Shannon Bailey, Ph.D.
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Updated August 2025

EDUCATION

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

ACADEMIC APPOINTMENTS

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

PROFESSIONAL EXPERIENCE

Immersive Tech, Inc. 2019 – 2022
Human Factors Scientist, Lead Researcher

Naval Air Warfare Center Training Systems Division (NAWCTSD) 2014 – 2018
Research Psychologist (2017 – 2018)
Research Psychologist, StraCon Contractor (2015 – 2017)
Research Assistant (2014 – 2015)

RESEARCH SUPPORT

Current Support

Florida High Tech Corridor Matching Grant Program
Bailey (PI)
07/01/2025 – 06/30/2026
Evaluating Haptic Technology in Extended Reality Medical Simulation
Total: $150,000
Effort: 20%

NIH/NCATS 2R44TR003956-02A1 Phase II
Burns (PI, Immertec); Bailey (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%

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%

Prior Support

Florida High Tech Corridor Matching Grant Program
Bailey (PI)
12/15/23 – 04/30/25
Matching Grant: Advancing Emergency Medicine Training with Remote Stereoscopic Livestream Technology Phase II
Total: $147,226
Effort: 20%

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 (Research Contract)
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

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

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., Johnson, C. I., & Licato, J. (*In press*). Exploring cognitive science foundations for AI-driven healthcare simulation. *AI and Gamification Technologies for Complex Work.* Taylor & Francis.

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.

Swain, R. H., & **Bailey, S. T. K.** (2025, January). Assessing task performance in extended reality simulation using different interaction methods. 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.

Bailey, S. K. T., Hughes, A. M., Dong, Y., Robertson, J. M., & Ray, J. M. (2024). Integrating human factors to enhance healthcare distance simulation. In *Proceedings of the International Symposium on Human Factors and Ergonomics in Health Care*, *13*(1), 94-97. https://doi.org/10.1177/2327857924131055

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

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.healthcaredistancesim.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

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: Sottilare 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: Sottilare 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**

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

INVITED TALKS

Human Factors and Ergonomics Women's Organization for Mentorship and Networking 2025
Annual Meeting Keynote Speaker
"Simulation as a Research Tool: Advancing Human Factors Science in Complex Clinical Environments"

Healthy Simulation 2025
Webinar
"How Haptics is Shaping the Future of Healthcare Simulation"

Synapse Summit 2025
Panel Presentation
"Simulating the Future of Healthcare: How Technology and Innovation are Transforming Medical Training and Delivery"

Healthy Simulation 2025
Webinar
"The Future of Healthcare Simulation Technology"

Department of Defense Center of Excellence for Trauma: Joint Trauma System 2024
Webinar
"Comparing Military Medical Trauma Simulation Modalities: A Quantitative and Qualitative Study with Combat Medics"

American Medical Women's Association 2024
Region 4 Conference
"Panel on Innovation"

National Training and Simulation Association 2024
Webinar
"Tech Grove Connect – Developing Criteria to Compare Military Medical Trauma Simulations Across Modalities"
https://youtu.be/h6WMzSS3Tu0

International Virtual Reality Healthcare Association 2024
8th Annual Virtual Reality and Healthcare Global Symposium
"Practical Strategies and Ethical Reflections on Virtual Reality Adoption in Medical Education"

Moffitt Cancer Center 2023
Junior Scientist Retreat
"Panel on Diverse Paths to Research Careers"

University of Northern Colorado 2023
PhD Seminar
"Human Factors in Simulation Training: Evaluating Training Effectiveness of Emerging Technologies"

Mass General Hospital Institute of Health Professions 2021
PhD Seminar
"Demystifying Virtual & Augmented Reality in Health Professions Education: Evidence, Current Applications, & Possibilities"

SimOps 2021
"AR/VR/XR: Current State of Immersive Technology in Healthcare Training"

USF Health Office of Interprofessional Education and Practice (IPEP) 2021
Health Interprofessional Education & Practice Webinar
"Immersive Technology in Healthcare Education"
https://youtu.be/q9TcCXq03Hg

MedVR 2020
"Livestreaming Video in XR for Remote Medical Education"
https://youtu.be/h4tX1eqHSZ0

California State University Long Beach 2020
Human Factors Graduate Course
"From PhD to Industry: How to Use Human Factors Research to Solve Real-world Problems"**-**

Florida Atlantic University 2020
Ethical XR Symposium
"Ethical and Privacy Considerations for Designing Immersive Technologies in Healthcare"

University of Tampa 2020
Writing for Interactive Media Undergraduate Course
"Human Factors in Interactive Media"

Virtual Reality Training Summit 2020
Panel Presentation
"How to Design and Measure a Successful VR Training Pilot"

University of Florida 2020
Health Administration Graduate Course
"Designing Virtual Reality Applications for Healthcare"

Product Camp Gulf Coast 2019
"Virtual Reality: Product Design Challenges & Solutions"

University of Tampa 2019
Writing for Interactive Media Undergraduate Course
"Not Just a Shiny Demo: Real-world Applications of Emerging Technology"

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.*

PROFESSIONAL SERVICE

National Institutes of Health
Panel Reviewer, Emerging Imaging Technologies and Applications (EITA) 2024

Editorial Board Member
Human Factors 2025 – Present
Human Factors in Healthcare 2021 – Present

Ad Hoc Journal Reviewer

Academic Medicine	2025 – Present
MedEd Portal	2025 – Present
BMC Medical Education	2025 – Present
Human Factors	2025 – Present
International Journal of Emergency Medicine	2024 – Present
Simulation in Healthcare	2023 – Present
British Journal of Educational Technology	2019 – Present

Society for Simulation in Healthcare

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

Human Factors and Ergonomics Society

Review Committee Member, Jerome H. Ely Human Factors Article Award	2024 – Present
Chair, Extended Reality Technical Group (formerly Virtual Environments TG)	2023 – Present
Program Chair, Virtual Environments Technical Group	2020 – 2022
Conference Reviewer	2017 – Present
Member	2015 – Present

UNIVERSITY SERVICE

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

STUDENT ADVISING

MCOM Students

2024 -	Isabel Adamus, MS2 (Independent Research)
2023 -	Nicholas Alford, MS4 (Independent Research)
2023 -	Sarah Moffitt, MS4 (Independent Research)
2023 -	Ryan Sullivan, MS3 (SELECT Summer Immersion Course Project)
2023 - 2025	Sylvia Choo, (Independent Research); *Current Role:* UCLA Radiation Oncology Resident
2022 - 2025	Lauren Dyer, (Multiple Projects); *Current Role:* USF Internal Medicine Resident

PhD Students (Advisor)

2025 -	Hannah Pannell, PhD Cognition, Neuroscience, and Social Psychology; Co-advising with Dr. Paul Atchley (USF Psychology)
2024 -	Riley Swain, PhD Cognition, Neuroscience, and Social Psychology; Co-advising with Dr. Paul Atchley (USF Psychology)

PhD Students (Committee)

2023 - Pranam Parsanlal, PhD Curriculum and Instruction, Dissertation: *"Exploring graduate nursing students' learning experiences, perceived cognitive loads, and attitudes toward immersive virtual reality (IVR) in clinical training environments"; Current Role:* Assistant Director Educational Design and Technology, USF College of Nursing

2023 - 2025 Donald Mccleeary, PhD Mechanical Engineering, Dissertation: *"Enhancing Human-Machine Systems using Data Driven Approaches"*; *Current Role:* Faculty of Mechanical Engineering at Florida College

Master Students

2023 - 2025 Doug Titze; MS Computer Science; *Current Role:* Software Engineer at Ombra

Undergraduate Students

2025 - Jessica Murati, BS Biology

2024 - Ernesto Mejias Vazquez, BS Chemistry

2023 - Antonious Rizkalla, BS Biomedical Science

2023 - 2025 Henry Bladgen IV, BS Biomedical Science; *Current Role:* Medical Student at Loma Linda University

2023 - 2024 John Ajao, BS Computer Science; *Current Role:* Software Engineer at Slack

2022 - 2023 Amjud Hamden, BS Biomedical Science; *Current Role:* Medical Student at Nova Southeastern University

TEACHING

University of South Florida

Guest Lecturer

Emergency Medicine Department

"Turning Simulation into Scholarship: Educational Research for EM Clinicians" 2025

Medical Education Scholarly Concentration

"Statistical Power and Sample Size for Medical Education Research" 2024

"Research Process 101: Medical Education" 2023

Simulation Operations (Undergraduate Course) 2023 - 2024

"Introduction to Simulation Modalities in Healthcare Training: Benefits, Limitations, and Considerations"

University of Central Florida 2012 - 2017

Graduate Teaching Assistant

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