

Samantha Lacey, M.S.
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Education

Expected 2024	Ph.D.: Industrial Organizational Psychology, University of Connecticut, Storrs, Connecticut
2021	M.S.: Industrial Organizational Psychology, University of Connecticut, Storrs, Connecticut
2017	B.A.: Psychology, Drew University, Madison, New Jersey

Professional Experience

7/2023-Present **Research Associate**

Pacific Research & Evaluation, LLC, Portland, Oregon

- Design, implement, and manage mixed methods research and program evaluation projects
- Develop data collection tools, procedures and databases
- Manage data collection efforts, analyze qualitative and quantitative data, and prepare reports and presentations that translate and visualize this data for diverse audiences to understand and act on
- Collaborate with a multidisciplinary team of researchers to meet and exceed the needs of clients
- Build and maintain positive relationships with clients and prepare high-quality proposals to develop new business opportunities

3/2020-Present **Program Evaluator/Data Consultant**

Short Line Safety Institute (SLSI), Washington, D.C.

- Organize and analyze qualitative safety data collected each year from short line and regional railroads across the U.S. to identify key industry trends and opportunities for improvement in rail safety/safety culture
- Continuously review and evaluate the fidelity of the methods and procedures used to assess safety culture, and validate the integrity of the data collected
- Translate and present complex data-supported insights to SLSI executives and stakeholders from other governmental agencies
- Recommend and implement changes that streamline data collection processes, improve data quality and expand program offerings related to rail safety
- Develop and publish professional research reports based on this work

5/2019-Present **Research/Data Consultant**

Industrial Psychology Applications Center (IPAC), University of Connecticut, Storrs, Connecticut

- Analyzed the results of the Short Line Safety Institute's (SLSI) Safety Culture Survey deployed at 30+ short line and regional railroads across the U.S.
- Produced customized safety reports for executives/HR leaders at participating railroads that translated complex survey results and highlighted opportunities for improvement in rail safety/safety culture to drive action
- Conducted follow-up assessments to evaluate the impact of safety-related organizational changes and equip railroad leaders with actionable, data-driven feedback for continuous improvement
- Maintained the core database, developed and answered research questions with these data, and presented results at professional conferences
- Mentored and trained fellow graduate students to conduct these tasks/processes independently

- Redesigned, evaluated and deployed a short-form version of the SLSI's Safety Culture Survey that improved the participant experience and the quality of the quantitative safety data collected

1/2018-8/2021 Research/Data Consultant

Study on Aging, Musculoskeletal Disorders & Work Capacity, University of Connecticut, Storrs, Connecticut

- Actively collaborated with and lent expertise in people science/data analytics to a multidisciplinary team of researchers working on a longitudinal research project aimed at improving the physical health and well-being of aging manufacturing workers in the state of Connecticut
- Made and implemented data-supported recommendations to improve survey design, reduce participant fatigue and increase data quality
- Maintained the survey and core database, led all quantitative data analyses, and presented key findings from the survey to executives/HR leaders at participating organizations
- Assisted in focus groups with these leaders to further evaluate their workforce/organizational needs and led a research initiative based on these discussions
- Conducted multiple self-directed research projects and presented results at professional conferences
- Trained and supervised graduate and undergraduate research assistants

8/2020-12/2020 User Experience Research Consultant

The Office of the Vice President of Research (OVPR), University of Connecticut, Storrs, Connecticut

- Collaborated with fellow subject matter experts to design and deploy a mixed methods survey assessing users' experiences with an online system that supports university research
- Translated and presented complex insights and data-supported recommendations to help key stakeholders design a more user-friendly system

3/2019-3/2019 Performance Appraisal Research Consultant

Leadership Research Institute (LRI), Henderson, Nevada

- Conducted an exhaustive review of performance appraisal research, summarized results, and provided research-informed recommendations to assist in the design of a customized assessment that would provide insightful performance management solutions for a client working with an executive at LRI

8/2017-12/2017 Survey Research Consultant

Performance Improvement for Safe Medication Management (PRISM), University of Connecticut School of Pharmacy, Storrs, Connecticut

- Consulted with project managers to understand the goals of their grant-funded research aimed at improving workflows at community pharmacies, and presented them with explicit survey design, analysis and implementation recommendations to meet these goals

1/2016-5/2016 Child Development Research Assistant

Department of Psychology, Drew University, Madison, New Jersey

- Consulted with stakeholders at the United Way of Northern New Jersey to understand the goals of their research aimed at developing a curriculum designed to enhance the social and emotional development of preschool-aged children
- Developed a research plan, collected and analyzed observational data related to the social/emotional behaviors of preschool children, and presented the results of this work to stakeholders to inform the development of this new curriculum

1/2015-5/2015 Public Health Research Assistant

Department of Public Health, Drew University, Madison, New Jersey

- Utilized GIS mapping software to identify food insecure areas in New Jersey and presented findings to a group working on resource/funding allocation challenges with the Interfaith Food Pantry and United Way
- Analyzed data to identify locations/populations in New Jersey that are highly impacted by air pollution, and provided research findings to the U.S. Environmental Protection Agency

- Evaluated Drew University's smoking policy using on-campus smoking survey data and compared its policy to those of surrounding institutions to inform and implement meaningful policy revisions

5/2015-5/2017 Research Assistant

Drew University, Madison, New Jersey

- Managed experimental research projects for various labs in the Departments of Psychology, Neuroscience, and Economics; topics ranged from the study of haptic touch, to examining the impact of age on risk aversion, to using neuronal recording techniques to investigate how olfactory information is stored in the brain's amygdala
- Developed research questions, designed surveys and other assessment methods to appropriately address research questions, managed data collection and analysis, and generated publications and presentations

5/2014-6/2014 Drama Therapy Program Director & Evaluator

Third Street Alliance for Women & Children, Easton, Pennsylvania

- Conducted research and utilized best practices to create and direct a drama program to improve the quality of life of older adults with neurodegenerative diseases at a senior daycare center
- Evaluated the effectiveness of this programming, developed practical recommendation for future programs, and presented findings at a professional conference

Publications & Presentations

Publications:

Kidda, S., Leone, J., & Lacey, S.R. (2023). *Short Line Safety Institute: 2022 Systematic Review* (Research Results No. 23-05). Federal Railroad Administration, U.S. Department of Transportation, Washington, DC. <https://railroads.dot.gov/elibrary/short-line-safety-institute-2022-systematic-review>

Leone, J., Lacey, S.R., & Barnes-Farrell, J. (2023). All aboard, gender diversity and safety culture on the track. *Transportation Research Record*. <https://doi.org/10.1177/03611981231176809>

Kidda, S., Leone, J., & Lacey, S.R. (2022). *Short Line Safety Institute: Identifying Safety Culture Trends in the Industry* (Research Results No. 22-09). Federal Railroad Administration, U.S. Department of Transportation, Washington, DC., <https://railroads.dot.gov/elibrary/short-line-safety-institute-identifying-safety-culture-trends-industry>

Kidda, S., Leone, J., & Lacey, S.R. (2021). *Short Line Safety Institute: Status of Safety Culture in the Industry* (Research Results No. RR 21-06). Federal Railroad Administration, U.S. Department of Transportation, Washington, DC., <https://railroads.dot.gov/elibrary/short-line-safety-institute-status-safety-culture-industry-0>

Lacey, S.R. (2021). *Development and initial evaluation of the safety climate survey short-form (SCS-SF)* [Unpublished master's thesis]. University of Connecticut.

Lacey, S.R. (2017). The mind of the elderly consumer. *The Drew Review*, 9.

Presentations:

Lacey, S.R., Leone, J., & Barnes-Farrell, J. (2023, November 8-11). R.E.S.P.E.C.T. and what it means for rail safety. In A. Tedone (Chair), *Occupational Health in the Modern World of Work: Investigating Social Environmental Influences on Worker Health and Safety* [Symposium]. Work, Stress, and Health, Miami, FL.

- Lacey, S.R.**, Leone, J., & Barnes-Farrell, J. (2023, April 26). *All aboard! Next Stop: Gender Diversity and Safety Culture on the Track* [Webinar]. League of Railway Women.
<https://www.railwaywomen.org/webinars>
- Leone, J., **Lacey, S.R.**, & Barnes-Farrell, J. (2023, January 8-12). *All aboard! Next stop: Gender diversity and safety culture on the track* [Poster presentation] Transportation Review Board 2023 Annual Meeting, Washington, District of Columbia.
- Lacey, S.R.**, Leone, J., & Barnes-Farrell, J. (2022, August 4-6). *Keeping safety on track: Factors affecting perceptions of safety training quality in U.S. railroads* [Poster presentation] American Psychological Association 2022 Conference, Minneapolis, MN.
- Lacey, S.R.**, & Barnes-Farrell, J. (2022, July 6-8). The clash of climates: A dissertation proposal to explore the relationship between customer service climate and workplace health climate in the craft brewing industry. In Greiner, B. (Chair), *Early Career Researcher Showcase* [Symposium]. 15th European Academy of Occupational Health Psychology Conference, Bordeaux, France.
- Lacey, S.R.** (2022, January 11). *The clash of climates: A proposal to explore the relationship between service climate and health climate in the craft beer industry* [PowerPoint presentation]. The University of Massachusetts Lowell and University of Connecticut Occupational Health and Safety Virtual Research Retreat.
- Lacey, S.R.**, Austin, H., Gossett, E., Barnes-Farrell, J., Garza, J., & Cherniack, M. (2021, November 1-January 31). *The price of pain: Pain as an explanatory mechanism for the relationship between physical job demands and intentions to turnover* [Poster presentation]. Work, Stress, and Health 2021 Conference.
- Lacey, S.R.**, Leone, J., & Barnes-Farrell, J. (2021, November 1-January 31). *Working on the railroad during COVID-19: A case study analysis on employee perceptions of safety culture* [Poster presentation]. Work, Stress, and Health 2021 Conference.
- Fortinsky, R., Barnes-Farrell, J., Garza, J., **Lacey, S.R.**, Austin, H.L., Grady, J., & Cherniack, M. (2021, November 10-13). *Eldercare responsibilities and physical health symptoms among manufacturing workers* [Poster presentation]. Gerontological Society of America 2021 Annual Scientific Meeting.
- Striver, S., Barnes-Farrell, J., & **Lacey, S.R.** (2020, May). *Do stereotypes about occupational personality characteristics affect the perceived hireability of job candidates from different age groups?* [Poster presentation]. Association for Psychological Science 32nd Annual Conference, Chicago, IL.
- Lacey, S.R.**, Barnes-Farrell, J., Decker, R., Calvo, A., Berger, S., & Dugan, A. (2018, September). *Examining the relationship between job insecurity today and financial insecurity in retirement: The moderating role of caregiving responsibility* [Poster presentation] 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.
- Berger, S.E., Decker, R., **Lacey, S.R.**, Barnes-Farrell, J., & Cherniack, M. (2018, September). *Workplace accidents: The impact of civility norms and work-safety tension* [Poster presentation]. 13th European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.

Lacey, S.R., & Dolan, P. (2018, May). *Risk tolerance and financial decision making in the elderly: The role of stereotypes* [Poster presentation]. 3rd International Meeting of the Psychonomic Society, Amsterdam, The Netherlands.

Lacey, S.R. (2017, February). *A 'dramatic' approach to improve quality of life for seniors with dementia* [Poster presentation]. Eastern Sociological Society Annual Meeting, Philadelphia, PA.

Lacey, S.R. (2017, March). *Stereotype threat and the financial decision making abilities of older adults* [Poster presentation]. Eastern Psychological Association Annual Meeting, Boston, MA.

Lacey, S.R. (2016, November). *Stereotype threat and the financial decision making abilities of older adults: Risk Aversion Assessments* [PowerPoint presentation]. Economics and Business Department Annual Shark Tank Event, Drew University, Madison, NJ.

Lacey, S.R. (2016, September). *Stereotype threat and the financial decision making abilities of older adults* [Poster presentation]. Drew Summer Science Institute Poster Session, Drew University, Madison, NJ.

DeMarco, A., **Lacey, S.R.**, Reifinger, A., & Reininga, M. (2016, April). *Perceptual cross-modal judgments of function* [Poster presentation]. Annual Tri-Collegiate Poster Presentation, Fairleigh Dickinson University, Madison, NJ.

Teaching Experience

2017-18 Lab Instructor, Introduction to Psychology Lab
Department of Psychological Sciences, University of Connecticut

Professional Affiliations

Society for Industrial and Organizational Psychology (SIOP)
American Psychological Association (APA)