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EDUCATION

Texas A&M University , College Station, TX	08/2017 - Present
Ph.D., Industrial-Organizational Psychology	Expected 08/2023
M.S., Industrial-Organizational Psychology	05/2022
Advisor: Stephanie C. Payne, Ph.D.	
Research areas: performance monitoring, occupational safety, organizational climate, motivation	
Macalester College , Saint Paul, MN	09/2006 - 05/2011
B.A., Psychology	

PUBLICATIONS

- Hendricks, J. W., Peres, S. C., **Dumlao, S. V.**, Armstrong, C. A., & Neville, T. J. (2021). The impact of hazard statement design elements in procedures: Counterintuitive findings and implications for standards. *Human Factors*. Advance online publication. <https://doi.org/10.1177/00187208211050137>
- Dumlao, S. V.**, Mendoza, A. M., & Payne, S. C. (2020). Performance monitoring in the 21st century. In S. Fisher & T. Bondarouk (Eds.), *The encyclopedia of electronic HRM* (pp. 182-187). de Gruyter. <https://doi.org/10.1515/9783110633702>

RESEARCH PRESENTATIONS

- Dumlao, S. V.** (Chair), Payne, S. C., Spitzmueller, C., & Tannenbaum, S. I. (2022, April 28-30). *I-O psychology in the Gulf: Safety culture of offshore workers* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA.
- Wang, X., Sasangohar, F., Payne, S. C., Mehta, R. K., Kang, J., & **Dumlao, S. V.** (2021, October 19-21). *Safety culture and worker fatigue management in the offshore oil and gas industry: An interview study* [Presentation]. 24th Annual Mary Kay O'Connor Process Safety Center International Symposium, College Station, TX.
- Hendricks, J. W., Peres, S. C., **Dumlao, S. V.**, Armstrong, C. A., Neville, T. J., & Ashraf, A. M. (2021, June 21-22). *The impact of hazard statement design in procedures on compliance rates: Some contradictions to best (or common) practices* [Presentation]. 8th Annual Qatar Process Safety Symposium, Doha, Qatar.
- Dumlao, S. V.** & Payne, S. C. (2021, April 14-17). *The Big Five and Concern for Information Privacy* [Poster presentation]. 36th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Dumlao, S. V.**, Peres, S. C., Mehta, R. K., & Al Kader, A. (2020, October 20-21). *Validation of the Fatigue Risk Assessment and Management in High-Risk Environments (FRAME) survey* [Presentation]. 23rd Annual Mary Kay O'Connor Process Safety Center International Symposium, College Station, TX.
- Payne, S. C. & **Dumlao, S. V.** (2020, October 20-21). *How much does safety culture change over time?* [Presentation]. 23rd Annual Mary Kay O'Connor Process Safety Center International Symposium, College Station, TX.
- Mendoza, A. M. & **Dumlao, S. V.** (2020, October 5-9). *Integrating electronic performance monitoring with digital procedure systems: Considerations and psychological outcomes* [Poster presentation]. 64th Annual Meeting of the Human Factors and Ergonomics Society, Chicago, IL.
- Mendoza, A. M., Liu, S.-N. C., **Dumlao, S. V.**, Hendricks, J. W., Son, C., Sasangohar, F., & Peres, S. C. (2020, October 5-9). *Where two ends meet: Operator and stakeholder perceptions of procedures* [Poster presentation]. 64th Annual Meeting of the Human Factors and Ergonomics Society, Chicago, IL.

- Payne, S. C., & **Dumlao, S. V.** (2020, June 16-30). *Should we be concerned about careless responding in safety surveys?* [Poster presentation]. 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
- Payne, S. C., **Dumlao, S. V.**, Holland, D. B., He, Y., Mulcahy, A. M., & Hernández-Muñoz, J. J. (2020, June 16-30). Reporting and disclosing medical errors: The role of a just culture. In S. C. Payne & **S. V. Dumlao** (Chairs), *Promoting a culture of reporting health concerns* [Symposium]. 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
- Payne, S. C., **Dumlao, S. V.**, Holland, D. B., Mulcahy, A. M., & Hernández-Muñoz, J. J. (2020, June 16-30). Implementing a near miss reporting system into medical training called Whoops! In T. W. Casey (Chair), *Investigations into factors that build positive safety capacity* [Symposium]. 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
- Dumlao, S. V.**, Payne, S. C., Holland, D. B., Hernández-Muñoz, J. J., & Mulcahy, A. M. (2019, October 23). *Whoops! Interprofessional near miss reporting in simulations* [Poster presentation]. 5th Annual Interprofessional Education & Research Symposium, Bryan, TX.
- Dumlao, S. V.**, Payne, S. C., & George, F., Jr. (2019, April 4-6). *Employee attitudes towards wearable technologies in the workplace* [Poster presentation]. 34th Annual Conference of the Society for Industrial and Organizational Psychology, Washington, D.C.
- Dumlao, S. V.**, Payne, S. C., He, Y., Holland, D. B., Hernández-Muñoz, J. J., & Mulcahy, A. M. (2018, November 1). *Whoops! Implementing a near miss database in the TAMHSC CLRC* [Poster presentation]. 4th Annual Interprofessional Education & Research Symposium, Bryan, TX.
- Payne, S. C., **Dumlao, S. V.**, Holland, D. B., He, Y., Hernández-Muñoz, J. J., & Mulcahy, A. M. (2018, October 17). *Why healthcare providers do not report medical errors and implementing a near miss reporting system* [Poster presentation]. Human Systems Engineering Forum, College Station, TX.
- Mendoza, A. M., Payne, S. C., & **Dumlao, S. V.** (2018, August 10-14). *The meaning of “having it all”: In their own words* [Paper presentation]. 78th Annual Meeting of the Academy of Management, Chicago, IL.
- Dumlao, S. V.**, & No, S. (2011, May 26-29). *Priming minority identity reduces white guilt in multiracial individuals* [Poster presentation]. 23rd Annual Convention of the Association for Psychological Science, Washington, D.C.
- Dumlao, S. V.** (2011, April 16). *Priming minority identity reduces white guilt in multiracial individuals* [Poster presentation]. Minnesota Undergraduate Psychology Conference, Northfield, MN.

GRANT ACTIVITY

- Payne, S. C., Sasangohar, F., & Mehta, R. (2020-2023). *EMPOWER safety dashboards: Evaluate, measure, and promote offshore worker engagement and readiness*. Gulf Research Program of the National Academies of Science, Engineering, and Medicine, Grant #200011061. [\$943,008 - Awarded]
Roles: Project Manager, Research Assistant
- Payne, S. C., Holland, D. B., & **Dumlao, S. V.** (2018, July). *Enhancing medical provider self-efficacy for medical error reporting by implementing a near miss reporting system in a simulation center*. Texas A&M University, CLLA Seed Grant Program. [\$14,981 - Awarded]

AWARDS AND HONORS

Student Award , HFES System Development Technical Group, \$250	10/2020
Travel Award , National Science Foundation Game-based Assessment Workshop, \$500	06/2019
Best Poster Presentation , 4th Annual IPER Symposium, \$300	11/2018

TEACHING EXPERIENCE

Texas A&M University, College Station, TX

PSYC 301: Elementary Statistics for Psychology

01/2019 - 05/2019

Graduate Teaching Assistant - Supervisor: Patrick Bolger, Ph.D.

- Full responsibility for a lab section of 22 undergraduate students. Coursework introduced students to statistics, statistical inference, and data analysis in SPSS and jamovi. Maintained, updated, and presented lecture material; graded assignments; held office hours; and provided timely feedback to students.

PSYC 340: Psychology of Learning

07/2018 - 08/2018

Graduate Teaching Assistant - Supervisor: Timothy Regan, M.A.

- Proctored and graded exams for a summer section of an undergraduate psychology of learning course.

PSYC 302: Research Methods and Design in Psychology

01/2018 - 05/2018

Graduate Teaching Assistant - Supervisor: Stephanie Payne, Ph.D.

- Full responsibility for a lab section of 15 undergraduate students. Coursework included data analysis in SPSS and writing an APA format research report. Maintained, updated, and presented lecture material; graded assignments; held office hours; and provided timely feedback to students.

PSYC 302: Research Methods and Design in Psychology

08/2017 - 12/2017

Graduate Teaching Assistant - Supervisor: Vani Mathur, Ph.D.

- Full responsibility for a lab section of 18 undergraduate students. Coursework included data analysis in SPSS and writing an APA format research report. Maintained, updated, and presented lecture material; graded assignments; held office hours; and provided timely feedback to students.

RESEARCH EXPERIENCE

Texas A&M University, College Station, TX

Graduate Research Assistant - Supervisor: Stephanie C. Payne, Ph.D.

11/2019 - Present

- Create marketing materials to recruit organizational partners for a four-week ESM study
- Program study materials to be compatible for data collection in an isolated, offshore oil rig
- Provide on-shore logistical support for researchers collecting data on an offshore oil rig
- Assist with analyzing multi-source data (i.e., physiological, psychological, psychomotor) collected daily from participants for four weeks

Graduate Research Assistant - Supervisor: S Camille Peres, Ph.D.

09/2019 - Present

- Designed and executed two validation studies for a measure of fatigue in offshore oil and gas workers
- Analyzed data and evaluated the psychometric properties (i.e., reliability, validity) of the fatigue measure
- Assisted researchers with the planning of future data collection efforts

Graduate Research Assistant - Supervisor: Stephanie C. Payne, Ph.D.

05/2019 - 05/2020

- Assisted with preparing prompts designed to assess the safety climate of a multinational gas company
- Traveled to Qatar and the United Arab Emirates to facilitate on-site employee focus groups
- Managed a team of research assistants to assist with the transcription and coding of focus group data

Graduate Research Assistant - Supervisor: Stephanie C. Payne, Ph.D.

05/2018 - 12/2018

- Drafted Institutional Review Board submissions and responded to requests for additional information
- Managed study materials in Qualtrics, compensated participants after study completion
- Drafted, proofread, and/or edited grant applications prior to submission
- Developed and presented materials to engage organizational stakeholders in research projects

Macalester College, Saint Paul, MN

Research Assistant - Supervisor: Sun No, Ph.D.

10/2009 - 05/2013

- Proofread and edited Institutional Review Board forms before submission
- Recruited and tracked participants as they completed different stages of studies
- Analyzed data in SPSS and assisted in drafting manuscripts for publication

SELECTED SERVICE

National

- Member - 2021 Game-based Assessment Conference Planning Committee 10/2019 - 03/2020

Texas A&M University, College Station, TX

- Volunteer Panelist - McNair Scholar Visit: Graduate Student Panel 11/2019
- Senator - Graduate and Professional Student Government 2019 - 2021
- Officer - Psychology Department Organization of Graduate Students 2019 - 2021
- Volunteer Panelist - Psychology Graduate School Panel 11/2018

Macalester College, Saint Paul, MN

- Invited Panelist - Psychology Alumni Panel 11/2016
- Career Helper - Alumni Office 06/2015 - Present
- Invited Panelist - Careers in Psychology Panel 02/2012

PROFESSIONAL AFFILIATIONS

- Student Affiliate - Human Factors and Ergonomics Society 2019 - Present
- Student Member - American Society of Safety Professionals 2018 - Present
- Student Member - Academy of Management 2018 - Present
- Student Affiliate - Society for Industrial and Organizational Psychology 2017 - Present
- Graduate Student Affiliate - Association for Psychological Science 2011 - Present

INDUSTRY EXPERIENCE

Spellman High Voltage Electronics Corporation, Remote 02/2022 - Present

Professional Development/Diversity & Inclusion Intern - Professional Development

- Develop strategic training and assessment interventions in collaboration with executive leaders
- Advise executive leaders on instruments and methods to collect, analyze, and visualize HR data
- Assist other departments with quantitative and qualitative data analyses as needed

U.S. Bank, NA, Minneapolis, MN 06/2015 - 08/2017

Recruiter II, Officer - Talent Acquisition

- Trained and mentored a team of five Recruiters to support business lines across Operations Services
- Consulted with business lines on difficulties with the acquisition and retention of talent
- Assisted hiring managers with talent sourcing, evaluation, and acquisition

Canadian Pacific Railway, Minneapolis, MN 07/2014 - 04/2015

Recruiter (Contract) - Staffing Services

- Pre-screened, interviewed, and delivered offers of employment to selected applicants
- Ordered background checks, pre-hire medical screenings, and physical ability tests

Wells Fargo, Roseville, MN 02/2014 - 06/2014

Customer Service Representative (Contract) - Health Benefit Services

- Assisted Wells Fargo Advisors, Bankers, and Customers with the maintenance of HSAs

South Metro Human Services, Saint Paul, MN 06/2011 - 07/2013

Mental Health Counselor II - Residential Supportive Services

- Assisted clients with meeting behavioral goals outlined in Individual Treatment Plans
- Utilized crisis assessment tools to identify and de-escalate crisis situations

PROJECTS AND CONSULTING EXPERIENCE

Association of American Medical Colleges, Remote

Content Consultant - AAMC Professional Readiness Exam

08/2022 - Present

- Develop content to assess 8 professional competencies for a standardized medical school entrance exam

Spellman High Voltage Electronics Corporation, Remote

Assessment SME - Global People Survey

03/2022 - Present

- Assist with the development, delivery, and data analysis of Spellman's first biannual pulse survey

Training SME - APAC Leadership Development Program

02/2022 - Present

- Assist with the design, development, and delivery of a 12-month virtual leadership development program to the APAC senior leadership team
- Develop a survey-based 360 assessment to be used to evaluate the success of this and future programs
- Investigate and report the feasibility of delivering similar programs to senior leaders in the US and EU

Texas A&M University, College Station, TX

Research Consultant - Supervisor: Murray Barrick, Ph.D.

05/2021

- Assessed over 1,400 cases of person-organization fit between accounting students and four large accounting firms to assist researchers in the Mays School of Business

Subject Matter Expert - Supervisor: Winfred Arthur Jr., Ph.D.

11/2020

- Worked with a team of subject matter experts to create a coding key for an in-basket prioritizing task for use in a research study

Subject Matter Expert - Supervisor: Olabisi Atoba, Ph.D.

10/2020

- Piloted the comprehensive exam for the Texas A&M Masters in I-O Psychology program in order to provide subjective feedback and ratings of item quality and difficulty

Project Coordinator - Supervisor: S Camille Peres, Ph.D.

07/2019 - 01/2022

- Drafted and revised by-laws for the Next Generation Advanced Procedures (NGAP) Consortium
- Manage logistics and planning for quarterly NGAP Board meetings
- Coordinate monthly NGAP webinars to disseminate research conducted by academic members of NGAP
- Draft communications to be sent to NGAP Board Member companies
- Review and edit manuscripts prior to submission for publication
- Travel to industry sites to assist with the scoping and planning of research collaborations

Research Consultant - Supervisor: Murray Barrick, Ph.D.

05/2019

- Assessed over 3,200 cases of person-organization fit between accounting students and four large accounting firms to assist researchers in the Mays School of Business

Research Consultant - Supervisor: Murray Barrick, Ph.D.

10/2017 - 11/2017

- Assessed over 2,500 cases of person-organization fit between accounting students and five large accounting firms to assist researchers in the Mays School of Business

U.S. Bank, NA, Minneapolis, MN

Recruiting Subject Matter Expert

06/2016 - 08/2017

- Evaluated tools used during the sourcing, evaluation, and onboarding of new talent; designed and piloted a set of best practices; and monitored effects on retention during the first 90 days of employment.

Training Designer

11/2015 - 08/2017

- Developed a set of training sessions to empower participating partners in human resources to be readily able to perform ad hoc analyses for their business partners. Trainings focused on increasing participants' skill with Excel to an intermediate level and sharing commonly used metrics in HR reporting.

INVITED LECTURES AND WORKSHOPS

Dumlao, S. V. (2020). *Best practice recommendations for the implementation & use of performance metrics in digital procedures* [Webinar]. Next Generation Advanced Procedures Consortium. <https://web.cvent.com/event/b18e962c-b853-4e14-8400-fe4134850371/summary>

TECHNICAL REPORTS

Payne, S. C., Vechot, L., **Dumlao, S. V.**, & Bowman, C. (2021). *Integrated safety culture project phase 2b focus group report* [Technical report]. Health, Safety, Environment, and Security Department at Dolphin Energy Limited, Qatar.

Payne, S. C., Ashraf, A. M., **Dumlao, S. V.**, Vechot, L., & Olewski, T. (2020). *Integrated safety culture project phase 2a focus group report* [Technical report]. Health, Safety, Environment, and Security Department at Dolphin Energy Limited, Qatar.

TECHNICAL SKILLS

Certifications:

- Advanced Research Methods (ARM) Certificate Expected 05/2023
- Tropical Helicopter Underwater Escape Training (THUET) 07/2021

Programming languages and statistical packages:

- Proficient in SPSS, jamovi, R
- Basic knowledge of Stata, MPlus, and Python

Other technologies:

- Proficient in MS Office (Excel, PowerPoint, Project, Word) and Qualtrics
- Basic knowledge of \LaTeX , HTML5, CSS3, and Adobe Photoshop