

MICHELLE L. PENNINGTON

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EDUCATION

- Anticipated 2025 **DOCTOR OF PHILOSOPHY** – Epidemiology (Minor: Biostatistics)
University of Texas Health Science Center, Dallas, Texas
Department of Epidemiology
School of Public Health
- 2020 **MASTER OF PUBLIC HEALTH** – Community Health Education
Baylor University, Waco, Texas
Thesis: *Firefighters Who Died by Suicide: An Epidemiologic Study of Suicide Means, Sociodemographic and Psychiatric Risk Factors, and Other Precipitating Circumstances*
- 2013 **BACHELOR OF ARTS** – Psychology
Baylor University, Waco, Texas
summa cum laude

RESEARCH EXPERIENCE

- 2015-Present **PROGRAM MANAGER**
Warriors Research Institute
Baylor Scott & White Health (BSWH)
- Supervisor: Suzy Bird Gulliver, PhD
Duties include:
- Write, submit and manage Federal and State grants
 - Develop and manage spending on large/complex grant budgets and generate comprehensive expense tracking reports
 - Author, review, and edit study protocols and manuscripts
 - Develop surveys, create databases, and run data analyses
 - Create and submit IRB materials for BSWH IRB and coordinate IRB updates
 - Train, supervise, and mentor research assistants and interns
 - Develop 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
 - Handle a variety of organizational and administrative tasks including billing and reimbursements, participant and consultant payments, purchasing, and coordinating travel
 - Lead weekly grant meetings with staff and collaborators
 - Software proficiency in SPSS, SAS, STATA, Qualtrics, Lawson, and Concur
 - Experience with NVivo, Tableau, Knime, and ArcGIS

2021-2022

GRADUATE RESEARCH ASSISTANT*Department of Epidemiology, Human Genetics, and Environmental Sciences**School of Public Health*

University of Texas Health Science Center

Supervisor: Katelyn K. Jetelina, PhD, MPH

CDC/NIOSH funded project: Development of a police officer stress algorithm to prevent adverse events: A mixed methods approach

Duties include:

- Performed in depth scientific literature reviews
- Authored, reviewed, and edited manuscripts
- Presented findings at national conferences

2019-2020

GRADUATE RESEARCH ASSISTANT*Department of Public Health*

Baylor University

Supervisor: M. Renée Umstatt Meyer, PhD, MCHES, FAAHB

Voices for Healthy Kids, Innovation, Equity, and Exploration special project workgroup (IEE), American Heart Association funded project, Physical Activity Research Center (PARC): Activating Rural America

Duties included:

- Conduct grey literature and news search to identify and describe rural efforts to adapt three policy levers: bike and pedestrian appropriations, complete streets, and safe routes to school
- Schedule and conduct qualitative interviews with community key informants
- Work with collaborators to identify themes from key informant interviews

2013-2015

RESEARCH ASSISTANT*Warriors Research Institute*

Baylor Scott & White Health

Supervisor: Suzy Gulliver, PhD

October 2013 – November 2015

Duties included:

- Promoted to Senior Research Assistant within ten months of hire
- 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
- Created and submitted IRB materials and updates for BSWH IRB

- Organized grant submission materials for the Baylor Scott & White Office of Sponsored Research Administration and the Scott & White Healthcare Foundation
- Designed and tracked promotional materials to enhance interest in studies
- Applied for and obtained a Certificate of Confidentiality from the NIH for a sensitive study
- Extensive experience with data collection, entry, cleaning, and analysis

Supervisor: Deborah Little, PhD

July 2013 – February 2014

Duties included:

- Used DTI Studios to extract 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

Supervisor: Sara Dolan, Ph.D.

Duties included:

- Conducted an independent research project, investigating neuropsychological deficits in schizotypy
- Conducted literature review, wrote research proposal, and submitted 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

2022-Present

GRADUATE TEACHING ASSISTANT

Department of Epidemiology, Human Genetics, and Environmental Sciences

School of Public Health

University of Texas Health Science Center

Labs Taught:

- Epidemiology IV (PHD 2711L)
Spring Term 2023 (15 students)
Doctoral Level
Instructor: A.J. Agopian, PhD
Developed and taught eight STATA data analysis labs and created and graded homework assignments corresponding to the lab topics.

Courses Assisted:

- Capstone for MPH in Epidemiology Students (PHWM 2996)
Fall Term 2022 (68 students), Fall Term 2023 (37 students), Spring Term 2024 (61 students), Fall Term 2024 (26 students)
Masters Level
Instructors: John Herbold, DVM, MPH, PhD; Laura Mitchell, PhD; James Hixson, PhD
- Epidemiology IV (PHD 2711L)
Spring Term 2023 (15 students)
Doctoral Level
Instructor: A.J. Agopian, PhD
- Quantitative Analysis for Public Health Research and Practice (PH 2858)
Spring Term 2022 (49 students)
Masters and Doctoral Level
Instructor: Katelyn K. Jetelina, PhD, MPH

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 undergraduate degree
- Performed essential classroom duties while maintaining district guidelines
- Provided educational continuity by implementing established lesson plans

EDITORIAL EXPERIENCE

2022-Present	Ad Hoc Reviewer for <u>Scientific Reports</u>
2021-Present	Ad Hoc Reviewer for <u>Psychiatry Research</u>
2021-Present	Ad Hoc Reviewer for <u>Journal of Traumatic Stress</u>
2021-Present	Ad Hoc Reviewer for <u>International Archives of Occupational and Environmental Health</u>
2020-Present	Ad Hoc Reviewer for <u>Psychological Trauma: Theory, Research, Practice, and Policy</u>
2019-Present	Ad Hoc Reviewer for <u>European Journal of Psychotraumatology</u>

CERTIFICATIONS

2023	Collaborative IRB Training Initiative (CITI) Program
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

PEER REVIEWED PUBLICATIONS

1. **Pennington, M. L.**, Ylitalo, K. R., Thomas, K. L., Coe, E., Humphries, M. & Gulliver, S. B. (2023). Suicides among American Indian/Alaska Native firefighters: Data from the National Violent Death Reporting System, 2003 – 2017. *Psychiatry Research*, 330, 115593.
2. **Pennington, M. L.**, Dupree, J., Hoffman, K., Beattie, E., Coe, D., Ostiguy, W., Kimbrel, N. A., Meyer, E. C., & Gulliver, S. B. (2023). First responder attitudes regarding working near a Supervised Injection Facility: Relationship to burnout, secondary traumatic stress, and compassion satisfaction. *Workplace Health & Safety*, 71, 543-550.
3. Gulliver, S. B., **Pennington, M. L.**, Cardenas, M., Lewis, J. E., Cammarata, C. M., Leto, F., Ostiguy, W. J., Meyer, E. C., & Kimbrel, N. A. (2023). Stamp Out Stigma: A national campaign to decrease stigma and increase behavioral health in fire service. *Cognitive Behaviour Therapy*, 52, 625-640.
<https://doi.org/10.1080/16506073.2023.2233695>
4. Beattie, E., Thomas, K., Ponder, W. N., Meyer, E. C., Kimbrel, N. A., Cammarata, C., Coe, E., **Pennington, M. L.**, Sacco, A., Nee, B., Leto, F., Ostiguy, W., Yockey, R. A., Carbajal, J., Schuman, D. L., & Gulliver, S. B. (2023). Network analysis of posttraumatic stress disorder in a treatment-seeking sample of US firefighters and emergency medical technicians. *Journal of Affective Disorders*, 340, 686-693.
<https://doi.org/10.1016/j.jad.2023.08.068>
5. Gulliver, S. B., Rostockyj, J., **Pennington, M. L.**, Strack, J., Cardenas, M., Dupree, J., Coe, E., McCallum, A., & Meyer, E. C. (2023). Building a peer support program for veterans and their families: Development and preliminary results. *Journal of Military, Veteran and Family Health*, 9, 86-98.
6. Meyer, E. C., Coe, E., **Pennington, M. L.**, Cammarata, C., Kimbrel, N. A., Ostiguy, W., Leto, F., & Gulliver, S. B. (2022). The Unified Protocol for Transdiagnostic Treatment of Emotional Disorders delivered to firefighters via video conferencing: Pilot outcomes highlighting improvements in alcohol use disorder and posttraumatic stress disorder symptoms. *Cognitive Behavior Practice*.
7. **Pennington, M. L.**, Cardenas, M., Nesbitt, K., Coe, E., Kimbrel, N., Zimering, R., & Gulliver, S. B. (2021). Career versus volunteer firefighters: Differences in perceived availability and barriers to behavioral health care. *Psychological Services*, 19, 502.

8. **Pennington, M. L.**, Coe, E., Dobani, F., Kruse, M. I., Sanford, K., Meyer, E. C. & Gulliver, S. B. (2021). Keeping the flame alive: Marriage and divorce among professional firefighters. *Journal of Family Issues*, *43*, 1617-1627.
9. **Pennington, M. L.**, Ylitalo, K. R., Lanning, B. L., Dolan, S. L., & Gulliver S. B. (2021). An epidemiologic study of suicide among firefighters: Findings from the National Violent Death Reporting System, 2003 – 2017. *Psychiatry Research*, *295*, 113594.
10. **Pennington, M. L.**, Dupree, J., Coe, E., Kimbrel, N. A., Ostiguy, W., Meyer, E., & Gulliver, S. B. (2021). Working near a Supervised Injection Facility: A qualitative study of perspectives of firefighter/emergency medical responders. *American Journal of Industrial Medicine*, *64*, 296-300.
11. Strack, J. E., Torres, V. A., **Pennington, M. L.**, Cardenas, M. N., Dupree, J., Meyer, E., Dolan, S., Kruse, M. I., Synett, S. J., Kimbrel, N., & Gulliver, S. B. (2021). Psychological impact of line-of-duty head injuries in firefighters. *Occupational Medicine*, *71*, 99-104.
12. Gulliver, S. B., Zimering, R. T., Knight, J. A., Morissette, S. B., Kamholz, B. W., **Pennington, M. L.**, Dobani, F., Carpenter, T. P., Kimbrel, N. A., Keane, T. M. & Meyer, E. C. (2021). A prospective study of firefighters' PTSD and depression symptoms: The first three years of service. *Psychological Trauma: Theory, Research, Practice, and Policy*, *13*, 44.
13. 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. (2020). Dispositional self-forgiveness in firefighters predicts less help-seeking stigma and fewer mental health challenges. *Stigma and Health*, *5*, 29.
14. Torres, V. A., Strack, J. E, Dolan, S., Kruse, M. I., **Pennington, M. L.**, Synett, S. J., Kimbrel, N. & Gulliver, S. B. (2020). Identifying frequency of mild traumatic brain injury (mTBI) in firefighters. *Workplace Health & Safety*, *68*, 468-475.
15. 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. (2019). Alcohol use and mental health symptoms in female firefighter recruits. *Occupational Medicine*, *69*, 625-631.
16. 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*, 255.
17. 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*, *16*, 340.
18. **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*, 102-108.

19. 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*, 660-666. <http://dx.doi.org/10.1080/17439760.2017.1291852>
20. 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*, 1-13.
21. 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*, 669-677. <http://dx.doi.org/10.1111/sltb.12248>
22. 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*, 121-128. PMID: 26332212. <http://dx.doi.org/10.1080/07481187.2015.1077357>
23. 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*, 191-196. <http://dx.doi.org/10.5993/AJHB.39.2.5>
24. 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*, S188-S195.

PUBLISHED CHAPTERS

1. 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, PA: IGI Global.
2. 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.

MANUSCRIPTS UNDER REVIEW

1. **Pennington, M. L.**, Smith, J. E., Coe, E., Kimbrel, N. A., Zimering, R. T., & Gulliver, S. B. (under review). Stigma and sources of help-seeking for mental health challenges among firefighters.
2. Coe, E., Torres, V. A., Carpenter, T., Beattie, E., Thomas, K., Rostockyj, J., **Pennington, M. L.**, Cardenas M., Strack, J., Lewis, J., McCallum, A., Meyer, E. C., & Gulliver, S. B. (under review). Evidence-based, culturally informed mental health treatment delivered via telehealth for veterans and veteran family members: Case study and recommendations from pilot clinic outcomes.

3. Nesbitt, K. A., Cardenas, M. C., **Pennington, M. L.**, Coe, E., Meyer, E. C., Zimering, R., Kamholtz, B., Gulliver, S. B. (under review). Religious belief in a sample of trauma-exposed firefighters: Mitigating occupational stress and enhancing post-traumatic growth.
4. Maness, A. G., Roper, D., Dobani, F., **Pennington, M. L.**, Leto, F., Viccora, E., & Gulliver, S. B. (under review). A brief descriptive analysis of preliminary data on peer support training and supervision for Texas firefighters.

PRESENTATIONS

1. Smith, J.E., Thomas, K.L., Beattie, E., **Pennington, M. L.**, Kimbrel, N., Gulliver, S.B. (2022, May). *Which sources of occupational stress lead to increased anger expression in fire fighters?* Poster presented at the Association for Psychological Science Convention, Chicago, IL.
2. **Pennington, M. L.**, Jetelina, K. K., & Knell, G. (2022, March). *Physical activity patterns among law enforcement officers and their association with occupational, social, and physical stress.* Poster presented at the 2022 Society for Advancement of Violence and Injury Research Conference.*
3. **Pennington, M. L.**, Smith, J. E., Coe, E., Kimbrel, N. A., Zimering, R. T., & Gulliver, S. B. (2021, November). *Stigma and sources of help-seeking for mental health challenges among firefighters.* Poster presented at the 2021 Work, Stress, and Health Conference.
4. Thomas, K., Cardenas, M., Smith, J., **Pennington, M. L.**, Coe, E., Zimering, R. T., Carpenter, T., Meyer, E. C., & Gulliver, S. B. (November, 2021) *The relationship of thought suppression and PTSD severity in firefighters.* Poster presented at the 2021 Work, Stress, and Health Conference.
5. Nesbitt, K., Cardenas, M. N., **Pennington, M. L.**, Coe, E., Zimering, R., & Gulliver, S. B (2021, November). *We are family: Social support as a predictor of resilience in trauma-exposed firefighters.* Poster presented at the 37th annual meeting of the International Society of Traumatic Stress Studies.
6. Hoffman, K., Cardenas, M. N., **Pennington, M. L.**, Rostockyj, J., Coe, E., Meyer, E. C., & Gulliver, S. B. (2021, May). *Self-compassion and mental health symptoms among veteran populations.* Poster presented at the 33rd annual convention of the Association for Psychological Science.
7. Nesbitt, K., Cardenas, M. N., **Pennington, M. L.**, Coe, E., Zimering, R., & Gulliver, S. B. (2021, May). *Religiosity as a predictor of personal strength and perceiving new possibilities following trauma exposure.* Poster presented at the 33rd annual convention of the Association for Psychological Science.
8. Hoffman, K., Cardenas, M. N., **Pennington, M. L.**, Coe, E., Zimering, R., & Gulliver, S. B. (2021, May). *Couples' satisfaction and PTSD symptom severity among professional firefighters.* Poster presented at Baylor Scott and White Scholars Day, Temple, TX.
9. Krautkramer, K., Cardenas, M. N., **Pennington, M. L.**, Rostockyj, J., Coe, E., Meyer, E. C., & Gulliver, S. B. (2021, May). *Psychological flexibility and wellbeing among veterans and veteran family members.* Poster presented at Baylor Scott and White Scholars Day, Temple, TX.

10. Nesbitt, K., Cardenas, M. N., **Pennington, M. L.**, Coe, E., Zimering, R., & Gulliver, S. B. (2021, May). *Religiosity as a predictor of personal strength and perceiving new possibilities following trauma exposure*. Poster presented at Baylor Scott and White Scholars Day, Temple, TX.
11. Schillaci, E., Cardenas, M. N., **Pennington, M. L.**, Coe, E., Zimering, R., & Gulliver, S. B. (2021, May). *Occupational stress and motives to drink alcohol in first responders*. Poster presented at Baylor Scott and White Scholars Day, Temple, TX.
12. Umstatt Meyer, M. R., Abildso, C., Walker, A., Bridges Hamilton, C., **Pennington, M.**, Summerall, B., & Prochnow, T. (2021, April). *The Guide to Activating Rural America through Active Living Policies: Insights from communities creating access to places for physical activity*. Oral presentation at the 2021 Active Living Conference.
13. Hoffman, K., Cardenas, M. N., **Pennington, M. L.**, Rostockyj, J., Coe, E., Meyer, E. C., & Gulliver, S. B. (2021, April). *Self-Compassion and PTSD symptom severity in veterans and veteran family members*. Poster presented at the annual meeting of the University of Colorado Anschutz Medical Campus Partnerships in Veteran & Military Health Conference.
14. Krautkramer, K., Cardenas, M. N., **Pennington, M. L.**, Rostockyj, J., Coe, E., Meyer, E. C., & Gulliver, S. B. (2021, April). *Psychological flexibility as a dimension of resilience for posttraumatic stress disorder and depression among veteran populations*. Poster presented at the annual meeting of the University of Colorado Anschutz Medical Campus Partnerships in Veteran & Military Health Conference.
15. Hoffman, K., Cardenas, M. N., **Pennington, M. L.**, Coe, E., Zimering, R., & Gulliver, S. B. (2021, April). *Couples' satisfaction and mental health symptoms among firefighters*. Poster presented at the 14th annual meeting of the Baylor University Undergraduate Research and Scholarly Achievement Week, Waco, TX.
16. Nesbitt, K., Cardenas, M. N., **Pennington, M. L.**, Coe, E., Zimering, R., & Gulliver, S. B. (2021, April). *We are family: Social support as a predictor of resilience in trauma-exposed firefighters*. Poster presented at the 14th annual meeting of the Baylor University Undergraduate Research and Scholarly Achievement Week, Waco, TX.
17. Meyer, E. C., Cardenas, M. N., **Pennington, M.**, Rostockyj, J., Strack, J., McCallum, A., Dupree, J., Coe, E., & Gulliver, S. B. (2021, February). *Building a behavioral health peer support program for military veterans and their families: Development and preliminary results*. Poster presented at the 23rd annual Rehabilitation Psychology Conference.
18. Cardenas, M., Krautkramer, K., **Pennington, M.**, Dupree, J., Strack, J., & Gulliver, S. B. (2020, November). *Masculine behavioral norms predict PTSD symptom severity in firefighters*. Poster presented at the 36th annual meeting of the International Society for Traumatic Stress Studies.
19. Dupree, J., Strack, J., Cardenas, M., Nesbitt, K., **Pennington, M. L.**, Gulliver, S. B. (2020, November). *Availability of online mental health resources in US firefighters*. Poster presented at the 36th annual meeting of the International Society for Traumatic Stress Studies.
20. **Pennington, M. L.** & Ylitalo, K. R. (2020, October). *Suicides among American Indian/Alaska Native firefighters: Data from the national violent death reporting system 2003 – 2017*. Poster accepted at the annual meeting of the American Public Health Association.

21. Rostockyj, J., **Pennington, M.**, Strack, J., McCallum, A., Coe, E., Cardenas, M., Meyer, E. C., & Gulliver, S. B. (2020, July). *Veterans helping veterans: Building a peer support training program for veterans and veteran family members*. Poster presented at the Military Social Work & Behavioral Health Annual Conference, Austin, TX.
22. Cardenas, M., Rostockyj, J., **Pennington, M.**, Coe, E., Strack, J., Dupree, J., Meyer, E. C., & Gulliver, S. B. (2020, July). *Expanding access to evidence-based mental health care for Texas veterans: Developing strong therapeutic alliances via telehealth*. Poster presented at the Military Social Work & Behavioral Health Annual Conference, Austin, TX.
23. Dupree, J., **Pennington, M. L.**, Strack, J., Cardenas, M., Zimering, R., Morissette, S., Meyer, E. C., & Gulliver, S. B. (2020, May). *Discrimination and psychological distress symptoms among professional firefighters*. Poster presented at the 32nd annual convention of the Association for Psychological Science, Chicago, IL.
24. 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.
25. 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 presented at the 32nd annual convention of the Association for Psychological Science, Chicago, IL.
26. 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.
27. 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.
28. Dupree, J., **Pennington, M.**, Rostockyj, J., Strack, J., Cardenas, M., Coe, E., Meyer, E. C., & Gulliver, S. B. (2020, May). *Building telehealth clinics for veterans and first responders in Central Texas*. Baylor Scott and White Scholar's Day, Temple, TX.
29. 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.
30. **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.
31. 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.

32. **Pennington, M. L.** (2020, February). *Firefighters who died by suicide: An epidemiologic study*. Presented at the 2020 Baylor University Graduate Student Twitter Conference.
33. Umstadd 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.
34. **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 2019 Work, Stress, and Health Conference, Philadelphia, PA.
35. 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 2019 Work, Stress, and Health Conference, Philadelphia, PA.
36. **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.
37. 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.
38. 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.
39. 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.
40. 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.
41. 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.
42. 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.

43. 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.
44. 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.
45. 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.
46. **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.
47. **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.
48. 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.
49. 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.
50. Terblanche, M., **Pennington, M. L.**, Dobani, F., Denman, T. C., Maness, A. G., Meyer, E. C., & Gulliver, S. B. (2018, April). *Resilience and PTSD symptoms in firefighters*. Poster presented at 6th annual Baylor Scott & White Health Central Texas Research Day, Temple, TX.
51. 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.
52. 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.
53. 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.

54. 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.
55. 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.
56. **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.
57. 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.
58. 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.
59. 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.
60. 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.
61. 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.
62. 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.
63. 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.
64. 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.

65. 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.
66. 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.
67. **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.
68. 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.
69. 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.
70. **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.
71. 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.*
72. 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.
73. 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

1. **Pennington, M. L.** (2022, October). *Career versus volunteer firefighters: Differences in perceived availability and barriers to behavioral health care*. Presented at the 2022 Fire Service Psychology Association Conference.

2. 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.
3. 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.
4. 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.

MEDIA

Wayland VFD Introduces Warriors Research Institute's Free Firefighter Therapy to Area. Interviewed by Carla McKeown for Breckenridge Texan. (2019, August 8). <https://breckenridgetexan.com/2019/08/08/wayland-vfd-introduces-warriors-research-institutes-free-firefighter-therapy-to-area/>

SERVICE

Professional

2022-2023 Member, The Society for the Advancement of Violence and Injury Research
 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

2016-2020 Court Appointed Special Advocate (CASA), CASA of McLennan County
 2013 Child Care Worker, The Arc of McLennan County
 2012 Aide, Waco Center for Youth
 2011-2013 Foster Parent, The Humane Society of Central Texas
 2009-2013 Teacher's Aide, Woodrow Wilson Elementary School

HONORS AND AWARDS

2021 Outstanding New Student Scholarship, University of Texas Health Science Center
 2013 Outstanding Student in Psychology, Baylor University
 2013 Phi Beta Kappa Society
 2012-2013 Baylor Student Foundation Scholarship, Baylor University
 2011-2013 Psi Chi International Honor Society
 2010-2013 Alpha Lambda Delta National Honor Society
 2009-2013 Dean's List, Baylor University
 2009-2013 President's Gold Scholarship, Baylor University
 2009-2013 Louise T. Brandon Scholarship, Baylor University

RESEARCH SUPPORT

- R01OH012577 (CDC/NIOSH) Gulliver, S. B. (PI) 09/01/2023 – 08/31/2027
Peer Delivered, Emotion Regulation-Focused Mental Health Prevention Training for Fire Fighter Trainees
Total Direct Costs: \$1,569,280
Role: Program Manager
- K01OH011532 (CDC/NIOSH) Jetelina, K. K. (PI) 09/01/2018 – 08/31/2022
Development of a police officer stress algorithm to prevent adverse events: A mixed-methods approach
Total Direct Costs: \$298,767
Role: Graduate Research Assistant (08/2021-05/2022)
- FEMA Award: EMW-2019-FP-00474 Gulliver, S. B. (PI) 09/29/2020 – 08/28/2022
Developing Emotional Regulation Skills for Peer Support Specialists
Total Direct Costs: \$943,917
Role: Program Manager
- American Heart Association: 161523 Umstattd Meyer, M. R. (PI) 07/01/2019 – 06/30/2020
Voices for Health Kids, Innovation, Equity, and Exploration special project workgroup (IEE) funding
Physical Activity Research Center (PARC): Activating Rural America
Total Award: \$30,000
Role: Graduate Research Assistant
- FEMA Award: EMW-2016-FP-00371 Gulliver, S. B. (PI) 09/01/2017 – 02/29/2020
Project ACCESS: Expanding Evidence-Based Treatment via Telehealth for Fire Service
Total Direct Costs: \$1,025,676
Role: Program Manager
- Texas HHSC: HHS000077100001 Gulliver, S. B. (PI) 06/01/2017 – 05/31/2019
Texas Veterans + Family Alliance Grant Program
Building Peer Support and Telehealth for Central Texas Veterans
Total Direct Costs: \$427,204
Role: Program Manager
- FEMA Award: EMW-2014-FP-00924 Gulliver, S.B. (PI) 07/31/2015 – 01/30/2018
Stamp Out Stigma: A National Campaign to Decrease Stigma and Increase Behavioral Health in Fire Service
Total Direct Costs: \$913,141
Role: Program Manager
- FEMA Award: EMW-2012-FP-00243 Gulliver, S. B. (PI) 07/08/2013 – 05/07/2015
In the Wake of Suicide: Evaluating Standard Operating Procedure for Postvention
Total Direct Costs: \$639,362
Role: Research Assistant