

Laura Wheeler Poms
Professor, Global and Community Health
College of Public Health
George Mason University
ORCID 0000-0003-0129-7136

EDUCATION

- Ph.D., Industrial/Organizational Psychology, 2012, George Mason University, Fairfax, VA
- M.P.H., Epidemiology, 2010, George Mason University, Fairfax, VA
- M.A., Industrial/Organizational Psychology, 2003, George Mason University, Fairfax, VA
- M.A., Public Communication, 1991, The American University, Washington, DC
- B.A., Psychology, 1986, The College of William and Mary, Williamsburg, VA

TEACHING AND ADMINISTRATIVE EXPERIENCE

Mason Core Director, Undergraduate Education, Office of the Provost, George Mason University, Fairfax, VA (Fall 2022 – Present). Provide leadership for Mason’s general education curriculum. Manage the course designation process, including a major initiative to update the existing portfolio of courses to reflect new and updated requirements. In conjunction with the Stearns Center for Teaching Excellence, create and deliver faculty development workshops focused on course design and outcomes alignment related to general education courses. Partner with the Office of Instructional Effectiveness and Planning to support general education assessment and recertification processes. Contribute to several initiatives focused on increasing the success of under-represented students in Mason Core courses, aligned with campus-wide student success initiatives to improve retention and graduation rates and reduce time to degree. Work with advisors to help students understand the purpose of Mason Core and to help them develop a plan for meeting general education requirements. Collaborate with admissions and advising to improve the transfer process as it relates to general education requirements. Contribute to general education academic policies. Review and approve general education academic substitutions and waivers. Serve as a member of the Associate Provost of Undergraduate Education’s senior leadership team.

Professor, Global and Community Health, Academic Program Director, George Mason University, Fairfax, VA (Spring 2022 - Present). Manage all aspects of curriculum and assessment at undergraduate, masters and PhD levels. Chair academic directors advisory committee. Led departmental effort for State Council of Higher Education for Virginia (SCHEV) and Council on Education for Public Health (CEPH) accreditation of PhD program. Finalized CEPH MPH re-accreditation and manage on-going program accreditation at all levels. Led MPH epidemiology and community health promotion concentration revisions. Obtained funding for and led undergraduate curriculum revisions. Directed CEPH accreditation of BS in Community Health program. Expanded study abroad opportunities. Handle student academic issues. Manage scheduling and staffing for departmental courses. Developed numerous undergraduate courses, including community health capstone and health, ethics and leadership. Substantially revised and currently teach undergraduate epidemiology course. Wrote textbook for undergraduate epidemiology to support revision. Developed and currently teach PhD level teaching practicum. Serve as departmental grading coordinator. Served as academic program director for Mason’s Oxford University Study Abroad program. Hired, trained, scheduled, and managed 20+ adjunct instructors over multiple courses, insuring quality and consistency across sections. Teaching ratings consistently exceed college and university means. Recognized by Associate Provost, Undergraduate Education for teaching excellence in a writing intensive Mason Core course. Awarded 2021 Shirley S. Travis Habit of Excellence Award, 2018 University Teaching Excellence Award and 2016 College of Health and Human Services Master Teacher Award.

Associate Professor, Global and Community Health, Academic Program Director, George Mason University, Fairfax, VA (Spring 2019 – Spring 2022).

Assistant Professor, Global and Community Health, Undergraduate Program Coordinator and Adjunct Faculty Coordinator, George Mason University, Fairfax, VA (Spring 2013 – Spring 2019).

Adjunct Professor, Global and Community Health, George Mason University (Fall 2010 – Fall 2012). Designed epidemiology course to teach students to calculate, interpret and compare measures of disease frequency and measures of association between exposures and outcomes. Created exercises to reinforce these concepts. Developed written assignment to help students learn to clearly communicate complex topics to the general public.

Graduate Lecturer, Organizational Behavior, George Mason University (Fall 2004 – Summer 2010; Summer 2011). Managed all aspects of multi-section recitation designed to complement on-line class lectures. Worked with team to restructure core business class. Developed lab materials that integrated both traditional and experiential learning techniques, emphasizing hands-on exercises to illustrate practical applications of concepts covered in lecture. Worked with students in smaller groups to improve learning and retention of material.

Graduate Lecturer, Management Theory, George Mason University (Fall 2006 – Spring 2007). Worked with full-time faculty to restructure core management class. Classes combine lecture and experiential learning activities to provide students with both theoretical and practical concepts to develop their managerial skills.

Adjunct Professor, Psychology of Groups and Teams, George Mason University (Fall 2004). Co-taught course designed to teach students both knowledge and skills that are required for working effectively in groups and teams. Prepared lectures, developed in-class exercises, facilitated group discussions, wrote and graded exams and projects, worked with students individually to facilitate understanding of material.

Adjunct Professor, Organizational Communication, George Mason University (Fall 2003-Summer 2004). Class examined the relationship between organization and communication, exploring theories, issues and models of organizational communication. Prepared lectures, developed in-class exercises, facilitated group discussions, wrote and graded exams and projects, worked with students individually to facilitate understanding of material.

COURSES TAUGHT

GCH 205 Global Health

GCH 376 Health Ethics, Leadership and Advocacy*

GCH 445 Social Determinants of Health#

GCH 412 Fundamentals of Epidemiology**

GCH 465 Community Health Capstone*

GCH 491 Study Abroad: Public Health in the UK: Past, Present and Future*#

GCH 491 Study Abroad: Two Countries, One Island: Public Health in Ireland and Northern Ireland*#

HHS 850 Teaching Practicum*

* indicates course created

** indicates course substantially revised

FACULTY FELLOWSHIPS

Stearns Center for Teaching and Learning, Faculty Fellow, George Mason University, Fairfax, VA (2018 – 2020)

As part of a National Science Foundation Improving STEM Education (IUSE) grant, worked with faculty members from Engineering, Math and Physics to implement active learning strategies to improve students success in STEM courses, particularly focusing on under-represented groups.

Office of Scholarship, Creative Activities and Research (OSCAR) Faculty Fellow, Provost's Office, George Mason University, Fairfax, VA (2017-2018). Worked with faculty members from across the university on undergraduate curriculum design, revision and assessment in connection with OSCAR sponsored scholarship development grants. Reviewed scholarship development grants, curriculum impact grants and research and scholarship intensive course proposals as a member of the OSCAR Faculty and Curricular Activities Committee. Provided input on undergraduate curricular and co-curricular strategic initiatives as a member of the OSCAR Leadership Council.

SERVICE ACTIVITIES

Learning Supports Working Group, George Mason University, Fairfax, VA (2024-present). Identify strengths and weakness in current learning services support across the University with a goal of increasing student persistence and success in general education and gateway courses.

Grading Process Task Force, George Mason University, Fairfax, VA (2023-present). Consider the grading scheme used at the University and make recommendations for future grading processes.

Co-Chair, Mason Core Committee, George Mason University, Fairfax, VA (2018 – 2022). Work in cooperation with the Associate Provost for Undergraduate Education on general education matters, including course review and approval, assessments and changes in policies. Co-led first revision in 20 years to Mason Core to include integrating coursework across the general education curriculum to reflect diversity, equity, and inclusion principles. Worked with various constituent groups, including Faculty Senate, to increase acceptance of these changes.

Reimaging Faculty Roles and Rewards Task Force, George Mason University (2021 – 2022). Collaborated with faculty representatives from across the University to identify what faculty responsibilities and workload distributions are needed to inclusively support the university's dual teaching and research missions.

Mason Undergraduate Curriculum Committee, George Mason University (2019 – 2022). Provide leadership and insight on issues impacting undergraduate education and related curriculum initiatives.

College of Health and Human Services Curriculum Committee, George Mason University (2019-2022). Review and provide guidance on course and program development within the College.

College of Health and Human Services Faculty Performance Review Task Force, George Mason University (2021-2022). Worked with faculty members across all departments to revise the College's faculty performance review form and evaluation process, to focus on self-evaluation, goal setting and providing actionable developmental feedback to faculty.

Teaching Excellence Award Selection Committee and Portfolio Advisor, George Mason University (2018, 2020 and 2021)

College of Health and Human Services COACHE Task Force (Summer, 2020). Worked with cross-college team to determine how results of COACHE survey should inform faculty development and retention strategies

Global and Community Health Adjunct Evaluation Task Force, George Mason University (2020). Developed departmental adjunct faculty evaluation form focused on teaching excellence, incorporating self-reflection and developmental goals.

Global and Community Health Search Committee member: Instructional faculty search chair (2021); Department chair search member (2020); Term faculty search member (2014, 2015, 2017, 2018)

Term Faculty Promotion Committee: Chair (2020), Member (2021)

Course ReDesign Academy and Faculty Learning Community, George Mason University (2018-2019). Participated in a workshop and related on-line and in-person activities to support revision of two core GCH classes to incorporate additional active learning opportunities.

Innovations in Teaching and Learning Anniversary Planning Committee, George Mason University (2018)

Career Influencers Network and Mason Career Readiness Conference Steering Committee, George Mason University (2017-2019)

Co-leader, Team-based Learning Faculty Learning Community, George Mason University (2018 – 2019). Coordinate faculty working together to investigate how individual students learn from team-created products/processes and explore ways to assess individual learning in team environments.

Participant, Scholarship of Teaching and Learning Faculty Learning Community, George Mason University (2018 – 2019). Focuses on developing and implementing classroom research projects.

Group Leader, SIMPLE faculty development project, George Mason University (2015 – 2017)

Global and Community Health Teaching Development Committee, George Mason University (2016-2017)

Center for Well Being Learning Community, George Mason University, (2014-2018)

Eta Sigma Gamma Faculty Co-Advisor (2014 – 2016). Provided guidance in establishing and maintaining health education honorary. Installed largest charter class in the history of ESG with 42 new members.

Chair and Representative, School Health Advisory Committee, Fairfax County Public Schools (2010 – 2015). Chaired committee of diverse stakeholders who advised the FCPS School Board on policy issues relating to student health and well-being. Lead evaluation of the status of school health, health education, school environment, and health services. Oversaw creation of an expanded wellness policy that balanced the concerns of an array of interested parties. Presented results of evaluation regularly to FCPS School Board.

PUBLICATIONS

Poms, L.W. & Dawson, R. S. (2021). *Understanding epidemiology, third edition.* San Diego, CA: Cognella Academic Publishing.

Poms, L.W. & Dawson, R. S. (2018). *Understanding epidemiology, second edition.* San Diego, CA: Cognella Academic Publishing.

Smith, L., Constantine, L., S., Sauveur, A., Samaras, A. P., Casey, A., Evmenova, A., Hudson, S., Lee, S., & Reid, E. S. with contributions from Ericson, R., Ewell, M., Lukes, L., Muir, S., Nelson, J., & **Poms, L.W.** (2018). Dwelling in the question: Professional empowerment through complex visual self-study. In J. K. Ritter, M. Lunenberg, K. Pithouse-Morgan, K., A. P. Samaras, E. & Vanassche, E., (Eds.), *Teaching, learning, and enacting self-study research.* Dordrecht, Netherlands: Springer.

Poms, L.W., Fleming, L. C., and Jacobsen, K.H. (2016). Work-family conflict, stress, and physical and mental health: A model for understanding barriers to and opportunities for women's well-being at home and in the workplace. *World Medical and Health Policy*, 8(4), 444-457, DOI: 10.1002/wmh3.211

Poms, L.W., Fleming, L.C. & Jacobsen, K.H. (2012). Parenting practices and tobacco use in middle school students in low and middle income countries. *Journal of School Health*, 82 (8), 353-363.

Nelson, J., **Poms, L.W.**, & Wolf, P.P (2012). Developing efficacy beliefs for ethics and diversity management. *Academy of Management Learning and Education*, 11(1), 49-68.

Weinstein, A.A., Kallman, J., Stepanova, M., **Poms, L. W.**, Fang, Y., Moon, J., Nader, F., & Younossi, Z.M. (2011). Depression in patients with nonalcoholic fatty liver disease and chronic viral Hepatitis B and C. *Psychosomatic*, 52, 127-132

Poms, L.W., Botsford, W.E., Kaplan, S. A., Buffardi, L.C. and O'Brien, A.S. (2009). The economic impact of work and family issues: Childcare satisfaction and financial considerations of employed mothers. *Journal of Occupational Health Psychology*, 14(4), 402-413.

GRANTS

Physical Activity and Public Health Curriculum Impact Grant (2020) Collaboration between Global and Community Health and Kinesiology faculty to create a cross-disciplinary undergraduate academic pathway for students to study the intersection of physical activity and public health. Resulted in a new concentration and a jointly administered minor.

Enhancing Cross-Cultural Engagement and Collaboration at Mason through Explorations of Global Health Challenges (2020). Focuses on engaging in cross-cultural and cross-disciplinary dialogues at Mason about global health problems by designing a course module that integrates students from INTO Mason, the College of Humanities and Social Sciences, and the College of Health and Human Services (CHHS). The courses will equip students with the skills and cultural competencies needed to research and work on national and global health issues.

Stem in Society Minor Curriculum Impact Grant (2020). Collaboration among the College of Health and Human Services, College of Science, College of Humanities and Social Science and the Volgeneau School of Engineering faculty to create a STEM in Society minor. This minor will help students in diverse majors across Mason, both technical and nontechnical, develop strategic and critical thinking capabilities to better understand how science, technology, engineering, and mathematics (STEM), as well as medicine, impact the human experience—past, present, and future.

Bonner Leader Program Development Curriculum Impact Grant (2019). Worked with faculty from the School of Integrative Studies, Social Action and Integrative Learning program and the College of Health and Human Services to design the Bonner Leader program, a four-year developmental model built around community engagement and experiential learning, provides a pathway for community service via federal work study and integrates curricular and co-curricular learning.

Engineering Global Health Curriculum Impact Grant (2018). Collaboration between Global and Community Health and Volgeneau School of Engineering faculty to pilot a course that takes an engineering design process approach to solving pressing global health problems. Served as principal project coordinator.

OneHealth Curriculum Impact Grant (2018). Collaboration among Global and Community Health, Biology and Environmental Science and Policy to develop a series of courses using a transdisciplinary approach to health that recognizing the interconnection among people, animals and the environment. Provided curriculum design support.

Students as Scholars Curriculum Development Grant (2014-2017). Multiple year grant to support the redesign of the BS in Community Health curriculum to support a scaffolded approach to developing undergraduate research skills.

Co-PI, Commonwealth Public Health Training Center. (February 2012 – May 2014) Health Resources and Services Administration, 2010-2015, Lisa Pawloski (PI), \$427,156. Increase the number of students entering public health training programs; design and deliver public health education training to local agencies.

ADVISING

Public Health and Global Health Minor Program Advisor, George Mason University (2013-2020). Worked individually with students interested in completing a minor to ensure program requirements were met. Provided general Global and Community Health advising during times of high student volume. Attended University orientations to work with students to select appropriate classes to insure students make timely progress towards graduation.

Graduate Advisor, Psychology Honors Program, George Mason University (Spring 2009)

Provided individual direction and support to advanced psychology students to ensure the timely completion of honors theses. Worked with students on data analysis and statistical issues, coached students on presentation skills, discussed career options and served as a resource for students who applied to graduate school.

Bachelor of Individualized Studies Faculty Mentor, George Mason University (Spring 2005; Spring 2007; Summer 2007). Worked one-on-one with non-traditional students as they completed their senior capstone project. Provided advice, support and direction regarding all stages of the capstone project from the formulation of the research question through survey development, data collection and analysis to completion of the final project. One student was nominated for a BIS excellence award because of the quality of her project.

College of Arts and Sciences Orientation Advisor, George Mason University (Summer 2003: Summer 2004) Worked with undeclared incoming freshman and transfer students to select appropriate classes.

Undergraduate Student Advisor, Department of Psychology, George Mason University. (Fall 2002 – Spring 2003). Advised undergraduate psychology majors on appropriate course of study to ensure timely graduation. Worked with students to creatively resolve academic issues.

PRESENTATIONS, WORKSHOPS AND INVITED TALKS

Poms, L.W., Wooten, C.A. & Polk, T. (2024). Transforming Mason Core Requirements into Meaningful Learning Journeys. Mason Advising Symposium, Fairfax, VA. (*peer reviewed*)

Poms, L.W., Reid, E.S., Yoho, R. (2024). Courage Needs Knowledge: Gen Ed and CTL Partners Enable Inclusive Teaching. Presented at AAC&U Conference on General Education, Pedagogy and Assessment, Providence, RI. (*peer reviewed*)

Poms, L.W., Biscotte, S., Mulrooney, M., & Usher B. L. (2023) Implementing DEIJA in gen ed: A conversation with three Virginia universities on varied structures, challenges and continuing efforts. Presented at the Association for General and Liberal Studies (AGLS) 2023 Constitute, Austin, TX. (*peer reviewed*)

Poms, L.W., Reid, E.S., & Yoho, R. (2023). Anti-racism and inclusive excellence teaching academy: A general education and teaching excellence center collaboration. Presented at the Association for General and Liberal Studies (AGLS) 2023 Constitute, Austin, TX. (*peer reviewed*)

Poms, L.W. , Stroiney, D. & Campbell, S. (2023). Mason Core: What is it and why it matters to student success. Presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA.

Usher, B.M., **Poms, L.W.,** & Stroiney, D. (2023). Infusing DEI across the general education curriculum (without increasing credit requirements). Presented at AAC&U Conference on General Education, Pedagogy and Assessment, New Orleans, LA. (*peer reviewed*)

Poms, L.W. (2022). Make it Count: Improving Student Preparation. Invited presentation to College of Health and Human Services faculty, George Mason University.

Poms, L.W. (2021). Using peer and self-evaluation to improve accountability and performance presented in Managing group work activities and collaborative student projects session, Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. (*Peer reviewed; session convener*)

Poms, L.W. (2021) Teaching transformation talks: How your teaching has changed presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. (*Peer reviewed; session convener*)

Poms, L.W., Anderson, C., Rosenberg, J., Nelson, J., Andrea, K. , and Zylstra, A. (2020). Active learning strategies that transcend physical space: Experiences across disciplines. Workshop presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. *(Peer reviewed)*

Poms, L.W. (March, 2020), Using test reflections to improve student learning. Presented as a part of a symposium on Student Learning Outcomes at the 2020 ASPPH Undergraduate Public Health and Global Health Education Summit, Arlington, VA (cancelled due to COVID pandemic) *(Peer reviewed)*

Poms, L.W. Foster, S., Viccora, E., Soundararajan, S., Harris-Scott, S., and Jayamohan, J. (September, 2019), Team-based learning: Strategies and lessons learned. Workshop presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. *(Peer reviewed)*

Nelson, J. Sachs, R., Foster, S. Rosenberg, J., **Poms, L.W.**, Lester, J. and Klein, C. (September, 2019). Improving STEM teaching and learning through active learning. Workshop presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. *(Peer reviewed)*

Nelson, J., Lester, J., Klein, C., Rosenberg, J., Sachs, R., Foster, S., and **Poms, L.W.** (September, 2019). Enacting pedagogical and organizational change through course-based communities of transformation. Presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. *(Peer reviewed)*

Poms, L.W. (June, 2019). How can test reflections improve student learning? The Teacher Professor Conference, New Orleans, LA *(peer reviewed)*

Winsler, A., Green, E., Warren, J., **Poms, L.W.** & Eyman, D. (October, 2018). What is academic writing? Invited panelist, 20th Annual Fall for the Book, George Mason University, Fairfax, VA.

Poms, L.W. (September, 2018). Using test reflections to improve student learning. Presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. *(Peer reviewed)*

Poms, L.W. Paeglow, C., Peixoto, N., Ross, S. & Winter, P. (September, 2018). Implementing project-based learning in your course. Workshop presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. *(Peer reviewed)*

Guessford, J., Bray, L. & **Poms, L.W.** (March, 2018). Mason Impact: Engaged citizens and well-rounded scholars prepared to act. Invited facilitator, Faculty Conversations about Teaching, George Mason University, Fairfax, VA

Poms, L.W. (March, 2018). Getting your students career ready: How should we teach professionalism to undergraduates? Presented at the 2018 ASPPH Undergraduate Public Health and Global Health Education Summit, Arlington, VA *(Peer reviewed)*

Paeglow, C. & **Poms, L.W.** (March, 2018). Using a public health case competition in a capstone course. Presented at the 2018 ASPPH Undergraduate Public Health and Global Health Education Summit, Arlington, VA *(Peer reviewed)*

Poms, L.W., Paeglow, C., Miner, J., Weinstein, A. & Weiler, R. (June, 2017). Developing a scaffolded learning process to increase undergraduate research skills. Presented at the ASPPH Undergraduate Education for Public Health Summit, Washington, DC. *(Peer reviewed)*

Poms, L.W., Paeglow, C., Sheehan, S., Miner, J., Weinstein, A. & Weiler, R. (September, 2016). Developing a scaffolded learning process to increase undergraduate research skills. Presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. *(Peer reviewed)*

Boicu, M., Rytikova, I., **Poms, L.W.**, Nelson, J., Peixoto, N., Sherry, L., & Tecuci, G. (September, 2016). Teaching strategies for nourishing creativity and innovation. Presented at Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA. *(Peer reviewed)*

Poms, L.W. and Jacobsen, K.H. (March, 2016). Work-family conflict, stress, and physical and mental health: A model for understanding barriers to and opportunities for women's well-being. Presented at Women's Health in Global Perspective, George Mason University, Fairfax, VA. *(Peer reviewed)*

Poms, L.W. (December, 2015). So much to do, so little time to do it: Managing the workload in a student centered class. Presented at the Center for Teaching and Faculty Excellence's Lunch and Learn series, George Mason University, Fairfax, VA.

Poms, L.W., Kiernan, S. and Huynh, A. (October, 2015). Epidemiology basics. Presented to the Fairfax County Health Department, Fairfax, VA.

Poms, L.W. & Freeborne, N. (March, 2015). Senior community health capstone poster presented at ASPPH Annual Conference, Arlington, VA. *(Peer reviewed)*

Dawson, R.S. & **Poms, L.W.** (2015). Lesson planning for an undergraduate epidemiology class poster presented at the Fourth Annual ASPPH Undergraduate Education for Public Health Summit, New Orleans, LA. *(Peer reviewed)*

Freeborne, N., **Poms, L.W.**, Litsch, T., Marmagas, S., Gates, M. and Pawloski, L.R. (2013, November). A descriptive analysis of public health career choices among students, educators, and school counselors: Implications for increasing knowledge of and strengthening pipelines to public health career options. Poster presented at the 141st Annual Meeting of the American Public Health Association, Boston, MA. *(Peer reviewed)*.

Poms, L.W. (July, 2013). Epidemiological clue. Presented at 2013 Let's Talk Public Health symposium, Virginia Polytechnic and State University, Blacksburg, VA.

Poms, L.W., Coleman, A., and Freeborne, N. (July, 2013). The Last Straw: Social determinants of health for high school students. Presented at George Mason University's Early Identification Program's Summer Institute, Fairfax, VA.

Poms, L.W. (August, 2012). What is epidemiology? Presented at 2012 Let's Talk Public Health symposium, Virginia Polytechnic and State University, Blacksburg, VA.

Poms, L.W. (August, 2012). Integrating public health into middle and high school health curriculum. Presented at Fairfax County Public Schools Health and PE Teacher In-Service Training, Fairfax, VA.

Marmagas, S., Freeborne, N. & **Poms, L.W.** (July, 2012). Let's talk public health. Presented at Health for Success, Longwood University, Longwood, VA.

Poms, L.W., Botsford, W.E., Buffardi, L.C. and O'Brien, A.S. (April, 2007). Measuring childcare satisfaction: Confirmatory evidence for a four factor scale. In Buffardi, L.C. (Chair), **Poms, L.W.** (Co-chair) and Botsford, W.E. (Co-Chair). *Flipping the coin: Considering children in work-family research*. Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY. *(Peer reviewed)*

Poms, L.W. and Ford, M.T. (April, 2007) How rude: Incivility, health outcomes and life satisfaction. In Gallus, J.A. (Chair) Kath, L. (Co-chair). & Magley, V.J. (Co-chair). *Crisis of etiquette: Adding complexity to the study of*

incivility. Symposium conducted at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY. *(Peer reviewed)*

Gibson, J.L., & **Poms, L.W.** (2006). Correlates of family-supportive benefits: A meta-analysis. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX. *(Peer reviewed)*

Poms, L.W., & Gibson, J.L. (2006). Individual differences and perceived organizational support: Predictors of work-school conflict. Paper presented at the 21st Annual Conference of the Society for Industrial and Organizational Psychology, Dallas, TX. *(Peer reviewed)*

Ford, M.T. and **Poms, L.W.** (2006). Relations among job characteristics, work engagement, and general health. Paper presented at Work, Health and Stress Annual Conference, Miami, FL. *(Peer reviewed)*

Lee, J.K. and **Poms, L.W.** (2005). Individual difference and contextual predictors of work-nonwork spillover. Interactive paper session presented at the Annual Meeting of the Academy of Management, Honolulu, HI. *(Peer reviewed)*

Wolf, P., O'Brien, A., Horn, Z., **Poms, L.W.**, Bludau, T., and Camburn, M. (2005). The economics and challenges of quality undergraduate organizational behavior education. Symposium presented at the Annual Meeting of the Academy of Management, Honolulu, HI. *(Peer reviewed)*

Ford, M. and **Poms, L.W.** (2005). The role of work engagement in the work-life interface. Poster presented at the 20th Annual Conference for Society for Industrial and Organizational Psychology, Los Angeles, CA. *(Peer reviewed)*

Poms, L.W. (2004). The moderating effect of autonomy on work-family conflict and job satisfaction. Poster presented at the 19th Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL. *(Peer reviewed)*

Lozzi, D.E. & **Poms, L.W.** (2004). Subgroup differences in job satisfaction: A multiracial perspective. Poster presented at the 19th Annual Conference for the Society for Industrial and Organizational Psychology, Chicago, IL. *(Peer reviewed)*

Buffardi, L., Lee, J., **Poms, L.W.** and Fisher, S. (2003). Affective disposition and organizational affective commitment: Mediation by perceived organizational support. Paper presentation at the 18th Annual Conference for the Society for Industrial and Organizational Psychology, Orlando, FL. *(Peer reviewed)*

PROFESSIONAL EXPERIENCE

Sapient, Organizational Development and Communication Consultant (2001-2002). Developed and implemented strategic communication plan and training program to familiarize employees with their new assignments. Worked with change management team to implement new organizational structure. Provided employee relations counsel.

American Management Systems (AMS), Marketing Communications Manager (1988-1992; 1995-2000). Conceptualized, implemented and managed proactive strategic employee communication program, including writing and editing on-line newsletter, directing intranet site, developing operational and human resources policies, training materials and other activities related to morale and employee satisfaction. Led public relations effort, writing and editing press releases, fact sheets and background material, working with trade and industry media. Provided media training

The Write Source President and Owner (1993-1995). Provided full service communications and special events consulting, from strategic planning, campaign implementation, and events execution to researching, writing, editing and proofreading of public relations materials, collateral, and other marketing pieces.

Underwriters Laboratories Inc. Corporate Communications Specialist (1992-1993). Developed, wrote, edited and produced all communications materials for major not-for-profit safety testing laboratory, including newsletters, technical articles, training materials, human resources and benefits announcements, brochures and press releases. Handled all media relations.

HONORS AND AWARDS

2022 Delta Omega Public Health Honorary

2021 Shirley S. Travis Habit of Excellence Award, College of Health and Human Services, George Mason University

2018 – 2019 Leadership Legacy Program Cohort 9, George Mason University

2018 University Teaching Excellence Award, George Mason University

2016 College of Health and Human Services Master Teacher Award, George Mason University

2011 Graduate Public Health Award, College of Health and Human Services, George Mason University

2008 Critical Thinking Across the Curriculum grant, GMU Center for Teaching Excellence

2006 Academy of Management Human Resources Division Doctoral Consortium Selected Participant

PROFESSIONAL AFFILIATIONS

Association of Schools and Programs of Public Health (ASPPH)

American Public Health Association

Society for Occupational Health Psychology

REVIEWING

Occupational Health Science, editorial board

International Archives of Occupational and Environmental Health, *ad hoc* reviewer

Journal of Occupational and Organizational Psychology, *ad hoc* reviewer

ASPPH Undergraduate Education in Public Health Summit, Arlington, VA

Innovations in Teaching and Learning Conference, George Mason University, Fairfax, VA