and job-related affective well-being* (Publication No. 966) [Honors undergraduate thesis, University of Central Florida]. Showcase of Text, Archives, Research and Scholarship. <https://stars.library.ucf.edu/honorstheses/966>

## **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



## **SKILLS AND CERTIFICATIONS**

- Computer: Proficient in Microsoft Office (Word, Excel, PowerPoint, Outlook, OneNote, OneDrive), Google Drive (Forms, Documents, Sheets, Slides), IBM SPSS, R, Mplus, Qualtrics XM, MAXQDA, Tableau, 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*

## **PROFESSIONAL AND ACADEMIC AFFILIATIONS**

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

## **WORK EXPERIENCE**

**Trainer, Shift Leader, Server**  
Miller's Ale House

Winter Garden, Florida  
**May 2022 – August 2022**  
**October 2018 – August 2021**

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