

EDUCATION

University of Central Florida , Orlando, FL	
Ph.D. in Human Factors and Cognitive Psychology	December 2017
M.A. in Applied Experimental and Human Factors Psychology	May 2016
B.S. in Psychology (Statistics Minor)	May 2012

ACADEMIC APPOINTMENTS

University of South Florida	2022 – Present
<i>Assistant Professor</i> , Department of Medical Education, Morsani College of Medicine (MCOM)	
<i>Sr. Human Factors Scientist</i> , Center for Advanced Medical Learning & Simulation (CAMLs)	

PROFESSIONAL EXPERIENCE

Immersive Tech, Inc.	2019 – 2022
<i>Human Factors Scientist, Lead Researcher</i>	

Naval Air Warfare Center Training Systems Division (NAWCTSD)	2014 – 2018
STRIKE Lab	
<i>Research Psychologist (2017 – 2018)</i>	
<i>Research Psychologist, StraCon Contractor (2015 – 2017)</i>	
<i>Research Assistant (2014 – 2015)</i>	

RESEARCH SUPPORT

Current Support

US Air Force STTR FA864924P0953 Phase II

Lockhart (PI, SimX); Todd (PI, USF); Role: Subaward Co-I
7/24/24 – 12/15/2026

Surgical Perioperative Expeditionary Medical Support Training for Air Force Nursing using Virtual Reality

USF Subaward: \$374,859

Effort: 12%

US Air Force STTR FA864924P0953 Phase II

Lockhart (PI, SimX); Todd (PI, USF); Role: Subaward Co-I
7/12/24 – 12/15/2026

VR Military Women's Health Care Services Simulation Training for Deployed Servicemembers

USF Subaward: \$374,857

Effort: 12%

NIH/NCATS 2R44TR003956-02A1 Phase II

Burns (Co-PI, Immertec); Bailey (Co-PI, USF)
12/15/23 – 11/30/25

Advancing Emergency Medicine Training with Remote Stereoscopic Livestream Technology

Total: \$1,604,483; USF Subaward: \$527,633

Effort: 23%

Shannon Bailey, Ph.D.

Florida High Tech Corridor Matching Grant Program

Bailey (PI)

12/15/23 – 11/30/25

Matching Grant: Advancing Emergency Medicine Training with Remote Stereoscopic

Livestream Technology Phase II

Total: \$147,226

Effort: 20%

Prior Support

US Air Force STTR FX23D-TCSO1-0130 Phase I

Barrie (PI, SimX); Todd (PI, USF); Role: Subaward Co-I

4/28/22 – 7/29/23

Immersive Virtual Reality Training for Administration of Anesthesia in the Field

USF Subaward: \$21,032

USSOCOM H92405-20-D-0001

Bailey (PI)

12/7/22 – 5/6/23

Technical Experimentation Medical Training Event: Developing Criteria to Compare Military

Medical Trauma Simulations Across Modalities

Total: \$477,921

US Air Force STTR FA864923P0358 Phase I

Barrie (PI, SimX); Todd (PI, USF); Role: Subaward Co-I

11/3/22 – 2/6/23

Surgical Perioperative Expeditionary Medical Support Training for Air Force Nursing using Virtual Reality

USF Subaward: \$22,500

US Air Force STTR FA864923P0337 Phase I

Barrie (PI, SimX); Todd (PI, USF); Role: Subaward Co-I

11/3/22 – 2/6/23

VR Military Women's Health Care Services Simulation Training for Deployed Service Members

USF Subaward: \$22,500

NIH/NCATS R43TR003956 Phase I

Bailey (PI)

8/1/21 – 7/31/22

Advancing Emergency Medicine Training with Remote Stereoscopic Livestream Technology

Total: \$150,000

Office of Naval Research N0001417WX00513

Johnson (PI); Role: Co-I

2017 – 2019

Adaptive Training for USMC Close Air Support (CAS) Tactics and Decision-Making

Total: \$933,914

Shannon Bailey, Ph.D.

Department of Navy 219BAR-16-019

Bailey & Johnson (Co-PIs)

2016 – 2019

Examining the Effects of Game Features on Learning in Simulation-Based Training

Total: \$291,370

Department of Navy 219BAR-15-020

Johnson (PI): Role: Co-I

2015 – 2018

Investigating Low-cost Untethered Virtual Reality Technologies and the Role of Affordances on Training Effectiveness in an Immersive Environment

Total: \$422,500

HONORS & AWARDS

Faculty International Travel Grant 2025
University of South Florida

Tech Educator of the Year, 2024
Tampa Bay Tech Awards

Article of Influence, 2024
Simulation in Healthcare Journal

Best Paper in Simulation, 2023
Interservice/Industry Training, Simulation & Education Conference

Best Poster in Individual Differences, 2019
Human Factors and Ergonomics Society Annual Meeting

RADM Fred Lewis Postgraduate Award, 2016
Interservice/Industry Training, Simulation & Education Conference

Best Paper in Training, 2016
Interservice/Industry Training, Simulation & Education Conference

PEER-REVIEWED PUBLICATIONS

* *Mentored Student*, ***Awarded Article*

Bailey, S. K. T., Rizkalla, A. Y.*, Mejias Vazquez, E. A.*, Blagden, H. E., IV*, Garg, A. *, Reiner, C. C., & Bharadwaj, S. (2025). Evaluating the use of virtual reality in medical school neuroanatomy curriculum: A nonrandomized pre-post intervention study with medical students. *Journal of Medical Extended Reality*, 2(1), 95–103, <https://doi.org/10.1089/jmedxr.2024.0036>.

Harari, R. E., Schulwolf, S. L., Borges, P., Salmani, H., Hosseini, F., **Bailey, S. K. T.**, Quach, B., Nohelty, E., Park, S., Verma, Y., Goralnick, E., Goldberg, S. A., Shokoohi, H., Dias, R. D., & Eyre, A. (2025). Applications of augmented reality for prehospital emergency care: Systematic review of randomized controlled trials. *JMIR XR and Spatial Computing*, 2, e66222. <https://doi.org/10.2196/66222>

Shannon Bailey, Ph.D.

- Bajwa, M., Herx-Weaver, A., **Bailey, S.**, Ray, J., Park, Y. S., Palaganas, J., & Ahmed, R. (2024). Human factors considerations in distance simulation: A nominal group technique application. *The Clinical Teacher*, Article e13724. <https://doi.org/10.1111/tct.13724>
- Bailey, S. K. T.**, Brannick, M. T., Reiner, C. C., Rettig, N., Dyer, L. M.*, Okuda, Y., Llerena, L. E., & McKenna, R. T. (2024). Immersive distance simulation: Exploring the educational impact of stereoscopic extended reality (XR) video in remote learning environments. *Medical Teacher*. <https://doi.org/10.1080/0142159X.2024.2314725>
- Charnetski, M. D., Wawersik, D., Palaganas, J. C., Duff, J. P., **Bailey, S. K. T.**, Ramachandra, G., Birido, N., Elkin, R., Nair, B., Thurber, P., & Gross, I. T. (2024). Understanding the effects of healthcare distance simulation: A systematic review. *Simulation in Healthcare*, 19(1S), S57-S64. <https://doi.org/10.1097/SIH.0000000000000760>
- Gonzalez, B. D., Choo, S.*, Janssen, J. J., Hazelton, J., Latifi, K., Leach, C. R., **Bailey, S. K. T.**, Jim, H. S. L., Oswald, L. B., Woolverton, M., Murphy, M., Schilowitz, E. L., Frakes, J. M., Robinson, E. J., & Hoffe, S. (2024). Novel virtual reality app for training patients on MRI-guided radiation therapy. *Advances in Radiation Oncology*, 101477. <https://doi.org/10.1016/j.adro.2024.101477>
- Birido, N., Brown, K. M., Olmo-Ferrer, D., Friedland, R., **Bailey, S. K. T.**, Wawersik, D., Gross, I. T., Charnetski, M., Nair, B., Kutzin, J. M., & Palaganas, J. (2024). Healthcare simulation in-person and at a distance: A systematic review. *Simulation in Healthcare*, 19(1S), S65-S74. <https://doi.org/10.1097/SIH.0000000000000763> ****Awarded Article of Influence**
- Bailey, S. K. T.**, Brannick, M. T., Bowling, F., Reiner, C. C., Lyons, D., Llerena, L. E., & Okuda, Y. (2023). Comparing capabilities of simulation modalities for training combat casualty care: Perspectives of combat medics. *Military Medicine*, Article usad460. <https://doi.org/10.1093/milmed/usad460>
- Bailey, S. K. T.**, Lewis, J. E., Ciccone, B. A., Friedland, R. L., & Reiner, C. C. (2023). Assessing usability of untethered head-mounted displays for medical education: A within-person randomized trial. *Simulation in Healthcare*, 18(1), 58-63. <https://doi.org/10.1097/SIH.0000000000000637>
- Johnson, C. I., **Bailey, S. K. T.**, Schroeder, B. L., & Marraffino, M. D. (2022). Procedural learning in virtual reality: The role of immersion, interactivity, and spatial ability. *Technology, Mind, and Behavior*, 3(4). <https://doi.org/10.1037/tmb0000087>
- Ciccone, B. A., **Bailey, S. K.**, & Lewis, J. E. (2021). The next generation of virtual reality: Recommendations for accessible and ergonomic design. *Ergonomics in Design*, 29(3). <https://doi.org/10.1177/10648046211002578>
- Bailey, S. K.** & Dean, M. (2020). Remote solution for immersive surgical mentoring. *Medical Education*, 54(5), 485-486. <https://doi.org/10.1111/medu.14087>
- Bailey, S. K.**, Neigel, A. R., Dhanani, L. Y., & Sims, V. K. (2018). Establishing measurement equivalence across computer- and paper-based tests of spatial cognition. *Human Factors*, 60(3), 340-350. <https://doi.org/10.1177/0018720817747731>

BOOK CHAPTERS/REPORTS

- Bailey, S. K. T.**, Okuda, Y., & Reiner, C. C. (2023). Pros, cons, and considerations of implementing live virtual reality in medical education. In M. Bowden, K. Yee, & W. Dorner (Eds.), *Ethical Considerations of Virtual Reality in the College Classroom: Cross-Disciplinary Case Studies of Immersive Technology Implementation* (pp. 215-229). Routledge. <https://doi.org/10.4324/9781003329718>
- Bailey, S. K. T.** & Brannick, M. T. (2023). USSOCOM Medical Technical Experimentation Event Study Report. Report for United States Special Operations Command: CDRL:A010 Final Technical Report, 170 pages.
- Johnson, C. I., **Bailey, S. K.**, & Van Buskirk, W. L. (2017). Designing effective feedback messages in serious games and simulations: A research review. In P. Wouters & H. van Oostendorp (Eds.), *Techniques to Improve the Effectiveness of Serious Games*. Switzerland: Springer International Publishing. https://doi.org/10.1007/978-3-319-39298-1_7

PRESENTATIONS/PROCEEDINGS

* *Mentored Student*, ***Awarded Presentation*

- Adamus, I.*, Baker, M.*, Calzon, M.*, Gao, C.*, Schimmel, S.*, Brown, A., & **Bailey, S.** (2025, October). Current state of obstetrical emergency simulation training: A systematic review of simulation training models. [Poster presentation]. *Human Factors and Ergonomics Society ASPIRE 69th International Annual Meeting*, Chicago, IL.
- Bailey, S. K. T.**, Garg, A.*, Rizkalla, A.*, Mejias Vazquez, E.*, Lingamgunta, B.*, Blagden IV, H.*, and Bharadwaj, S. (2025, June). Evaluating the use of virtual reality in teaching brain structures: A feasibility study. Presented at the *American Association of Clinical Anatomists (AACA)*, Seattle, WA.
- Titze, D. M., Pannell, H.*, Maniker, R. B., Kessler, D. O., Feiner, S., Rodriguez, N., Okuda, Y., & **Bailey, S. K. T.** (2025, March). Evaluating technical capabilities and limitations of haptic gloves for enhanced healthcare simulation training. *Human Factors and Ergonomics Society International Symposium on Human Factors and Ergonomics in Health Care*, Toronto, Canada.
- Bailey, S. K. T.**, Garg, A.*, Rizkalla, A.*, Mejias Vazquez, E.*, Lingamgunta, B.*, Blagden IV, H.*, Reiner, C., and Bharadwaj, S. (2025, January). Evaluating the use of virtual reality in teaching complex brain structures: A pre/posttest feasibility study with medical students. Presented at the *International Meeting on Simulation in Healthcare (IMSH)*, Orlando, FL.
- Sullivan, R.*, Furtak, L., McKenna, R., Simoes, M., & **Bailey, S.** (2024, September). Navigating point-of-care ultrasound education: A review of simulation approaches. In *Proceedings of the Human Factors and Ergonomics Society*.
- Bailey, S. K. T.** (2024, March). Human factors considerations for extended reality in healthcare simulation training. Invited presentation at the *Human Factors and Ergonomics Society Health Care Symposium*, Chicago, IL.
- Ahmed, R., Doos, D., Wong, A., Hughes, A., Calhoun, A., Cassara, M., Ray, J., & **Bailey, S.** (2024, March). Human factors' role in medical simulation and the need for further collaborative research. Panel presented at the *Human Factors and Ergonomics Society Health Care Symposium*, Chicago, IL.

Shannon Bailey, Ph.D.

- Bailey, S. K. T.**, Hughes, A. M., Dong, Y., Robertson, J. M., & Ray, J. M. (2024, March). Integrating human factors to enhance healthcare distance simulation. Presented *at the Human Factors and Ergonomics Society Health Care Symposium*, Chicago, IL.
- Dyer, L. M.*, Reiner, C. C., & **Bailey, S. K. T.** (2024, March) Hearing is believing: A new approach to fidelity and immersion in healthcare simulation. Presented *at the Human Factors and Ergonomics Society Health Care Symposium*, Chicago, IL.
- Titze, D. M.*, Okuda, Y., Llerena, L. E., McKenna, R. T., & **Bailey, S. K. T.** (2024, January). Using generative artificial intelligence tools for developing medical simulation training scenarios. In *Proceedings of the International Meeting on Simulation in Healthcare (IMSH)*, San Diego, CA. <http://dx.doi.org/10.2139/ssrn.4789070>
- Alford, N.*, Moffitt, S.*, Okuda, Y., & **Bailey, S.** (2024, January). Wearable haptic feedback devices in virtual reality for healthcare simulation training: A narrative review [Poster presentation]. International Meeting on Simulation in Healthcare (IMSH), San Diego, CA.
- Sullivan, R.*, Furtak, L., McKenna, R., & **Bailey, S.** (2024, January). Point of care ultrasound simulation trainers: A state-of-the-art technology review. [Poster presentation]. International Meeting on Simulation in Healthcare (IMSH), San Diego, CA.
- Bailey, S.**, Brannick, M., Bowling, F., Reiner, C., Llerena, L., Lyons, D., & Tromly, S. (2023, November). Developing criteria to compare military medical trauma simulations across modalities. In *Proceedings of the Interservice/Industry Training, Simulation and Education Conference*. **Awarded Best Paper in Simulation
- Choo, S.*, Gonzalez, B., Hazelton, J., Robinson, E., Mohan, S., Leach, C., **Bailey, S.**, Latifi, K., & Hoffe, S. (2023, October). Toward burnout prevention: Can one short virtual reality relaxation and mindfulness training session for staff and patients decrease stress and improve subjective sense of wellbeing? *International Journal of Radiation Oncology, Biology, Physics*, 117(2), e507.
- Bailey, S. K. T.**, Reiner, C. C., Kaplan, H. D., Dyer, L. M.*, Spenser, M. F., & McKenna, R. T. (2023, October). Development of a medical audio mobile application for use in healthcare simulation training. In *Proceedings of the Human Factors and Ergonomics Society*.
- Spain, R., Goldberg, B., **Bailey, S.**, Fussell, S., Bayro, A., Chen, K.; Dam, A., Enebechi, N., Hale, K., Jones, A., Lau, N., Regina, R., Sturgeon, L., Thomas, R., Vaughn-Cooke, M., & Owens, K. (2023, October). Human factors extended reality showcase. In *Proceedings of the Human Factors and Ergonomics Society* (Vol. 67, No. 1, pp. 1495-1500). Sage CA: Los Angeles, CA: SAGE Publications.
- Bailey, S.**, Hughes, A., Ray, J., Miller, G., Vora, S., & Scerbo, M. (2023, March). Human factors' role in distance healthcare simulation [Panel]. *Human Factors and Ergonomics Society International Symposium on Human Factors and Ergonomics in Health Care*, Orlando, FL, USA
- Reiner, C. C., **Bailey, S. K.**, Kaplan, H., Spenser, M., & McKenna, R. (2023, January) Increase fidelity with audio landscapes [Workshop]. *International Meeting on Simulation in Healthcare*, Orlando, FL, USA
- Okuda, Y., Bramlet, M., Hackett, M., **Bailey, S.**, & Kutzin, J. (2023, January) Extended reality: Creative advances in training and education [Panel]. *International Meeting on Simulation in Healthcare*, Orlando, FL, USA

Shannon Bailey, Ph.D.

- Bailey, S. K.** & Friedland, R. (2023, January). Streaming virtual reality: An innovative approach to distance healthcare simulation. In *Proceedings of the International Meeting on Simulation in Healthcare*, Rochester, NY: SSRN - Elsevier.
<http://dx.doi.org/10.2139/ssrn.4466454>
- Kirkpatrick AJ, Morton A, Palaganas JC, Ahmed R, Fayyaz J, Walsh B, **Bailey S**, Calhoun A, Duff J, Elkin R. Eller S, Greer S, Hughes A, Hughes P, Kardong-Edgren S. Kou M, Lababidi H, Lopez C, Ramachandra G. Ray J. Riggall V, Sanko J, Thomas A, Adler M, & Gross IT (2023). 2022 Healthcare Distance Simulation Summit Proceedings - Advancing the Science of Distance Simulation. *The Healthcare Distance Simulation Collaboration*.
<https://www.healthcare-distancesim.com/projects>
- Bailey, S. K.**, McKenna, R. T., Abdo, N. T., Reiner, C. C., Okuda, Y., Brannick, M. T., & Llerena, L. E. (2022, October). Virtual reality streaming for remote medical training: Evaluation of interface usability with physicians. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 66, No. 1, pp. 1947-1951). Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/1071181322661271>
- Spain, R., **Bailey, S. K.**, Goldberg, B., Sail, R., Carmody, K., Ficke, C., ... & Bond, A. (2022, October). Human factors applications using virtual reality, mixed reality, and virtual environments. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 66, No. 1, pp. 2188-2192). Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/1071181322661001>
- Llerena, L., **Bailey, S.**, Brannick, M., Reiner, C., Akyuz, B., Taber, S., Dyer, L.*, & Danker, L. (2022). Remote instruction of airway intubation using virtual reality: A randomized controlled trial. *Critical Care Medicine*, 50(1), 518.
<https://doi.org/10.1097/01.ccm.0000810484.95028.be>
- Bailey, S. K.**, Petterson, S., & Friedland, R. (2021). *Validation of live virtual reality for remote surgical education: A usability evaluation in orthopedic surgery* [Poster presentation]. Association for Surgical Education Annual Meeting.
- Celebi, K. C., **Bailey, S. K.**, Burns, M. W., & Bansal, K. (2021, September). Is virtual reality streaming ready for remote medical education? Measuring latency of stereoscopic VR for telementoring. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 65, No. 1, pp. 757-761). Sage CA: Los Angeles, CA: SAGE Publications.
<https://doi.org/10.1177/1071181321651332>
- Beadle, S., Spain, R., Goldberg, B., Ebnali, M., **Bailey, S. K.**, Ciccone, B., ... & Keebler, J. (2020, December). Virtual reality, augmented reality, and virtual environments: Demonstrations of current technologies and future directions. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 64, No. 1, pp. 2119-2123). Sage CA: Los Angeles, CA: SAGE Publications.
<https://doi.org/10.1177/1071181320641514>
- Bailey, S. K.** & Johnson, C. I. (2020). A Human-Centered Approach to Designing Gestures for Natural User Interfaces. In: Kurosu M. (eds) *Human-Computer Interaction: Multimodal and Natural Interaction. HCII 2020. Lecture Notes in Computer Science*, vol 12182. Springer, Cham. https://doi.org/10.1007/978-3-030-49062-1_1. Presentation Recording: <https://youtu.be/AsVIfylagcA>

Shannon Bailey, Ph.D.

- Johnson, C.I., **Bailey, S. K.**, & Mercado, A. D. (2020). Does Gamification Work? Analyzing Effects of Game Features on Learning in an Adaptive Scenario-Based Trainer. In: Sottolare R., Schwarz J. (eds) *Adaptive Instructional Systems. HCII 2020. Lecture Notes in Computer Science*, vol 12214. Springer, Cham. https://doi.org/10.1007/978-3-030-50788-6_36
- Bailey, S. K.**, & Johnson, C. I. (2019, November). Performance on a natural user interface task is correlated with higher gesture production. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 63, No. 1, pp. 1384-1388). Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/1071181319631181>
****Awarded Best Poster in Individual Differences**
- Johnson, C. I., Marraffino, M. D., Whitmer, D. E., & **Bailey, S. K.** (2019). Developing an Adaptive Trainer for Joint Terminal Attack Controllers. In: Sottolare R., Schwarz J. (eds) *Adaptive Instructional Systems. HCII 2019. Lecture Notes in Computer Science*, vol 11597. Springer, Cham https://doi.org/10.1007/978-3-030-22341-0_25
- Bailey, S. K.**, Johnson, C. I., & Sims, V. K. (2019). Using Natural Gesture Interactions Leads to Higher Usability and Presence in a Computer Lesson. In: Bagnara S., Tartaglia R., Albolino S., Alexander T., Fujita Y. (eds) *Proceedings of the 20th Congress of the International Ergonomics Association (IEA 2018). IEA 2018. Advances in Intelligent Systems and Computing*, vol 826. Springer, Cham. https://doi.org/10.1007/978-3-319-96065-4_70
- Johnson, C. I., **Bailey, S. K.**, & Whitmer, D. E. (2018). *Exploring sensory feedback modalities in virtual reality to promote transfer of training* [Poster presentation]. Congress of the International Ergonomics Association, Florence, Italy.
- Bailey, S. K.**, Johnson, C. I., Schroeder, B. L., & Marraffino, M. D. (2017). Using virtual reality for training maintenance procedures. In *Proceedings of the Interservice/Industry Training, Simulation and Education Conference*. (Vol. 17108, pp. 1-11).
- Schroeder, B. L., **Bailey, S. K.**, Johnson, C. I., & Gonzalez-Holland, E. E. (2017). Presence and usability do not directly predict procedural recall in virtual reality training. In Stephanidis C. (Ed.), *Communications in Computer and Information Science: Vol. 714. HCII 2017 - Posters' Extended Abstracts* (pp. 54-61). Berlin, Germany: Springer. https://doi.org/10.1007/978-3-319-58753-0_9
- Bailey, S. K.**, Whitmer, D. E., Schroeder, B. L., & Sims, V. K. (2017, September). Development of Gesture-based Commands for Natural User Interfaces. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 61, No. 1, pp. 1466-1467). Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/1541931213601851>
- Johnson, C. I., **Bailey, S. K.**, Marraffino, M. D., & Schroeder, B. L. (2017, November). *Gesturing in virtual reality leads to better procedural learning for low spatial individuals* [Poster presentation]. Psychonomic Society Meeting, Vancouver, B.C., Canada.
- Bailey, S. K.** & Sims, V. K. (2017, April). *Determining gesture-based commands for a natural user interface* [Poster presentation]. Southeastern Human Factors Applied Research Conference, Raleigh, NC.
- Landsberg, C. R., **Bailey, S. K.**, Van Buskirk, W. L., Gonzalez-Holland, E., & Johnson, C. I. (2016). Designing effective feedback in adaptive training systems. In *Proceedings of the Interservice/Industry Training, Simulation and Education Conference*. ****Awarded Best Paper in Training**

Shannon Bailey, Ph.D.

- Bailey, S. K.**, Schroeder, B. L., Whitmer, D. E., & Sims, V. K. (2016). Perceptions of mobile instant messaging apps are comparable to texting for young adults in the United States. *Proceedings of the Human Factors and Ergonomics Society Annual Meeting*, 60, 1235-1239. <https://doi.org/10.1177/1541931213601288>
- Schroeder, B. L., Whitmer, D. E., **Bailey, S. K.**, & Sims, V. K. (2016, September). Individual differences in middle school and college students' texting. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 60, No. 1, pp. 1215-1219). Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/1541931213601284>
- Whitmer, D. E., Sims, V. K., **Bailey, S. K.**, & Schroeder, B. L. (2016, September). Time to decide: To call or not to call 911 during weather crises. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 60, No. 1, pp. 1160-1164). Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/1541931213601271>
- Bailey, S. K.**, Schroeder, B. L., & Sims, V. K. (2015, September). Unsafe texting and socially problematic texting: Need for cognition as an underlying predictor. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 59, No. 1, pp. 971-975). Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/1541931215591279>
- Sinatra, A. M., Sims, V. K., **Bailey, S. K.**, & Najle, M. B. (2013, September). Differences in the performance of older and younger adults in a natural vs. synthetic speech dichotic listening task. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 57, No. 1, pp. 1565-1569). Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/1541931213571349>
- Sinatra, A. M., Sims, V. K., Najle, M. B., & **Bailey, S. K.** (2012, September). The impact of synthetic and accented speech on unattended recall in a dichotic listening task. In *Proceedings of the Human Factors and Ergonomics Society Annual Meeting* (Vol. 56, No. 1, pp. 1635-1638). Sage CA: Los Angeles, CA: SAGE Publications. <https://doi.org/10.1177/1071181312561327>

NEWS MENTIONS & INTERVIEWS

- Thompson, K. (July 22, 2024). Context key for medical trauma training, study finds. *National Defense Magazine*.
- Pastis, S. (December 21, 2023). Virtual reality startup nets \$1.6M to improve rural medical training with USF simulation center. *The Business Journals: Tampa Bay Inno*.
- Pettiford, T. (September 11, 2021). USF teams up with Immertec to bring virtual teaching to students. *Bay News 9 Broadcast*.
- Hawley, C. (August 26, 2021). USF Health utilizing virtual reality in operating room. *Fox 13 News Broadcast*.

INVITED TALKS

Healthy Simulation
Webinar

2025

"The Future of Healthcare Simulation Technology"

Shannon Bailey, Ph.D.

Synapse Summit <i>Panel Presentation</i> “Simulating the Future of Healthcare: How Technology and Innovation are Transforming Medical Training and Delivery”	2025
Department of Defense Center of Excellence for Trauma: Joint Trauma System <i>Webinar</i> “Comparing Military Medical Trauma Simulation Modalities: A Quantitative and Qualitative Study with Combat Medics”	2024
National Training and Simulation Association (NTSA) <i>Webinar</i> “Tech Grove Connect – Developing Criteria to Compare Military Medical Trauma Simulations Across Modalities” https://youtu.be/h6WMzSS3Tu0	2024
American Medical Women’s Association (AMWA) <i>Region 4 Conference</i> “Panel on Innovation”	2024
International Virtual Reality Healthcare Association (IVRHA) <i>8th Annual Virtual Reality and Healthcare Global Symposium</i> “Practical Strategies and Ethical Reflections on Virtual Reality Adoption in Medical Education”	2024
Moffitt Cancer Center <i>Junior Scientist Retreat</i> “Panel on Diverse Paths to Research Careers”	2023
University of Northern Colorado <i>PhD Seminar</i> “Human Factors in Simulation Training: Evaluating Training Effectiveness of Emerging Technologies”	2023
Mass General Hospital Institute of Health Professions <i>PhD Seminar</i> “Demystifying Virtual & Augmented Reality in Health Professions Education: Evidence, Current Applications, & Possibilities”	2021
SimOps “AR/VR/XR: Current State of Immersive Technology in Healthcare Training”	2021
USF Health Office of Interprofessional Education and Practice (IPEP) <i>Health Interprofessional Education & Practice Webinar</i> “Immersive Technology in Healthcare Education” https://youtu.be/q9TcCXq03Hg	2021
MedVR “Livestreaming Video in XR for Remote Medical Education” https://youtu.be/h4tX1eqHSZ0	2020

Shannon Bailey, Ph.D.

California State University Long Beach <i>Human Factors Graduate Course</i> “From PhD to Industry: How to Use Human Factors Research to Solve Real-world Problems”	2020
Florida Atlantic University <i>Ethical XR Symposium</i> “Ethical and Privacy Considerations for Designing Immersive Technologies in Healthcare”	2020
University of Tampa <i>Writing for Interactive Media Undergraduate Course</i> “Human Factors in Interactive Media”	2020
Virtual Reality Training Summit <i>Panel Presentation</i> “How to Design and Measure a Successful VR Training Pilot”	2020
University of Florida <i>Health Administration Graduate Course</i> “Designing Virtual Reality Applications for Healthcare”	2020
Product Camp Gulf Coast “Virtual Reality: Product Design Challenges & Solutions”	2019
University of Tampa <i>Writing for Interactive Media Undergraduate Course</i> “Not Just a Shiny Demo: Real-world Applications of Emerging Technology”	2019
<u>PROFESSIONAL SERVICE</u>	
National Institutes of Health <i>Panel Reviewer, Emerging Imaging Technologies and Applications (EITA)</i>	2024
Editorial Board Member <i>Human Factors</i> <i>Human Factors in Healthcare</i>	2025 – Present 2021 – Present
Ad Hoc Journal Reviewer <i>BMC Medical Education</i> <i>Human Factors</i> <i>International Journal of Emergency Medicine</i> <i>Simulation in Healthcare</i> <i>British Journal of Educational Technology</i>	2025 – Present 2025 – Present 2024 – Present 2023 – Present 2019 – Present
Human Factors and Ergonomics Society <i>Review Committee Member, Jerome H. Ely Human Factors Article Award</i> <i>Chair, Virtual Environments Technical Group</i> <i>Program Chair, Virtual Environments Technical Group</i> <i>Conference Reviewer</i> <i>Member</i>	2024 – Present 2023 – Present 2020 – 2022 2017 – Present 2015 – Present

Shannon Bailey, Ph.D.

Society for Simulation in Healthcare

<i>Haptics Working Group Member</i>	2024 – Present
<i>Human Factors Track Leader, Healthcare Distance Simulation Summit</i>	2022 – 2023
<i>Human Factors Invited Expert, Healthcare Distance Simulation Summit</i>	2021
<i>Member</i>	2021 – Present

UNIVERSITY SERVICE

Interprofessional Simulation Fellowship, Core Faculty	2024 - Present
MCOM Faculty Search Committees, Member	2023 - Present
Medical Education Scholarly Concentration, Faculty Lead	2022 - Present
USF Health Annual Research Day, Judge	2023, 2025
MCOM Annual RISE Student Symposium, Moderator	2023
MCOM SELECT Summer Immersion Course Project, Mentor	2023

TEACHING

University of South Florida

Guest Lecturer

Medical Education Scholarly Concentration

"Statistical Power and Sample Size for Medical Education Research"	2024
"Research Process 101: Medical Education"	2023

Simulation Operations (Undergraduate Course)

"Introduction to Simulation Modalities in Healthcare Training: Benefits, Limitations, and Considerations"	2023 - 2024
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University of Central Florida

Graduate Teaching Assistant

2012 - 2017

Research Methods (Lab instructor): 5 semesters, 20-40 students/semester

Statistical Methods in Psychology (Lab instructor), 40 students

Cognitive Psychology (Lab instructor): 3 semesters, 74-200 students/semester

Developmental Psychology (Online): 3 semesters, 120-400 students/semester

Human Factors Psychology (In-person), 200 students

General Psychology (In-person), 200 students

Motivation (Online), 200 students