

MICHELLE L. PENNINGTON

Program Manager, Warriors Research Institute
Baylor Scott & White Health

EDUCATION

- 2020 **BAYLOR UNIVERSITY**, Waco, Texas
Master of Public Health – Community Health Education
- 2013 **BAYLOR UNIVERSITY**, Waco, Texas
Bachelor of Arts
summa cum laude
Major: Psychology

PROFESSIONAL EXPERIENCE

2015-Present **PROGRAM MANAGER**
Warriors Research Institute
Baylor Scott & White Health

Suzy Gulliver, PhD

- Manage multiple grant awards including: FEMA Awards “Project ACCESS: Expanding Evidence-Based Treatment via Telehealth for Fire Service” and “Stamp Out Stigma: A National Campaign to Decrease Stigma and Increase Behavioral Health in Fire Service”; and Texas HHSC Award “Building Peer Support and Telehealth for Central Texas Veterans”
- Principle Investigator, “Surveying Firefighters on Burnout Related to Opioid Overdose Response in Vancouver, BC”
- Supervise research assistants and train new employees
- Lead weekly grant meetings with collaborators
- Monitor 1.5 million dollar grant budgets and generate comprehensive expense tracking reports
- Developed and oversee the Warriors Research Institute Baylor Excellence in Applied Research (BEAR) Program, which offers research experience in the mental health field to Baylor University undergraduate interns
- Write and submit grants and develop grant budgets
- Design and manage logistics of multiple studies
- Author, review, and edit study protocols and manuscripts
- Create extensive databases, write syntax, and run data analyses
- Developed instructional curriculum for future research assistants
- Mentor interns and research assistants in professional development
- Coordinated office move for 16,000 square foot office space
- Handle a variety of organizational and administrative tasks including: billing and reimbursements, participant and consultant payments, purchasing, and coordinating travel

- Create and submit IRB materials for Baylor Scott & White Health IRB and coordinate IRB updates
- Software proficiency in SPSS, Qualtrics, Lawson, and Concur
- Experience with NVivo, Tableau, Knime, and ArcGIS

2013-2015

RESEARCH ASSISTANT

Warriors Research Institute
Baylor Scott & White Health

Suzy Gulliver, PhD

October 2013 – November 2015

- Recruited, consented, and scheduled participants for multiple studies
- Conducted clinical mental health assessments with participants, including: Modified Mini International Neuropsychiatric Interview, Form-90/ Timeline Followback, Columbia-Suicide Severity Rating Scale
- Managed a variety of organizational and administrative tasks including writing agendas and minutes for meetings, billing and reimbursements, and participant and consultant payments
- Authored, reviewed, and edited study protocols, manuscripts, and articles for a quarterly newsletter
- Assisted in grant writing and the creation of grant budgets
- Created and submitted IRB materials for Baylor Scott & White Health IRB and coordinated IRB updates
- Contributed to dissemination efforts by creating institute and project specific brochures
- Organized grant submission materials for the Baylor Scott & White Office of Sponsored Research Administration and the Scott and White Healthcare Foundation
- Applied for and obtained a Certificate of Confidentiality from the NIH for a sensitive study
- Designed and tracked promotional materials to enhance interest in studies
- Extensive detailed experience with syntax writing, data collection, entry, cleaning, and analysis

Deborah Little, PhD

July 2013 – February 2014

- Used DTI Studios and extracted data from nine areas of the brain in 78 patient scans
- Provided administrative support and assisted in preparation of grants
- Authored six literature reviews and a summary on the history of the Texas Alzheimer's Research and Care Consortium
- Trained an intern on DTI Studios and collected data on 12 areas of the brain in Alzheimer's and control patients

2012-2013

UNDERGRADUATE RESEARCH ASSISTANT

Department of Psychology and Neuroscience
Baylor University

Sara Dolan, Ph.D.

- Conducted an independent research project, investigating neuropsychological deficits in schizotypy
- Conducted a literature review, wrote a research proposal, and submitted an IRB proposal
- Administered online screening measures
- Recruited students who met the inclusion/exclusion criteria to the lab for neuropsychological testing and administered neuropsychological tests
- Tests administered include: Brief Visuospatial Memory Test-Revised, California Verbal Learning Test, D-KEFS Color-Word Interference Test, Trail Making Task, and the National Adult Reading Test-Revised

TEACHING EXPERIENCE

2011-2013

STUDENT-ATHLETE TUTOR

Student-Athlete Services

Baylor University

- Tutored 24 student-athletes over four semesters in various psychology, neuroscience, statistics, and Spanish courses
- Planned and scheduled tutor sessions
- Worked closely with students one-on-one or in small groups
- Implemented methods to facilitate students' learning
- Upheld NCAA rules and Baylor University's "Code of Academic Integrity"

2013

SUBSTITUTE TEACHER

Midway Independent School District

Woodway, TX

- Substitute taught middle school and high school classes, one to two days a week during last semester of college
- Performed essential classroom duties while maintaining district guidelines
- Provided educational continuity by implementing established lesson plans
- Developed and maintained positive interactions with students and faculty

EDITORIAL EXPERIENCE

2020

Ad Hoc Reviewer for Psychological Trauma: Theory, Research, Practice, and Policy

2019

Ad Hoc Reviewer for European Journal of Psychotraumatology

CERTIFICATIONS

2019

PRESTO – Preparing Researchers, Educators & Scholars for Teaching Online

2019

Designing Online Teaching for Success

2019	Baylor University Certified Data Scholar
2019	Basic Incident Command System for Initial Response FEMA IS-00200.c
2019	Environmental Health Training in Emergency Response Awareness FEMA IS-00305
2017	Military Veteran Peer Network Basic Training
2013	Introduction to Incident Command System FEMA IS-00100.b
2013	National Incident Management System (NIMS) FEMA IS-00700.a
2012	Collaborative IRB Training Initiative (CITI) Program

PUBLICATIONS

- Torres, V. A., Strack, J. E., Dolan, S., Kruse, M. I., **Pennington, M. L.**, Synett, S. J., Kimbrel, N. & Gulliver, S. B. (in press). Identifying frequency of mild traumatic brain injury (mTBI) in firefighters.
- Gulliver, S. B., Zimering, R. T., Dobani, F., **Pennington, M. L.**, Morissette, S. B., Kamholz, B. W., Knight, J. A., Keane, T. M., Kimbrel, N. A., Carpenter, T. P. & Meyer, E. C. (in press). Alcohol use and mental health symptoms in female firefighter recruits. *Occupational Medicine*.
- Dobani, F., **Pennington, M. L.**, Coe, E., Gulliver, S. B. (2019). Bridging the gaps: Toward effective collaboration between peer supporters and behavioral health professionals. In C. A. Bowers, D. C. Beidel, M. R. Marks (Eds.), *Mental health intervention and treatment of first responders and emergency workers*. Hershey, Pennsylvania: IGI Global.
- Carpenter, T. P., **Pennington, M. L.**, Seebeck, J., Gomez, D. R., Denman, T. C., Kimbrel, N. A., Cammarata, C. M., Leto, F., Ostiguy, W. J., & Gulliver, S. B. (2019). Dispositional self-forgiveness in firefighters predicts less help-seeking stigma and fewer mental health challenges.
- Gulliver, S. B., Zimering, R. T., Knight, J., Morissette, S. B., Kamholz, B. W., Meyer, E. C., Keane, T. M., **Pennington, M. L.**, Denman, T. C., Carpenter, T. P., & Kimbrel, N. A. (2018). Tobacco and alcohol use among firefighters during their first three years of service. *Psychology of Addictive Behaviors* 32(3), 255.
- Gulliver, S. B., **Pennington, M. L.**, Torres, V. A., Steffen, L. E., Mardikar, A., Leto, F., Ostiguy, W., Kimbrel, N. A., & Zimering, R. T., (2018). Behavioral health programs in fire service: Surveying access and preferences. *Psychological Services*.
- Pennington, M. L.**, Carpenter, T. P., Synett, S. J., Torres, V. A., Teague, J., Morissette, S. B., Knight, J., Kamholz, B. W., Keane, T. M., Zimering, R. T., & Gulliver, S. B. (2018). The influence of exposure to natural disasters on depression and PTSD symptoms among firefighters. *Prehospital and Disaster Medicine*, 33(1), 102-108.
- Sanford, K., Kruse, M. I., Proctor, A., Torres, V. A., **Pennington, M. L.**, Synett, S. J., & Gulliver, S. B. (2017). Couple resilience and life wellbeing in firefighters. *Journal of Positive Psychology*, 12(6), 660-666.
<http://dx.doi.org/10.1080/17439760.2017.1291852>
- Gulliver, S. B., **Pennington, M. L.**, & Torres, V. A. (2017). Alcohol use disorder: Psychological factors. In A. Wenzel (Ed.), *The SAGE encyclopedia of abnormal and clinical psychology*. Thousand Oaks, CA: SAGE Publications.

Torres, V. A., Synett, S. J., **Pennington, M. L.**, Kruse, M. I., Sanford, K., & Gulliver, S. B. (2016). Marital stability in couples employed in high risk occupations: A call for empirically sound investigation. *EASNA Research Notes*, 5(3), 1-13.

Kimbrel, N. A., **Pennington, M. L.**, Cammarata, C., Leto, F., Ostiguy, W., & Gulliver, S. B. (2016). Is cumulative exposure to suicide attempts and deaths a risk factor for suicidal behavior among firefighters? A preliminary study. *Suicide and Life-Threatening Behavior*, 46(6), 669-677. <http://dx.doi.org/10.1111/sltb.12248>

Gulliver, S. B., **Pennington, M. L.**, Leto, F., Cammarata, C., Ostiguy, W., Zavodny C., Flynn, E. J., & Kimbrel, N. A. (2015). In the wake of suicide: Developing guidelines for suicide postvention in fire service. *Death Studies*, 40(2), 121-128. PMID: 26332212. <http://dx.doi.org/10.1080/07481187.2015.1077357>

Carpenter, G. S. J., Carpenter, T. P., Kimbrel, N. A., Flynn, E. J., **Pennington, M. L.**, Cammarata, C., Zimering, R. T., Kamholz, B. W., & Gulliver, S. B. (2015). Social support, stress, and suicidal ideation in professional firefighters. *American Journal of Health Behavior*, 39(2), 191-196. <http://dx.doi.org/10.5993/AJHB.39.2.5>

Little, D. M., Geary, E. K., Moynihan, M., Alexander, A., **Pennington, M.**, Glang, P., Schulze, E. T., Dretsch, M., Pacifico, A., Davis, M. L., Stevens, A. B., & Huang, J. H. (2014). Imaging chronic traumatic brain injury as a risk factor for neurodegeneration. *Alzheimer's & Dementia*, 10(3), S188-S195.

PRESENTATIONS

Cardenas, M., **Pennington, M. L.**, Dupree, J., Strack, J., Zimering, R., Meyer, E. C., & Gulliver, S. B. (2020, May). *Financial strain and psychological wellbeing among professional firefighters*. Poster presented at the 32nd annual convention of the Association for Psychological Science, Chicago, IL.

Strack, J., Torres, V., **Pennington, M. L.**, Dupree, J., Cardenas, M., Gomez, D., Dolan, S., Kimbrel, N., Meyer, E., & Gulliver, S. B. (2020, May). *PTSD and depression symptoms in firefighters with line-of-duty head injuries*. Poster to be presented at the 32nd annual convention of the Association for Psychological Science, Chicago, IL.

Cardenas, M., **Pennington, M. L.**, Strack, J., Dupree, J., Zimering, R., Meyer, E. C., & Gulliver, S. B. (2020, May). Psychosocial risk factors in trauma exposed populations: The effects of financial strain on mental health functioning in firefighters. Poster presented at Baylor Scott & White Central Texas Scholar's Day, Temple, TX.

Nesbitt, K., **Pennington, M. L.**, Dupree, J., Strack, J., Cardenas, M., Meyer, E. C., Gulliver, S. B. (2020, May). *Constraint as a protective factor against hazardous drinking behavior in firefighters*. Poster presented at Baylor Scott and White Central Texas Scholar's Day, Temple, TX.

Strack, J., Dupree, J., Cardenas, M., **Pennington, M. L.**, Maness, A., Coe, E., Meyer, E. C., Gulliver, S. B. (2020, May). Training veteran peer support specialists in Central Texas. Poster presented at Baylor Scott and White Central Texas Scholar's Day, Temple, TX.

Pennington, M. L. & Ylitalo, K. R. (2020, April). *Firefighters who died by suicide: An epidemiologic study of suicide means, sociodemographic and psychiatric risk factors, and other precipitating circumstances*. Poster presented at the 53rd annual conference of the American Association of Suicidology, Portland, OR.

- Nesbitt, K., **Pennington, M. L.**, Dupree, J., Strack, J., Cardenas, M., Meyer, E. C., Gulliver, S. B. (2020, April). *Constraint as a protective factor against hazardous drinking behavior in firefighters*. Poster presented at Baylor University Undergraduate Research and Scholarly Achievement Scholar's Week, Waco, TX.
- Cardenas, M., Rostockyj, J., **Pennington, M. L.**, Coe, E., Strack, J., Dupree, J., Meyer, E. C., & Gulliver, S. B. (2020, April). *Expanding access to evidence-based mental health care for Texas veterans: Developing strong therapeutic alliances via telehealth*. Military Social Work & Behavioral Health Conference, Austin, TX. (Conference canceled).
- Pennington, M. L.** (2020, February). *Firefighters who died by suicide: An epidemiologic study*. Presented at the 2020 Baylor University Graduate Student Twitter Conference.
- Umstatted Meyer, M. R., Abildso, C., Walker, A., Bridges Hamilton, C. N., **Pennington, M.** (2020, February). *Activating rural America: Painting the landscape of active living policies and advocacy in rural America*. Poster presented at the 2020 Active Living Conference, Orlando, FL.
- Pennington, M. L.**, Dupree, J., Coe, E., Kimbrel, N. A., Ostiguy, W., Meyer, E., & Gulliver, S. B. (2019, November). *Firefighter attitudes and burnout related to service to opioid overdose response in Vancouver, BC*. Poster presented at the 13th International Conference on Occupational Stress and Health, Philadelphia, PA.
- Gulliver, S. B., Kimbrel, N. A., **Pennington, M. L.** & Bernes, S. (2019, November). *Access and preferences for behavioral health services among firefighters*. In N. Kimbrel (Chair), *Understanding and mitigating the impact of occupational stress on professional firefighters*. Symposium presented at the 13th International Conference on Occupational Stress and Health, Philadelphia, PA.
- Pennington, M. L.**, Rostockyj, J. A., Coe, E., Kimbrel, N. A., Meyer, E., & Gulliver, S. B. (2019, November). *Windows to mental healthcare for vulnerable populations: Expanding evidence-based treatment via telehealth*. Poster presented at the 35th annual meeting of the International Society for Traumatic Stress Studies, Boston, MA.
- Strack, J., Torres, V., **Pennington, M. L.**, Gomez, D., Meyer, E. C., Gulliver, S. B. (2019, November). *Symptoms of mild traumatic brain injury, PTSD, and depression in firefighters*. Poster presented at the 35th annual meeting of the International Society for Traumatic Stress Studies, Boston, MA.
- Gulliver, S. B., Dobani, F., Meyer, E. C., **Pennington, M. L.**, Zimering, R. T. (2019, June). *Alcohol use and associated symptoms in female firefighters over the first three years of service*. Poster presented at the 42nd annual meeting of the Research Society on Alcoholism, Minneapolis, Minnesota.
- Dupree, J., **Pennington, M. L.**, Dobani, F., Strack, J., Meyer, E. C., Gulliver, S. B. (2019, May). *PTSD and perceived social support in firefighters: The irrelevance of type*. Poster presented at the 31st annual convention at Association for Psychological Science, Washington, DC.
- Strack, J., Torres, V., Coe, E., **Pennington, M. L.**, Dupree, J., Dobani, F., Meyer, E. C., Gomez, D., Gulliver, S. B. (2019, May). *Mild traumatic brain injuries and psychological distress in firefighters*. Poster presented at the 31st annual convention at Association for Psychological Science, Washington, DC.

Dobani, F., Coe, E., Rostockyj, J., **Pennington, M. L.**, Dupree, J., Strack, J., Meyer, E. C., Gulliver, S. B. (2019, May). *Potentially traumatic event exposure in fire service*. Poster presented at the 31st annual convention at Association for Psychological Science, Washington, DC.

Dobani, F., Maness, A. G., **Pennington, M. L.**, Coe, E., Meyer, E. C., Gulliver, S. B. (2019, May). *Building a continuum of care: Recovery High School in Central Texas*. Podium presented at the Baylor Scott & White Central Texas Scholar's Day, Temple, TX.

Dupree, J., **Pennington, M. L.**, Dobani, F., Strack, J., Meyer, E. C., Gulliver, S. B. (2019, May). *PTSD and perceived social support in firefighters: The irrelevance of type*. Poster presented at the Baylor Scott and White Scholar's Day, Temple, TX.

Strack, J., Torres, V., Coe, E., **Pennington, M. L.**, Dupree, J., Dobani, F., Meyer, E. C., Gomez, D., Gulliver, S. B. (2019, May). *Depression and PTSD in firefighters with mild traumatic brain injuries*. Poster presented at the Baylor Scott and White Scholar's Day, Temple, TX.

Gutierrez, M., **Pennington, M.**, Ylitalo, K. R., Benavidez, G., Griggs, J. O., Cox, W. (2019, April). *Veggie Rx: An overview of the fresh produce prescription program in 2018*. Poster presented at the 13th annual Family Health Center Research Forum, Waco, TX.

Pennington, M. L., Coe, E., Sanford, K., Kruse, M. I., & Gulliver, S. B. (2018, November). *Keeping the flame alive: Marriage and divorce among professional firefighters*. Poster presented at the 52nd annual convention for the Association for Behavioral and Cognitive Therapies, Washington, DC.

Pennington, M. L., Dobani, F., Denman, T. C., Maness, A. G., Meyer, E. M., & Gulliver, S. B. (2018, April). *Mental functioning and drinking motives in firefighter recruits*. Poster presented at 6th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.

Dobani, F., **Pennington, M. L.**, Denman, T. C., Maness, A. G., Gulliver, S. B. (2018, April). *Mediating effects of family social support on potentially traumatic events and PTSD in firefighters*. Poster presented at 6th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.

Maness, A. G., Gomez, D. R., **Pennington, M. L.**, Denman, T. C., Thomason, P., Meyer, E. C., Leto, F. & Gulliver, S. B. (2018, April). *The utility of telephone supervision in peer support training for Texas firefighters*. Poster presented at 6th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.

Terblanche, M., **Pennington, M. L.**, Dobani, F., Denman, T. C., Maness, A. G., Meyer, E. C., & Gulliver, S. B. (2018, April). *Resilience and PSTD symptoms in firefighters*. Poster presented at 6th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.

Seebeck, J., Carpenter, T. P., **Pennington, M. L.**, Gomez, D. R., Denman, T., Kimbrel, N. A., Cammarata, C., Leto, F., Ostiguy, W., & Gulliver, S. B. (2018, March). *Trait self-forgiveness predicts stigma and attitudes toward mental-health help seeking*. Poster presented at the 19th annual meeting of the Society for Personality and Social Psychology, Atlanta, GA.

Maness, A. G., Gomez, D. R., **Pennington, M. L.**, Denman, T. C., Thomason, P., Meyer, E. C., Leto, F. & Gulliver, S. B. (2017, November). *The utility of telephone supervision in peer support training for Texas firefighters*. Poster presented at Texas Psychological Association 2017 Annual Convention, Houston, TX.

Kimbrel, N., Carpenter, T., **Pennington, M.**, Zimering, R., Knight, J., VanderVeen, J., Morissette, S., Kamholz, B., & Gulliver, S. B. (2017, November). *Impact of nicotine, PTSD, and depression on firefighters' drinking trajectories*. Poster presented at the 33rd annual meeting of the International Society for Traumatic Stress Studies, Chicago, IL.

Torres, V. A., Gomez, D. R., Thomason, P. M., **Pennington, M. L.**, Denman, T. C., Kimbrel, N. A., Kruse, M., Dolan, S., & Gulliver, S. B. (2017, November). *Sleep problems and posttraumatic stress disorder in fire service*. Poster presented at the 33rd annual meeting of the International Society for Traumatic Stress Studies, Chicago, IL.

Thomason, P. M., Denman, T. C., Carpenter, T. P., **Pennington, M. L.**, & Gulliver, S. B. (2017, June). *A comparison of thought suppression levels relating to occupational stress in probationary firefighters*. Poster presented at the 12th annual International Conference on Occupational Stress and Health, Minneapolis, MN.

Pennington, M. L., Maness, A. G., Gomez, D. R., Thomason, P. M., Denman, T. C., & Gulliver, S. B. (2017, April). *Ethics of suicide research: Does asking about suicide increase suicidality in fire service?* Poster presented at the 5th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.

Denman, T. C., **Pennington, M. L.**, Gomez, D. R., Thomason, P. M., Maness, A. G., & Gulliver, S. B. (2017, April). *Drinking motives and marriage in firefighters*. Poster presented at the 5th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.

Frank, S., Vielma, I., **Pennington, M. L.**, Thomason, P. M., Gomez, D. R., Denman, T. C., Maness, A. G., & Gulliver, S. B. (2017, April). *Attrition among veteran and non-veteran firefighters in a three-year longitudinal study*. Poster presented at the 5th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.

Gomez, D. R., Torres, V. A., Thomason, P. M., Denman, T. C., **Pennington, M. L.**, Maness, A. G., & Gulliver, S. B. (2017, April). *Sleep problems and posttraumatic stress disorder in fire service*. Poster presented at the 5th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.

Thomason, P. M., Denman, T. C., Gomez, D. R., **Pennington, M. L.**, Maness, A. G., & Gulliver, S. B. (2017, April). *Does the context of suicide exposure influence the effects of PTSD in firefighters?* Poster presented at the 5th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.

Torres, V. A., **Pennington, M. L.**, Kruse, M. I., Kimbrel, N. A., Dolan, S. L., & Gulliver, S. B. (2017, March). *A first look at mild traumatic brain injury (mTBI) symptom frequency among U.S. firefighters*. Poster presented at the 38th annual meeting of Society of Behavioral Medicine, San Diego, CA.

Gulliver, S. B., Denman, T. C., Thomason, P. M., **Pennington, M. L.**, Maness, A. G., Gomez, D. R., Leto, F., Cammarata, C., Zimering, R. T., Ostiguy, W., & Kimbrel, N. (2016, November). *Teaching firefighters AMIT: Effective methods of peer training*. Poster presented at the 32nd annual meeting of the International Society for Traumatic Stress Studies, Dallas, TX.

Denman, T., **Pennington, M.**, Maness, A., Torres, V., Gomez, D., & Gulliver, S. B. (2016, May). *Do female firefighters have more stigma concerns regarding behavioral health services than male firefighters?* Poster presented at Baylor Scott & White Health Academic Operations Research Days, Temple, TX.

Torres, V. A., Gomez, D. R., **Pennington, M. L.**, Carpenter, T. P., Maness, A. G., Morissette, S. B., Zimering, R. T., & Gulliver, S. B. (2016, May). *How does lifetime recreational drug use relate to nicotine use in the first 3 years of fire service?* Poster presented at Baylor Scott & White Health Academic Operations Research Days, Temple, TX.

Gomez, D. R., Torres, V. A., **Pennington, M. L.**, Carpenter, T. P., Maness, A. G., Morissette, S. B., Zimering, R. T., & Gulliver, S. B. (2016, May). *The relationship between exercise, social support, and depression in firefighter recruits.* Poster presented at Baylor Scott & White Health Academic Operations Research Days, Temple, TX.

Proctor, A., Sanford, K., Kruse, M., Torres, V. A., **Pennington, M. L.**, Synett, S. J., & Gulliver, S. B. (2015, November). *Dimensions of couple resiliency in a sample of firefighters.* Poster presented at the Association for Behavioral and Cognitive Therapies 49th Annual Convention, Chicago, IL.

Pennington, M. L., Synett, S. J., Torres, V. A., Brown, J. M., & Gulliver, S. B. (2015, May). *Does exposure to natural disaster increase risk and vulnerability to health problems and depression in an at risk population?* Poster presented at the 3rd annual Scott and White Academic Operations Research Days, Temple, TX.

Torres, V. A., **Pennington, M. L.**, Synett, S. J., Kimbrel, N., Brown, J. M., & Gulliver, S. B. (2015, May). *Project Reach Out results: Who do firefighters try to help?* Poster presented at the 3rd annual Scott and White Academic Operations Research Days, Temple, TX.

Gulliver, S. B., **Pennington, M. L.**, Torres, V. A., Synett, S. J., & Zimering, R. T. (2015, May). *Health risk behaviors in a risky profession: The tobacco and alcohol use of firefighters in their first years of service.* Poster presented at the 3rd annual Scott and White Academic Operations Research Days, Temple, TX.

Pennington, M. L., Synett, S. J., Torres, V. A., & Gulliver, S. B. (2015, April). *Does exposure to natural disaster increase risk and vulnerability to health problems and depression in an at risk population?* Poster presented at the 36th annual meeting of Society of Behavioral Medicine, San Antonio, TX.

Torres, V. A., **Pennington, M. L.**, Synett, S. J., Kimbrel, N., & Gulliver, S. B. (2015, April). *Project Reach Out results: Who do firefighters try to help?* Poster presented at the 36th annual meeting of Society of Behavioral Medicine, San Antonio, TX.*

Gulliver, S. B., **Pennington, M. L.**, Torres, V. A., Synett, S. J., & Zimering, R. T. (2015, February). *Health risk behaviors in a risky profession: The tobacco and alcohol use of firefighters in their first years of service.* Poster presented at the 21st annual meeting of the Society for Research on Nicotine and Tobacco, Philadelphia, PA.

Glang, P. J., **Pennington, M. L.**, & Little, D. M. (2013). *Cerebellar white matter integrity and depression in chronic brain injury.* Abstract accepted to the Tenth World Congress on Brain Injury, San Francisco, CA.*

* Indicates abstract was published.

INVITED PRESENTATIONS

Gulliver, S. B., Leto, F., Ostiguy, W., & **Pennington, M. L.** (2017, August). *Stamp Out Stigma.* Presented at the John P. Redmond Health and Safety Symposium & Dominick F. Barbera EMS Conference, Vancouver, BC.

Gulliver, S. B., Leto, F., Ostiguy, W., & **Pennington, M. L.** (2018, January). *Stamp Out Stigma: Tools for Leaders to Overcome Stigma*. Presented at the 2018 Affiliate Leadership Training Summit & Human Relations Conference, Orlando, FL.

Gulliver, S. B., Leto, F., Nee, B., & **Pennington, M. L.** (2019, January). *Stamp Out Stigma: Tools for Leaders to Overcome Stigma*. Presented at the 2019 Affiliate Leadership Training Summit & Human Relations Conference, Los Angeles, CA.

SERVICE

Professional

2017-2019 Board Member, “Building Peer Support and Telehealth for Central Texas Veterans”

University

2012-2013 Vice-President, Psi Chi International Honor Society, Baylor University

2010-2011 Welcome Week Leader, New Student Programs, Baylor University

Community

2016-Present Court Appointed Special Advocate (CASA), CASA of McLennan County

2013 Child Care Worker, The Arc of McLennan County

2011-2013 Foster Parent, The Humane Society of Central Texas

2009-2013 Teacher’s Aide, Woodrow Wilson Elementary School

2012 Aide, Waco Center for Youth

HONORS AND AWARDS

2013 Outstanding Student in Psychology

2013 Phi Beta Kappa Society

2012-2013 Baylor Student Foundation Scholarship

2011-2013 Psi Chi International Honor Society

2010-2013 Alpha Lambda Delta National Honor Society

2009-2013 Dean’s List

2009-2013 President’s Gold Scholarship

2009-2013 Louise T. Brandon Scholarship