

Ernest Wayde, Ph.D., MIS

Curriculum Vitae

CEO – Wayde Consulting
Host – Psych in Business podcast
Clinical Assistant Professor - Milwaukee College of Wisconsin

Business Address

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Wausau, WI, 54401
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EDUCATION

MIT Sloan School of Management/MIT Computer Science & AI Lab 2019
Artificial Intelligence: Implications for Business Strategy
Cambridge, MA (online program)

Wright State University 2017 - 2018
Master of Information Systems (MIS) 4.0 GPA
Dayton, OH

Clement J. Zablocki VA Medical Center 2013 - 2014
APA Accredited Psychology Predoctoral Clinical Internship Program
Milwaukee, WI

University of Alabama 2008 - 2014
APA Accredited Psychology Doctoral Program
Tuscaloosa, AL

Doctor of Psychology (Ph.D.) Dual Degree
Clinical Psychology
Specialization: Geropsychology

Experimental Psychology
Specialization: Cognitive Psychology
Dissertation Title: “The Effects of Unconscious Thought and Domain Familiarity on Younger and Older Adults’ Decision Making”

Statistics Graduate Minor December, 2011

Master of Arts, Psychology August, 2010
Master’s Thesis Title: “Decision Making of Younger and Older Adults in Familiar and Unfamiliar Domains”

Saint Thomas University 2004 – 2007
Saint Paul, MN

Bachelor of Arts May, 2007
Majors: Psychology, Computer Science

Saint Louis University – Madrid Campus 2001 – 2003
Madrid, Spain
Baccalaureate training in Psychology and Computer Science

PROFESSIONAL APPOINTMENTS

American Board of Professional Psychology AI Task Force 2024 - Present
Subject Matter Expert

Court Appointed Special Advocates (CASA) 2024 - Present
Board Member
Wausau, WI

Medical College of Wisconsin 2024- Present
Scholarship Committee Member
Wausau, WI

Medical College of Wisconsin 2023 - Present
Community Advisory Board Member
Wausau, WI

Society for Psychologists in Leadership 2023 - Present
Transitioning from Psychologist to leader - Instructor
Membership and Recruitment Committee - Member

Medical College of Wisconsin 2020 - Present
Clinical Assistant Professor
Wausau, WI

VHA National Center for Organization Development 2014 – 2016
Postdoctoral Fellowship: Organization Development
Cincinnati, OH

LICENSES

Clinical Psychologist; February 2020 – Present, **State of Wisconsin (#3767-57)**

CERTIFICATIONS

Artificial Intelligence

- Microsoft Dynamics Student Certificate
- Microsoft Introduction to Artificial Intelligence
- Microsoft Reinforcement Learning Explained
- Microsoft Principles of Machine Learning: Python Edition
- Microsoft Ethics and Law in Data Analytics
- Microsoft Essential Math for Machine Learning: Python Edition
- Microsoft Introduction to Python for Data Science
- Microsoft Data Science Research Methods: Python Edition

Coaching

- Hogan Assessments
- EQ-i/EQ 360

Change Management

- Prosci Change Management Certified Practitioner
- Prosci Change Management Certified Train the Trainer

Process Improvement

- Veterans Affairs Lean Green Belt

WORK EXPERIENCE

Psych in Business

2023 – present

Podcast host and producer

- Conceptualize, plan, and produce episodes for the Psych in Business Podcast, focusing on highlighting the integration of psychology, psychological principles/concepts, and human behavior into the world of business.
- Conduct research and interviews with experts in psychology, business leaders, and industry professionals to gather diverse perspectives and valuable insights.
- Develop engaging content that translates complex psychological concepts into accessible and actionable insights for business professionals and entrepreneurs.
- Cultivate a strong online presence for the podcast through effective marketing and promotion strategies, including social media engagement, and collaboration with relevant partners.
- Foster a supportive and interactive community of listeners through engagement on social media platforms, forums, and other online channels.
- Stay informed about the latest trends, research findings, and developments in psychology and business to ensure the podcast remains relevant and insightful.
- Monitor and analyze audience feedback and metrics to continuously improve the quality and impact of the podcast.

Wayde Consulting **CEO**

2021 - Present

- Responsible for providing leadership and strategic direction for the business, focusing on delivering high-impact solutions to clients.
- Partner with businesses to align their people, processes, and technology with their overarching business objectives and strategy.
- Develop and maintain strong client relationships, serving as a trusted advisor and strategic partner.
- Drive business development efforts, including identifying new opportunities and cultivating partnerships.
- Manage financial performance, including budgeting, forecasting, and revenue growth initiatives.
- Stay abreast of industry trends, best practices, and emerging technologies especially in Artificial Intelligence to continually enhance service offerings and help clients maintain a competitive edge.

Veterans Affairs Office of Electronic Health Record Modernization 2021 -2022

Acting Director of Change Management Coordination

Washington D.C. (Remote position)

- Direct Veterans Affairs efforts to support employee adoption, utilization, and proficiency of the new Electronic Health Record
- Coordinate with Cerner leadership to ensure alignment of activities that best support employee change processes.

Medical College of Wisconsin 2020-Present
Clinical Assistant Professor

Wausau, WI

- Develop and deliver course content to enhance medical professionalism and leadership competency.
- Facilitate student cultural competency discussion series.
- Coordinate and manage coaching and mentoring of medical students.

Veterans Affairs Office of Electronic Health Record Modernization

Director of Data Management and Evaluation 2020 – 2022

Washington D.C. (Remote position)

- Direct data and evaluation efforts including direction setting and strategic planning for EHRM Enterprise Change Management.
- Coordinate and direct a team engaged in data collection, storage, evaluation, analysis, and visualization efforts.

Veterans Affairs Office of Electronic Health Record Modernization

VA Innovative Technology Advancement Lab Officer 2019 – 2021

Washington D.C. (Remote position)

- Responsible for overseeing the development of the VA Innovative Technology Advancement Lab (VITAL) Initiative.
- Responsible for formulating and recommending strategic plan, operational plan, budget development, and contract management needed to support this large-scale organizational change as a part of the larger deployment of Electronic Health Record Modernization (EHRM).
- Executive liaison with EHR vendor (Cerner), contractors, community providers, VA leaders, DoD and academic partners to meet the needs of healthcare leaders, informatics and analytics practitioners to optimize the use of the modernized EHR system.
- Overseeing the development and monitoring of key metrics of the EHRM including monitoring vendor, contractors, and VA staff activities to ensure achievement of VITAL goals and objectives.
- Develop strategies to assist analytics practitioners using data systems to support decision making by facility leaders.

Director of Workflow Process Improvement

- Direct the EHRM Change Management collaboration between EHRM Change Management, Cerner, VHA program offices, and facility SMEs to conduct current state End-to-End process and Workflow assessment mapping activities.
- Coordinate and align mapping efforts for DoD and VA shared services.
- Direct business process redesign team mapping and modeling future state workflows and processes.

Veterans Affairs Veterans Experience Office (VEO)

Program Officer (Detailed)

2019

Washington D.C. (Remote position)

Temporarily assigned to VEO

- Collaborated with executive director for strategic planning and business development.
- Led, managed, and coordinated high-priority projects for the Veterans Experience Office
- Consulted with union, nongovernmental organizations, HR, finance, contracting officials, and contractors to develop, plan, and align complex implementation and delivery of Veterans Experience projects.
- Managed and determined shifting priorities for team focus and tasks necessary to execute relevant policy and work requirements.
- Met and liaised with key stake holders at the executive-level engaged in outreach efforts with VA and community partners to develop a VA outreach strategic plan and metrics to measure outreach efficiency and effectiveness.
- Oversaw and managed efforts to design, develop, implement, and adopt an Information Technology system to support all outreach efforts across the VA.
- Managed and oversaw work groups engaged in policy development and interpretation for all of VA outreach with wide ranging impact on Veteran communications.
- Engaged in administrative duties related to contractor management and coordination including time management and task assignment.
- Engaging in tactful and diplomatic meetings with senior leaders and stakeholders to ensure coordination and alignment across teams focused on outreach.
- Met with key stakeholders of EHR, VALOR and FMBT installation across VHA, VBA and NCA to ensure national coordination and integration of systems after successful installation. Required negotiation of priorities and complex and wide-reaching policies and issues across the identified health care and logistics systems to achieve long and short-range goals.

VHA National Center for Organization Development

Organization Development Psychologist

2014 –2019

Cincinnati, OH

Change Management

- Provided change management training, coaching, and support to executive leaders and change sponsors in response to a wide range of complex and high-profile change projects at the Veterans Health Administration, supporting individuals to successfully adopt and engage in modernization efforts leading to organizational success.
- Provided change management consulting to EHRM efforts and Cerner consultants working to deploy the EHR. Liaised with the director of change management in support of building awareness, desire, and knowledge related to implementation at selected IOC sites.
- Assisted in the development of survey data used for IOC sites.
- Independently wrote, submitted, and managed contract with Prosci related to change management training for VA employees. Work included planning and adjusting training requirements based on employee needs.

Business Process Mapping and Redesign

- Redesigned internal business processes using Lean principles resulting in the creation of a database to track and store project data.
- Facilitated discussions between internal stakeholders and database developers to ensure stakeholder satisfaction, resulting in improved stakeholder satisfaction with final database.

Leadership Development and Coaching

- Provided coaching to medical center directors and healthcare system corporate leaders to enhance their leadership skills and behaviors.
- Assisted new leaders in transitioning to executive leadership positions by providing a framework for successful transitions and support.
- Coaching high potential leaders in the Veterans Health Administrations leadership development program to refine their leadership abilities, with satisfaction ratings of over 95%.
- Full awareness of issues related to the VA work force through active engagement in reviewing and analysis of AES and survey data. Provide recommendations and suggestions to leaders as to how to make improvements to employee morale and engagement.

Team Development

- Worked with executive and non-executive teams to improve team relationships and effectiveness through the use of a developmental process.
- Improved inter-team awareness, communication, and cooperation through administration and interpretation of team assessments with satisfaction ratings of over 90%.

Tempworks Software

Senior Systems Manager

2004 - 2008

Eagan, MN

- Designed and led initiatives to build strategic relationships with customers and increase sales through onsite customer visitations and regular interactions.
- Managed and fostered communication and loyalty with external customers by establishing regular contact and anticipating customer needs through relationships with key leadership and staff.

- Led in the resolution of customer challenges with products and services by acting as a liaison between customers and development team.
- Assisted in the pre-sales process by providing technical knowledge of the product.

Team Leadership and Management

- Oversaw and coordinated implementation project scope and created project plans and data security requirements.
- Managed and supervised 5 analysts conducting installations. Provided mentorship to junior analysts resulting in analyst personal and professional growth.
- Balanced resources and budgets ranging from thousands to millions of dollars and solved problems that arose during implementation and upgrade projects resulting in consistent on-time and on-budget delivery of products and services to customer satisfaction.

Continuous Review and Improvement

- Created a new department to provide pay rolling and funding services to our customers. Coordinated set-up of infrastructure, including business plan, processes, contracts, travel, budgets, marketing, and sales overview resulting in increased service offering and billing.
- Established processes and procedures resulting in improved customer-developer rapport.

Project Management

- Led system implementation and data conversion from legacy system to Tempworks Software resulting in enhanced functionality and accounts receivable for the customer.
- Developed and established new business processes, then customized systems and trained customer staff.
- Provided portfolio management and resource allocation, including budgeting and personnel allocation.
- Interacted with stakeholders including managers and other staff at all levels from end users to executives.
- Supported new and existing customers, performing system customizations, report writing, and time-sensitive issues such as payroll error.

TECHNICAL EXPERIENCE

Programming Languages

Python, MSSQL, C, C++, C#, VB.NET, HTML, XML, VBA, JAVA and PHP

Information Systems Experience

Microsoft Dynamics 365, Salesforce, Oracle Cerner, Zoho, Microsoft Azure, Access, SharePoint, Visio, OneNote, OneDrive, Publisher, Project, Tableau, RapidMiner, Microsoft BI and SPSS

CLINICAL EXPERIENCE

Wright State University Internal Medicine Residency Program

2016

Dayton, OH

Provided several group coaching sessions to medical residents regarding physician burnout, resilience, emotional intelligence, and cultural diversity.

2013 – 2014

Clement J. Zablocki VA Medical Center Clinical Psychology Internship Program

Milwaukee, WI

Geriatric Evaluation and Management Unit (GEM)

Supervisor: Heather Smith, PhD (Lead Psychologist)

- Participated as part of an interdisciplinary assessment and treatment team that emphasizes rehabilitation.
- **Assessment:** Conducted a variety of assessments and wrote integrated reports for adult inpatients. Assessments ranged from brief cognitive and mood screenings to neuropsychological screening batteries. Assessments focused on determining cognitive status and determining healthcare decisional capacity.
- **Therapy:** Provided brief individual therapy and staff consultation.

Transitional Care Unit (TC)

Supervisor: Heather Smith, PhD (Lead Psychologist)

- Participated as part of an interdisciplinary treatment team that emphasizes wound healing, post-surgical care, and complicated medical convalescence.
- **Therapy:** Focused on providing individual therapy to adult hospitalized patients addressing a wide range of psychological, behavioral, and cognitive/neuropsychological disorders. Provided behavioral recommendations to staff to help improve interactions with patients.
- **Assessment:** Conducted a variety of assessments and wrote integrated reports for adult hospitalized patients. Assessments ranged from brief cognitive and mood screenings to neuropsychological screening batteries. Assessments focused on determining cognitive status and determining healthcare decisional capacity.

Polytrauma Clinic Support Team

Supervisors: Peter Graskamp, PhD and Thomas Hammeke, PhD, ABPP-CN

- **Assessment:** Participated in multidisciplinary team performing traumatic brain injury (TBI) assessments including neuropsychological and general psychological evaluations. Participated in team meetings focused on providing Veterans with resources available for treatment.

Organizational Development

Supervisor: Heather Smith, PhD (Lead Psychologist)

- Participated in team and communication building projects in various facility programs, units, and teams.
- Provided interventions consisting of interviews with staff and managers, report write-up of findings, including recommendations, and assistance with implementation of interventions to enhance team functioning.
- Co-led situational leadership course as a part of leadership training program.

Supervisor: Bert Berger, PhD (Co-Manager of Mental Health Division)

- Participated in Mental Health Division leadership meetings consisting of program and division managers.
- Participated in strategic planning and leadership board meetings consisting of medical center director and division managers.
- Participated in creation of Standard Operating Procedures for use of Mental Health Software across the Mental Health Division.

Compensation & Pension

Supervisors: Allison Jahn, PhD and Jeffrey Garbelman, PhD

- **Assessment:** Performed integrated psychosocial testing, record review, and in-person interviews of Veterans requesting service-connected and pension benefits for VA Regional Office. Included concise report writing for administrative and legal audience.

University of Alabama Counseling Center

2012 – 2013

Tuscaloosa, AL

Supervisor: Lee Keyes, PhD (Executive Director)

- **Therapy:** Conducted therapy with college-aged individuals. Clients varied in gender and ethnicity. Client issues encompassed a wide range of mental health problems including depression, anxiety, and panic disorder.

University of Alabama Autism Spectrum Disorders Clinic Transition and Support Program (AU-ACTS)

2012 - 2013

Tuscaloosa, AL

Supervisor: Sarah Ryan, PhD (Program Director)

- **Therapy/Mentor:** Served as a therapist-mentor for a college student with Autism. Conducted individual therapy with students and assisted them with the process of integration into college.

University of Alabama Psychology Clinic

2012 - 2013

Tuscaloosa, AL

Supervisor: Karen Salekin, PhD (Clinical Psychologist)

- **Peer Supervisor for Basic Practicum:** Provided supervision to students in basic practicum. Duties included video review of sessions and assisting students with case conceptualization and treatment.

Supervisor: Clayton Shealy, PhD (Clinical Psychologist - Psychology Clinic Director)

2011 – 2013

- **Therapy:** Conducted therapy with individuals. Therapy client demographics ranged in age from child to adult. Clients also varied in gender and ethnicity. Client issues encompassed a wide range of mental health problems including depression, anxiety, and panic disorder.
- **Assessment:** Conducted assessments and wrote reports for students seeking disability services and accommodations for the University of Alabama. Assessments were of varying types such as ADHD, ADD, and LD. Assessments included clinical interview, intelligence testing, personality measures, and review of historical grades.

Supervisor: James Hamilton, PhD (Clinical Psychologist)

2011 – 2012

- **Therapy:** Conducted therapy with individuals as part of basic practicum. Therapy client demographics ranged in age from children to older adults. Clients also varied in gender and ethnicity. Client issues encompassed a wide range of mental health problems including depression, anxiety, panic disorder, and sexual dysfunction.

University of Alabama GeroPsychology Clinic

2012 - 2013

Tuscaloosa, AL

Supervisor: Forrest Scogin, PhD (Clinical Psychologist – Advanced gero-practicum)

- **Therapy:** Conducted therapy with older adult clients as part of advanced gero-practicum. Therapy clients' diagnoses encompassed a wide range of mental health problems including depression, anxiety, and panic disorder.

Community Memory Screening

2012 - 2013

Tuscaloosa, AL

Supervisor: Forrest Scogin, PhD (Clinical Psychologist)

- **Program development:** Co-developed a Memory Screening event for adult individuals aged 50 or older in the Tuscaloosa community. Functioned as community liaison and project planner.
- **Assessment:** Performed as one of the program screeners responsible for assessing participants who requested memory screenings. Screening assessments included the SLUMS, MoCA, GDS, GAI, VES, clinical interview, and medical questionnaire. Responsibilities included giving participants immediate feedback, writing, and sending brief summary letters to participants, and preparing integrated reports to be sent to participant physicians upon request.
- **Program evaluation:** Conducted statistical analysis on data collected from the memory screening to evaluate general cognitive functioning of older adults in the Tuscaloosa community.

University Medical Center

2012 - 2013

Tuscaloosa, AL

Supervisor: Anne Halli M.D (Geriatrician)

- **Assessment:** Participated in an interdisciplinary treatment team. Responsibilities included conducting and interpreting neuro-cognitive and mood assessments of older adult patients. Patients' range of functioning included individuals with physical ailments and cognitive impairments. Worked with care givers providing support.

Treatment of Insomnia and Depression in Elders NIMH Grant

2012 - 2013

Tuscaloosa, AL

Supervisors: Forrest Scogin, and Kenny Lichstein (Clinical Psychologists)

- **Assessment:** Conducted assessment of participants enrolled in the sleep and depression grant using tele-mental health. Assessments include QoLi, SCID, ISI, and HAM-D.

Mary Stark Harper Geriatric Psychiatry Center

2011 - 2012

Tuscaloosa, AL

Supervisor: Michael Mundy, (Director of Psychological Services)

- **Therapy:** Conducted therapeutic groups for older adult individuals. Group sizes ranged from 5 to 15. Group members varied in mental illness diagnoses including dementia, schizophrenia, and depression. Group demographics included both males and females of varying races and ethnicities. Sessions lasted between 30 – 90 minutes. Also conducted individual therapy with patients.
- **Assessment:** Conducted neuro-psychological assessments for patients at the request of physicians.

- **Program Evaluation:** Evaluated the Falls Program in the Harper Center. Consisted of observation of cognitively impaired patients and staff in the program setting, collection and analysis of current data, and organization and analysis of historic data to evaluate the efficacy of the evidence-based treatment being used. Also conducted research on alternative Falls Program systems. Integrated all relevant information to provide recommendations for steps to improve patient care and staff participation in the Falls Program.

Elder Law Clinic Capacity Evaluations

2011 - 2013

Tuscaloosa, AL

Supervisor: Rebecca Allen, PhD (Clinical Psychologist)

- **Capacity Evaluation:** Performed capacity assessments for older adults aged 60 and older. The purpose of the assessments was to determine if clients had the cognitive capacity required to understand and participate in decision making related to legal matters such as powers of attorney designation and wills. For example, a legal intern might ask for a consultation when a client known to have a history of mental illness or dementia sought to execute a health care power of attorney or will. Assessments included clinical interview, mood assessments, cognitive screeners, decision-making assessments, and legal understanding assessments. Wrote integrated reports provided to legal counsel.

RESEARCH EXPERIENCE

Psychology Graduate Research Assistant

2011 - 2013

Cognitive Predictors of Language Impairment in Down Syndrome Grant

Tuscaloosa, AL

Supervisor: Frances Conners, PhD (Developmental Psychologist)

- Performed transcription of testing sessions using SALT and Infinity software.

Psychology Graduate Research Assistant

Mary S. Harper Geriatric Psychiatry Center

2011 - 2012

Tuscaloosa, AL

Supervisor: Michael Mundy, PhD (Director of Psychological Services)

- Organized and analyzed data related to the Falls Program, with the purpose of improving and enhancing the patient experience in the program.

SCOG-notion Mental Health and Aging Research

2010 - 2013

Tuscaloosa, AL

Supervisor: Forrest Scogin, PhD (Clinical Psychologist)

- Designed research, provided database management, scheduled, and collected research data with older adult participants.
- Perform data entry and preparation for analysis.
- Analyzed, interpreted, and wrote up manuscripts.

Health Disparities and Aging Research

2010 - 2013

Tuscaloosa, AL

Supervisor: Martha Crowther, PhD (Director of Clinical Training)

- Designed research and provided database management from Mobile Unit.
- Analyzed, interpreted, and wrote up manuscripts.

Older Adult Cognition Research

2008 - 2013

Tuscaloosa, AL

Supervisor: Sheila Black, PhD (Cognitive Psychologist)

- Served as research coordinator, managed research assistants and research projects.
- Handled the scheduling and running of research participants, performed data entry, and preparation for analysis.
- Revised data retrieval techniques to allow for better data handling and manipulation.
- Designed research, collected, analyzed, and interpreted data and wrote up manuscripts.

Research Pool Coordinator

2010 - 2011

Tuscaloosa, AL

Supervisor: Sheila Black, PhD (Cognitive Psychologist)

- Manage and administer pool system.
- Handle undergraduate complaints and problems.
- Liaise between researchers, instructors, and students.
- Ensure IRB date compliance for research studies.

TEACHING EXPERIENCE

Training Instructor, VHA NCOD

Cincinnati, OH

- Change management practitioner course – led 3-day course for VA employees serving as change practitioners in the organization. 2017 - 2019
- Change management sponsor course – led 1-day course for VA executive level change sponsors leading organizational change. 2017 - 2019
- Change management manager course – led 1-day course for VA mid-level managers engaged in managing employees experiencing organizational change. 2017 - 2019
- Change management project manager course – led 1-day course for VA project managers coordinating technical aspects of organizational change. 2017 - 2019
- Situation leadership course – led a 1-day course for VA mid-level managers participating in leadership development program 2015 - 2016

Wright State University Internal Medicine Residency Program

2016

Dayton, OH

- Facilitated a session with medical residents focused on assessing the residency program culture and the resulting impact on physician professionalism. Assisted residents in developing a vision for the residency program.

PY 211 Elementary Statistical Methods

Tuscaloosa, AL

- Served as an instructor, included syllabus creation, course prep and presentation and grading of exams and assignments for approximately 40 students. Fall 2011

PY 101 Introduction to Psychology

Tuscaloosa, AL

- Course instructor. Responsibilities included syllabus creation, course prep and presentation and grading of exams and assignments for class sizes ranging from 25 – 150 students. Fall 2010 - Fall 2011

PY 356 Research Laboratory

Tuscaloosa, AL

- Course instructor. Responsibilities included syllabus creation, course prep and presentation and grading of exams and assignments for approximately 25 students. Summer 2010

AWARDS

Wright State University - Dayton, OH 2018

- Beta Gamma Sigma Inductee (Top 3% of class)

University of Alabama – Tuscaloosa, AL

- University of Alabama Outstanding PhD Graduate Student Award 2013
- Arts and Sciences Outstanding Service by a Graduate Student Award 2013
- Psychology Department Outstanding Service by a Graduate Student Award 2012
- Graduate Council Research & Travel Award 2011
- Graduate Council Research & Travel Award 2010
- Graduate Council Research Fellowship Award 2009
- Graduate Council Research & Travel Award 2009
- Promising Student Award 2008

LEADERSHIP ACTIVITIES

Society of Consulting Psychology Inaugural Leadership Development Program 2016 - 2017

- Engaged in year-long program with activities and experiences designed to enhance leadership skills and abilities.

Psychology Graduate Student Association 2012 - 2013

University of Alabama, Psychology Department

President

- Organized and ran student meetings and events including a student conference.
- Served as liaison between students, faculty and staff regarding student issues and concerns.

Psychology Department Executive Committee 2012 - 2013

University of Alabama, Psychology Department

Graduate student representative

- Advised the chair of the psychology department on department related matters.

Last Lecture Committee 2011 - 2013

University of Alabama, Graduate School

Graduate student representative

- Evaluated and selected last lecture presenter.
- Promoted the last lecture event to the student body.

Teaching Solutions for Large Undergraduate Course Committee 2011 - 2012

University of Alabama, Psychology Department

Graduate student representative

- Evaluated the growth and competing demands of the psychology graduate student program to determine potential problems and solutions that might arise due to this development.

Instruction Committee 2011 - 2012

University of Alabama, Psychology Department

Graduate student representative

- Assessed problems faced by instructors in the psychology department and identified ways the psychology department could assist.

Website Committee 2010 - 2011

University of Alabama, Psychology Department

Graduate student representative

- Maintained and updated psychology department website.

Graduate School Association Assembly 2010 - 2011

University of Alabama, Graduate School

Psychology graduate student representative

- Represented the psychology department in graduate student initiatives at the university level.
- Functions included liaising with university staff about issues that affected current graduate students.

Tide Together Program 2010 - 2013

University of Alabama, Graduate School

Graduate Mentor

- Served as a mentor for first year graduate students for under-represented minorities, first-generation college students and female students in a STEM discipline.
- Helped graduate students acquire develop and professional skills for future career success.

Statistical Consultant 2010 - 2013

Volunteer

- Assisted peers with statistics consultation.
- Volunteered as a statistics consultant (Stat-help.com).

Student Retention Mentoring Program 2010 - 2011

University of Alabama, Psychology Department

Mentor Supervisor

- Functioned as a supervisor and mentor for senior-level undergraduate psychology students mentoring junior psychology students.

Graduate School Ambassadors

2009 - 2013

University of Alabama, Graduate School

Graduate Ambassador

- Served as an official student representative for the Graduate School.
- Supported potential graduate students by providing information and participating in recruitment activities.

Psychology Graduate School Association (PGSA)

2009 - 2012

University of Alabama, Psychology Department

Cognitive representative

- Represented the interest of cognitive students of the psychology department in the PGSA.

PUBLICATIONS

- Crowther, M. R., Ford, C. D., Vinson, L. D., Huang, C., **Wayde, E. N.**, Guin, S. (2018). Assessment of metabolic syndrome risk factors among rural-dwelling older adults requires innovation: partnerships and a mobile unit can help. *Quality in Ageing and Older Adults*, 19, 251-260.
- Wayde, E.N.**, Black, R. S., Gilpin, A. (2016). Decision Making Quality of Younger and Older Adults in Familiar and Unfamiliar Domains. *Aging, Neuropsychology, and Cognition*.
- Hyams, A.V., **Wayde, E. N.**, Crowther, M. R., & Scogin, F. R. (2015). Does race moderate social support and psychological distress among rural older adults? *Clinical Gerontologist*, 412 – 427.
- DiNapoli, E. A., Cully, J. A., **Wayde, E.**, Sansgiry, S., Yu, H. J. and Kunik, M. E. (2015). Age as a predictive factor of mental health service use among adults with depression and/or Anxiety disorder receiving care through the Veterans Health Administration. *International Journal of Geriatric Psychiatry*.
- McDougall, G., **Wayde, E.**, Ross, J., & Ford, K. (2015). Memory Training plus Yoga for Older Adults. *Journal of Neuroscience Nursing*, 178 -188.
- Black, R. S., Leonard, R.C., Willis, S., Burton, P., McCown, S., Lookadoo, R., & **Wayde, E.** (2013). Effects of Homograph Meaning Frequency on Semantic Satiation. *Canadian Journal of Experimental Psychology*.67, 175 – 87.
- Black, S. R., McCown, S., Lookadoo, R., Leonard, R. C., Kelley, M., DeCoster, J., **Wayde,E.**, & Spence, S. A. (2012). Aging, imagery, and the bizarreness effect. *Aging, Neuropsychology, and Cognition*, 1- 26.

Crowther, M., Scogin, F., **Wayde, E.**, & Austin, A. (2012). Working with older adults and rural caregivers in rural areas. In K. Bryant Smalley, Jacob C. Warren, and Jackson P. Rainer (Eds). *Rural Mental Health: Issues, Policies, and Best Practices*. Springer Publishing. New York (pp. 297-309).

Black, R.S., Leonard, R. C., & **Wayde, E.** (2010). The impact of Diabetes on Cognitive Functioning among African American Diabetics. *African American Perspectives*. 13, 35 – 51.

PRESENTATIONS

Gandhi, R.D.; Muriithi, J.; **Wayde, E.**; Wayde, M.R., & Akram, S. (May, 2014). Colorectal Health Disparities in a government healthcare system: a retrospective comparative study using data from a US Veterans Affairs population. Poster Presented at the Digestive Disease Week – Chicago, Illinois.

Wayde, E., Coleman, F., Vinson, L., Huang, C., Hyams, A., Guin, S., & Crowther, M. (November, 2013). Assessing Risk Factors for Metabolic Syndrome among Rural Older Adults. Poster Presented at the General Meeting of the Gerontological Society of America - New Orleans, Louisiana.

Hyams, A., **Wayde, E.**, Crowther, M., & Scogin, F. (November, 2013). Racial Differences in Satisfaction with Social Support Among Distressed Rural Older Adults. Poster Presented at the General Meeting of the Gerontological Society of America - New Orleans, Louisiana.

Wayde, E., Wood, M., Black, S.R, Scogin, F. & Crowther, M. (November, 2012). The Effects of Age, Gender and Education on the endorsement of depressive symptoms in Older adults with Diabetes. Poster Presented at the General Meeting of the Gerontological Society of America – San Diego, California.

Wood, M., **Wayde, E.**, Black, S.R, Scogin, F. & Crowther, M. (November, 2012). The Effects of Memory Problems and Depressive Symptoms on Physical Functioning in Adults. Poster Presented at the General Meeting of the Gerontological Society of America – San Diego, California.

Vinson, L. D., Huang, C., **Wayde, E.**, Austin, A., Hyams, A., Guin, S., & Crowther, M. (March, 2012). Mobile Health Care: An Interdisciplinary Approach to Providing Behavioral Care to Rural Elders – Presented at the Gerontology Student Mentoring Conference – Atlanta, Georgia.

Wayde, E. & Black, S.R. (September, 2011). Effects of Race and Ethnicity on Older Adult Decision Making. Poster Presented at the General Meeting of the Gerontological Society of America – Boston, Massachusetts.

Austin, A., Hyams, Vinson, L. D., Huang, C., **Wayde, E.**, & Crowther, M. (April, 2011). Mobile Healthcare: An Innovative Opportunity for Addressing the Mental and Physical Health Needs of Rural Elders. Poster presented at the Rural Mental Health Conference – Tuscaloosa, Alabama.

Wayde, E., & Black, S.R. (May, 2010). Decision Making of Younger and Older Adults in Familiar and Unfamiliar Domains. Poster presented at Association of Psychological Science – Boston, Massachusetts.

Black, S.R. & **Wayde, E.**, (May, 2009). Concreteness and Semantic Satiation. Poster Presented at the General Meeting of the Association of Psychological Science – San Francisco, California.