

Lauren Marie Eagle

Phone: (734) 365-2172

1506 Knollwood Ave 3-B Kalamazoo, MI 49006

Email: lauren.m.eagle@wmich.edu

Educational History

Bachelor of Science

Western Michigan University

Major: Behavioral Science

Minor: Management

Degree Awarded: Fall 2017

September 2013-December 2017

Major GPA: 4.00

Overall GPA: 3.99

Relevant Coursework

Psychology

General Psychology

Introduction to Behavior Analysis

Child Psychology

Statistics and Data Analysis

Abnormal Psychology

Abnormal Child Psychology

Research Methods & Statistics

Advanced Research Methods

Organizational Psychology

Concepts of Behavior Analysis

Survey of Behavior Analysis Research

Undergraduate Seminar in Organizational Behavior Management

Graduate Seminar in Industrial Organizational Psychology

Management

Business Enterprise

Human Resource Management

Organizational Behavior

Managing Diversity in Organizations

Project Management

Human Resources Practicum

Teaching Experience

Teaching Assistant

PSY 4600: Survey of Behavior Analytic Research

Duration: September 2017- Present

Supervisor: Alyce Dickinson, Ph.D.

Duties:

- Be present for lecture while remaining attentive and modeling exceptional student behavior
- Hold walk-in review sessions for students the evening before exams
- Assist in proctoring student exams
- Review material, tutor students and answer questions in an understandable manner

- Precisely grade student short answer/essay formatted exams according to detailed instruction given by Dr. Dickinson

Drop-in Tutor

WMU College of Arts and Sciences Student Success Services

Duration: June 2017- August 2017

Supervisor: Katie Easley, M.S.

Duties:

- Hold drop-in tutoring hours six hours per week in the Bronco Study Zone
- Remain proficient in any previous courses completed at WMU and provide assistance to students currently enrolled in these courses
- Assist students in learning and mastering material and providing contingent feedback
- Assist students in developing effective and efficient study techniques

Learning Assistant

WMU College of Arts and Sciences Student Success Services

Duration: September 2016- April 2017

Supervisor: Katie Easley, M.S.

Duties:

- Attend, be attentive, and model exceptional student behavior during lecture
- Lead designated group of students in flashcard practice, study techniques, and discussion of course material during class sessions
- Hold students accountable for flashcard completion, class preparation, group participation and administer points accordingly
- Email the students with feedback regarding class, quiz, and exam performance
- Hold walk-in tutoring hours at the Bronco Study Zone
- Participate in weekly trainings covering relevant information to further aid students' success
- Proctor exams
- Represent WMU's General Psychology course at John N. Gardner Gateways to Completion 2017 conference

Coordinating Leader

General Psychology

Duration: May 2015-April 2017

Supervisor: Douglas Johnson, Ph.D.

Duties:

- Proctor exams and delegate tasks to teaching assistants (TA) during exam periods
- Oversee teaching assistants
- Hold office hours for tutoring students prior to exams by helping them to review previous exams and improve their study techniques
- Attend weekly meetings with instructors and Dr. Johnson to discuss current issues and assigned readings
- Led TA discussion groups as well as grade TA assignments and review their discussion questions prior to the group meeting

Teaching Assistant

Organizational Psychology

Duration: January 2016-April 2016

Supervisor: Heather McGee, Ph.D.

Duties:

- Attend and evaluate students during lecture to determine if they met criteria for earning an extra credit point for that class period
- Assist the instructor in proctoring exams
- Tutor students during office hours
- Grade student's multi-format exams
- Develop a better understanding of organizational psychology concepts

Teaching Assistant

General Psychology

Duration: September 2014-April 2015

Supervisor: Douglas Johnson, Ph.D.

Duties:

- Assist the Coordinating Leader in proctoring exams
- Tutor students during office hours
- Participate in discussion groups with other teaching assistants and the coordinating leader
- Generate questions for weekly discussion based on assigned readings
- Develop a better understanding of fundamental psychology concepts

Research Experience

Experimental Investigator

Independent Research

Duration: December 2015-March 2017

Supervisor: Douglas Johnson, Ph.D.

Title: "*The Effects of Weekly Verbal Supervisory Feedback Accompanied by Daily Text Messaging Feedback on Work Arrival Punctuality*"

- Develop research question from observing punctuality issues at place of employment
- Design experimental study and submit research protocol to the Human Subjects Institutional Review Board
- Implement study and ensure intervention execution fidelity
- Collect, graph, and interpret data
- Create manuscript to submit to journals for publication consideration
- Disseminate results through an oral presentation at 2017 Southwest Michigan Psi Chi Undergraduate Research Conference
- Gain familiarity and experience with professional research process

Assistant Student Investigator

Research Apprenticeship

Duration: December 2015-Present

Supervisor: Garrett Warrilow, M.A.

Title: *“Effects of Feedback Modality on Performance”*

- Maintain all duties from lead researcher position
- Respond to students interested in the study and schedule informed consent sessions
- Recruit and train research assistants
- Create and maintain research assistant schedules
- Delegate tasks to research assistants oversee the completion of tasks
- Provide recommendations for more proficient execution of study
- Organize data so that it may be used for interpretation, statistical analysis, and possible dissemination of results

Research Assistant

The Boys and Girls Club of Greater Kalamazoo

Duration: April 2016-September 2016

Supervisor: Brian Molina, M.A.

- Data collection and entry of staff administration of Positive Behavior Support (PBS) system
- Graph data to be presented to program director
- Utilize organizational systems mapping tools to analyze club systems
- Evaluate and rate club’s PBS system according to mandated School-wide Positive Behavior Support (SWPBS) tiered fidelity inventory
- Read assigned chapters of Rummler and Brache’s “Improving Performance: How to Manage the White Space in the Organization Chart” and develop discussion questions
- Attend biweekly meetings with research assistants designated to other club locations
- Suggest various feedback loops for club programs, improvements for PBS system, and staff training design
- Create internal practicum compliance graph and present this feedback to practicum members at biweekly meeting

Lead Researcher

Research Apprenticeship

Duration: December 2015-December 2016

Supervisor: Garrett Warrilow, M.A.

Title: *“Effects of Feedback Modality on Performance”*

Duties:

- Train new research assistants
- Contact instructors and made arrangements for research assistants to come recruit from their classes
- Delegate recruitments to research assistants based on their availability
- Retain prior research assistant duties

- Answer any questions posed by research assistants as they arose
- Notify Mr. Warrilow of any issues with participants or research assistants
- Attend and assist in leading meetings with research assistants to discuss operational changes in the study, issues, and suggestions

Research Assistant

Research Apprenticeship

Duration: September 2015-December 2015

Supervisor: Garrett Warrilow, M.A.

Title: *“Effects of Feedback Modality on Performance”*

Duties:

- Run participant sessions and generate feedback according to the participant’s randomly assigned modality
- Schedule participants for sessions
- Hold informed consent and debriefing sessions with participants
- Send reminder emails and answer questions as they arose throughout the individual’s participation period
- Attend scheduled recruitments in different classes
- Post and maintain recruitment signs
- Enter data in collection sheet in Excel
- Attend meetings with Mr. Warrilow and other research assistants to discuss issues and suggestions

Applied Experience

Administrative Assistant I

WMU Psychology Extended University Programs (EUP)

Duration: August 2017-Current

Supervisor: Jonathon Baker, Ph.D., BCBA-D

- Register EUP Behavior Analysis M.A. students for their courses and make sure they are on track for graduation
- Gather data from various sources and combine it into a format that is most fitting for analysis and interpretation
- Serve in the organization and communication role in the application, interview, and admissions process
- Make suggestions to improve our program based on a behavioral analytic viewpoint
- Create materials to well represent the program in an accurate and manner
- Conduct graduation audits and assist students in preparing for commencement
- Organizing, arranging, and making preparations for events, campus visits, and defenses
- Assist Dr. Baker with any tasks necessary to support EUP in cohesion with continued efforts to consistently improve the program through behavior analytic solutions

Human Resources Assistant

PFC of Kalamazoo

Duration: January 2017-April 2017

Supervisors: Megan Ireland, B.S., Merrilyn Akpapuna, B.S.

- Assist and maintain PFC hiring by phone screening all applicants, setting up interviews and assisting in actual interviews
- Update and maintain the evaluation process as well as send weekly reminder to managers about upcoming reviews
- Maintain documentation of all personnel-related information and incidents
- Ensure that all required staff paperwork (tax, training, etc.) is updated and complete
- Support HR Coordinator, Management team, and General Manager as needed
- Complete any assigned tasks delegated by HR Coordinator
- Model excellent communication with all staff
- Provide excellent internal and external customer service
- Conduct independent study on organizational culture and Behavioral Systems Analysis (BSA)

Organizational Performance Consultant

Edible Arrangements of Portage, MI

Duration: April 2016-Present

Duties:

- Create job aids for new employees on how to take orders and how to suggestive sell
- Assist in reviewing employment applications and assess interview eligibility
- Interview applicants with the store manager
- Develop and conduct training with new and seasonal employees
- Develop and implement weekly feedback system pertaining to employee's behavior of how many customers they are enrolling in the company's rewards program
- Develop and administer an IRB approved study to observe effects of various feedback conditions on employee's work arrival punctuality behavior
- Train General Manager on applying behavioral analytic principles to the workplace
- Consult and advise General Manager on employee performance and maintenance

Systems Analyst

Western Michigan University Senior Day Services

Duration: May 2016-September 2016

Supervisor: Brian MacNeill, M.A., BCBA

Duties:

- Utilize organizational systems mapping tools to help develop an undergraduate research practicum at the Kalamazoo Senior Day Center for Western Michigan University
- Attend weekly meetings with the future graduate coordinator of practicum to discuss and create program that allows undergraduates to satisfy Registered Behavior Technician (RBT) and/or Board Certified Assistant Behavior Analyst (BCABA) requirements
- Develop weekly training for staff members of the Kalamazoo Senior Day Center
- Develop training program for undergraduate students participating in the practicum

- Create various compatible feedback surveys for practicum students, staff, and consumers of the Kalamazoo Senior Day center

Student Administrative Assistant

Western Michigan University Department of Psychology

Duration: April 2016-August 2017

Supervisor: Kimberly Tembreull

Duties:

- Gain better understanding on internal functions of an academic institution
- Become further acquainted with faculty and graduate students within the department
- File and organize pertinent funding and budgeting paperwork
- Create vouchers for reimbursement of funds for students, faculty, and organizations
- Print monthly ledgers for all accounts and validate charges
- Organize and review departments monthly credit card statement and validate charges
- Draft and send letters of gratitude to benefactors who donate to projects and the department
- Assist with graduate student appointment matters
- Assist Ms. Tembreull and the Chair of the department with any tasks they may need

Supervisor

Edible Arrangements of Portage, MI

Duration: September 2013-September 2017

General Manager: Sarah Zomer

Duties:

- Open and close the store ensuring all tasks had been completed for that day
- Suggestively sell to customers on phone and face-to-face
- Maintain exceptional customer service and cooperate with customers to handle issues and find solutions
- Work as a team to make sure production and daily tasks are completed
- Delegate instructions and tasks to delivery drivers
- Train new and seasonal employees
- Assign tasks to and supervise seasonal employees

Publications

Gallagher, R., Eagle, L., Auten, B., Cody, S., Ganshirt, A., Larmee, A., ... Zarbaugh, S. (2015). Domestic violence: Let's talk. *National Council of Family Relations Network*, 27(3), 14-19.

Longacre, T. M., Eagle, L. M., Johnson, D. A., & Palmer, M. G. (2018). Book review of "The Liberated Workplace: Transitioning to Walden Three". *Journal of Organizational Behavior Management*, 38, 90-95. doi:10.1080/01608061.2017.1340920

Honors/Awards and Affiliations

Michigan Competitive Scholarship

Alpha Lamda Delta Honor Society

OBM Network Member

Residence Housing Leadership Council

Dean's List Sept 2013- Dec 2017

1st Place Oral Presentation- 2017 Southwest Michigan Psi Chi Undergraduate Research Conference

Department of Psychology 2018 Presidential Scholar Award