

Formal & Continuing Education

Master of Clinical Psychology Cardinal Stritch University, Milwaukee, WI	December 2015 GPA: 4.00/4.00
Master of Business Administration: Healthcare Management American Intercontinental University, Schaumburg, IL	December 2007 GPA: 4.00/4.00
Bachelor of Arts in Advertising, Minor: Marketing University of Wisconsin Whitewater, Whitewater, WI	December 2006

Additional Coursework & Continuing Education

Undergraduate Psychology Coursework University of Wisconsin Milwaukee, Milwaukee, WI PSYCH 205: Personality PSYCH 210: Psychological Statistics PSYCH 412: Psychopathology PSYCH 254: Physiological Psychology PSYCH 325: Research Methods in Psychology PSYCH 260: Child Psychology	January 2012 - May 2013 GPA: 4.00/4.00
In-Service Training Seminars Rogers Memorial Hospital, Oconomowoc, WI <ul style="list-style-type: none">• Exposure and Response Prevention• Obsessive Compulsive Disorder• Generalized Anxiety Disorder• Eating Disorders• Cognitive Behavioral Therapy• CPI Nonviolent Crisis Intervention Certification• CPR Certification	November 2014 - May 2015
Spring Intensive Workshop: Men, Masculinity & Counseling Approaches Wisconsin Counseling Association - Continuing Education Mount Mary University, Milwaukee, WI	May 2014

Standardized Testing

Graduate Record Examinations (GRE) Verbal Reasoning: 165 – 95 th Percentile (previous scale equivalent: 680-690) Quantitative Reasoning: 161 – 80 th Percentile (previous scale equivalent: 770) Analytical Writing: 4.5 – 80 th Percentile	October 2014
GRE Subject Test Psychology: 750 – 91 st Percentile	April 2015

Clinical Experience and Patient Contact

Neuropsychological Assessment Practicum

Fall/Winter 2014-2015

Aurora St. Luke's Center for Neuropsychological Services, Milwaukee, WI

- Independently administered and scored neuropsychological assessment batteries to culturally, economically, and age diverse stroke, Parkinson's, Alzheimer's, Multiple Sclerosis, traumatic brain injury, epilepsy, and general cognitively and memory impaired patients to determine cognitive function and treatment recommendations
- Observed intake and feedback interviews, documented data to assess individual patient needs and treatment options, and led case presentations for assessment team
- Other notable opportunities included observation of a Wada procedure, training in report writing, and attendance at monthly multi-psychologist case collaboration meetings
- Current assessments trained in: WAIS-IV, WMS-IV, WASI, R-BANS, MMSE, Clock Drawing, Boston Naming Test, Judgment of Line Orientation, Facial Recognition, HVLT-R, BVMT-R, Trail Making Test, COWAT, STROOP, DVT, WCST, TOVA, WTAR, Finger Tapping, Grip Strength, Peg Board, BDI/BAI, PAI, SIMS, WMT, NV-MSVT, Mattis DRS-2, Tokens, WRAT-4, GDS, GAI
- 204 hours

Child Residential Obsessive Compulsive Disorder Therapy Practicum

Winter/Spring 2014-2015

Rogers Memorial Hospital, Oconomowoc, WI

- Performed Exposure and Response Prevention/Cognitive-Behavioral Therapy with children, ages 8-12, suffering from OCD, anxiety disorders, and phobias in the only existing residential OCD unit for children
- Worked individually with patients to create exposures appropriate to their symptoms and illness severity, and developed exposure hierarchies to guide and track treatment goals and progress
- Administered Children's Yale-Brown Obsessive Compulsive Scale (CY-BOCS)
- Attended bi-monthly "Parent University" sessions held to provide parents of patients essential education in OCD, its effects on the family unit, its treatment, and the parental role in their children's illness management
- Attended multiple in-service training seminars providing instruction in pertinent disorders and treatment practices employed within the organization (topics listed on page one)
- Conducted family sessions with parents of patients to discuss patient treatment progress
- Co-facilitated weekly social skills group in child residential OCD unit
- 354 hours

Collaborated on Development of Professor Peaches

Winter/Spring 2014-2015

Rogers Memorial Hospital, Oconomowoc, WI

- Co-facilitated weekly social skills group in the child residential OCD unit with psychologist Dr. Kimberly Glazier as part of pilot testing for a communication-based tutoring program called Professor Peaches, which is aimed at helping primary school-aged children develop and cultivate verbal and non-verbal communication skills
 - Collaborated in selection and design of curricula
 - Assisted in video production
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Neuropsychological & Other Research Experience

Master's Thesis (defending January 2016)

Spring/Summer/Fall 2015

Cardinal Stritch University, Milwaukee, WI

Frustration Impairs Performance on a Task of Executive Function

- This study evaluated the role that induced frustration, a negative mood state, plays in executive function as measured by performance on a modified, more difficult version of the Trail Making Test B, a task thought to heavily employ shifting and working memory abilities. Prior to completing the target executive function measure, experimental participants were administered a dummy neuropsychological task that was created specifically for this study, and which was shown by pilot data to induce frustration. Control participants completed a simple letter fluency task, which represented a neutral mood state. Independent samples t-tests, two-tailed, revealed a significantly slower completion time (seconds) in the experimental group ($M = 220.53$, $SD = 88.71$) versus neutral-mood controls ($M = 146.88$, $SD = 63.52$); $t(33) = 2.7731$, $p = 0.0091$; $d = 0.955$. Experimental participants also made significantly more errors ($M = 2.79$, $SD = 2.57$) compared to controls ($M = 0.94$, $SD = 1.24$); $t(33) = 2.6303$, $p = 0.0129$; $d = 0.917$. Frustration induction led to slower completion time and more errors on the executive functioning task, possibly by compromising working memory, shifting, or both.

Aging, Imaging & Memory Neuropsychology Research Lab Assistant (current)

Fall 2015 – Summer 2016

Marquette University, Dr. Kristy Nielson, Milwaukee, WI

- Currently conducting a neuropsychological and case study-based exploration of Highly Superior Autobiographical Memory (HSAM) and possible links with Obsessive Compulsive Disorder
- Plan to complete full training in EEG in order to conduct follow-up HSAM study in Spring of 2016
- Created new current events memory test for use with young populations
- Lab focus: Neurobiological, cognitive, and psychosocial approaches to understanding and enhancing learning, remembering, and executive functions in normal aging and dementia.

Adult Neuropsychology Research Lab Assistant

Spring 2012

University of Wisconsin Milwaukee, Dr. David Osmond, Milwaukee, WI

- Processed experiment participants for study exploring utility of effort measures in clinical practice
- Assisted in editing rejected manuscript submitted for publication
- Administered Green's Word Memory Test (WMT) and Medical Symptom Validity Test (MSVT), Conners' Continuous Performance Task-II (CPT-II), and the Structured Inventory of Malingered Symptomatology (SIMS)
- Performed data entry for patient files in the UWM Psychology Clinic

Social Service Volunteer Experience

Mentor/Tutor and Classroom Assistant

January 2012 – May 2014

Adult Learning Center, Milwaukee, WI

- Individually mentored students in math, reading, and writing curriculum
 - Tutored late-entry students to integrate them into the current progress of their courses
 - Instructed entire classroom independently
 - Assisted instructors in general teaching practices
 - Non-profit organization dedicated to helping underprivileged urban adults learn the necessary educational requirements to pass the General Educational Development Test (GED) and earn their High School Equivalency Diploma
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Additional Professional Experience

Small Business Owner and Photographer 2009 – Present

Nicholas Norbert Photography, Milwaukee, WI

- Award winning, high-end wedding photography company serving clients throughout Wisconsin and Northern Illinois
- Profits over the past four years ranged between \$70,000-100,000 per year in an industry with a median earning potential of \$30,000 per year
 - Accomplished while simultaneously pursuing undergraduate and graduate education
- In charge of all facets of operations and development of the business:
 - Hired, trained, and managed employees
 - Sales, marketing, and budgeting
- Website: www.nicholasnorbert.com

Marketing Services Coordinator 2007 – 2009

EMD Crop BioScience, Brookfield, WI

- Coordinated marketing and sales services between corporate office and North American sales force
- Managed product packaging design, maintenance, and budget
- Managed marketing and sales materials
- Member of team responsible for maintenance of company website
- Coordinated packaging and marketing literature translations to French for products delivered to Canadian market

Writer/Assistant/Editor 2006 – 2009

Pathways Press, Campbellsport, WI

Bartender/Wait Staff 2002 – 2006

PJ Magoo's Bar & Grill, Kewaskum, WI

Furniture Delivery and Installation 1998 – 2006

Bedtime Furniture, West Bend, WI

Awards

The Knot Best of Weddings Years won: 2011, 2012, 2013, 2014, & 2015

- Awarded to the top 2% of wedding professionals on quality, service, and value, by TheKnot.com – the nation's largest wedding planning network
- Reviews available at: <http://www.theknot.com/Vendors/Nicholas-Norbert-Photography/Profile/PHO/175/274930/profile#reviews>

The Knot Best of Weddings Hall of Fame Inducted 2014

- One of only seven photographers in the State of Wisconsin to receive this award
- Exclusive list of top wedding professionals who have won The Knot Best of Weddings award four or more times

Bride's Choice Award Years won: 2011 & 2012

- Awarded to top wedding professionals by WeddingWire.com – the nation's second largest wedding planning network
- Reviews available at: <http://www.weddingwire.com/reviews/nicholas-norbert-photography-milwaukee/d8628613b2bc5111.html>

Publications & Presentations

Pennington, N. N. (in preparation). Frustration impairs performance on a task of executive function.

Pennington, N. N. (May, 2016). Frustration impairs performance on a task of executive function.

Poster submitted for review for the Midwestern Psychological Association, Chicago, Illinois.

Pennington, R. M., & Pennington, N. N. (2007). *The Endurance: History's greatest shipwreck*. Campbellsport, WI: Pathways Press.

In 1914, British explorer Sir Ernest Shackleton embarked on an expedition to Antarctica with a crew of 26 sailors and scientists, each chosen according to his degree of strength, patience, and optimism. Shackleton believed the mindset of an individual superseded every other quality he possessed, including his intelligence, experience, and physical condition. The group set sail to complete one of the few remaining explorative feats yet to be conquered: an on-foot crossing of the Antarctic continent. Their ship, *Endurance*, became trapped in the rapidly freezing waters, 100 miles off the coast of Antarctica, and succumbed to the pressure of the encroaching ice, breaking to rubble and sinking to the bottom of the ocean.

Stranded, the group braved long months of blizzards, gales, and temperatures nearing 100 degrees below zero. Realizing that hope of rescue was impossible, Shackleton took five volunteers and sailed a crude, salvaged lifeboat across 800 miles of the most treacherous stretch of waters on Earth to reach the nearest inhabited island.

Nearly two years were spent on ice and ocean, and today the journey is recognized as one of the greatest survival stories of all time, and an extraordinary example of perseverance against all odds. *Endurance* was more than the name of the ship; it was the Shackleton family motto: "By endurance we conquer." Every man survived.

Pennington, R. M., & Pennington, N. N. (2008). *An old-fashioned Christmas: Tinsel, gingerbread men and Raggedy Ann*. Campbellsport, WI: Pathways Press.

An Old-Fashioned Christmas details Christmases of the 1930s, 40s, and 50s—the “good old days”—and invites readers to take a nostalgic glance backward to a period of time when rotary-dialed telephones, percolating coffee pots, mothers in aprons, and made-from-scratch suppers were a part of daily life. Christmas shopping meant paging through a catalog, or heading downtown to the local five-and-dime store, like Woolworths or Ben Franklin. It was a time when families gathered around radios during the holiday to listen to the voices of Bing Crosby, Perry Como, and Nat King Cole.

Authentic photographs, vintage artwork, and period advertisements recapture the spirit of yesteryear Christmases in this bestselling, coffee-table book. (Featured in the national catalog *Betty's Attic* during the 2014 holiday season.)