

Alyssa K. McGonagle, Ph.D.

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Education

Ph.D.	Psychology (Industrial/Organizational)	University of Connecticut, Storrs, CT
M.A.	Psychology	University of Connecticut, Storrs, CT
M.A.	Industrial/Organizational Psychology	University of New Haven, West Haven, CT
B.A.	Psychology	College of the Holy Cross, Worcester, MA

Awards and Fellowships

College of Liberal Arts and Sciences Teaching Award, Wayne State University	2016
National Institute for Occupational Safety & Health (NIOSH) Research Fellow	2010-2011
NIOSH Training Grant Summer Research Fellowship	2008, 2009, 2010

Grant Activity

<u>Agency</u>	<u>Role</u>	<u>Funds</u>	<u>Status</u>	<u>Date(s)</u>
NC Occup. Safety & Health ERC	Principal Investigator	N/A	Unfunded	10/16
Alfred P. Sloan Foundation	Co-Principal Investigator (w. Fisher, G.)	\$63,773	Completed	6/15-6/16
Institute of Coaching	Co-Investigator (PI: Schwab, L.)	\$39,278	Awarded	6/15-6/17
Alfred P. Sloan Foundation	Co-Principal Investigator (w. Fisher, G.)	\$20,000	Completed	7/14-10/14
Institute of Coaching	Principal Investigator	\$22,500	Completed	8/11-8/13
SIOP Foundation	Principal Investigator	\$7,345	Completed	5/12-8/13
Wayne State University	Principal Investigator	\$10,000	Completed	5/12-5/13

Contracts

<u>Agency</u>	<u>Role</u>	<u>Funds</u>	<u>Status</u>	<u>Dates</u>
United Auto Workers Local 6000	Project Lead	\$3,750	Completed	8/14-8/16
NIOSH	Consultant (Lead: Grosch, J.)	\$3,000	Completed	7/14-9/14
NSF-Funded STRONG-CT Program	Consultant (PI: Freake, H.)	\$6,330	Completed	5/12-9/12

Courses Taught

<u>Undergraduate</u>	<u>Master's</u>	<u>Doctoral</u>
Industrial/Organizational Psychology	Work Motivation	Industrial/Organizational Psychology
Advanced Organizational Psychology	Quantitative Methods	Occupational Health Psychology
Research Methods II		Work Motivation

Peer-Reviewed Journal Articles *(chronologically descending order; italics indicates student co-authors)*

- Liu, M., McGonagle, A. K., & Fisher, G. (2017). Sense of control, job stressors, and well-being: Inter-relations and reciprocal effects among older U.S. workers. *Work, Aging, & Retirement* (online first). doi: 10.1093/workar/waw035
- Dvorak, K. J., Fragoso, Z., McCluney, C., Fisher, G., McGonagle, A., & Friebe, S. J. (2016). Burnout and engagement: Relative importance of predictors and outcomes in two healthcare worker samples. *Workplace Health & Safety* (online first). doi: 10.1177/2165079916653414
- McGonagle, A. K., Essenmacher, L., Hamblin, L., Luborsky, M., Upfal, M., & Arnetz, J. (2016). Management commitment to safety, teamwork, and hospital worker injuries. *Journal of Hospital Administration*, 5(6), 46-52. doi: 10.5430/jha.v5n6p46
- McGonagle, A. K., Childress, N. M., Walsh, B. M., & Bauerle, T. J. (2016). Can civility norms enhance positive effects of management commitment to safety? *The Journal of Psychology: Interdisciplinary and Applied*, 5, 591-605. doi: 10.1080/00223980.2016.1143798

- Williams, L. J., & McGonagle, A. K. (2016). Four research designs and a comprehensive analysis strategy for investigating common method variance with self-report measures using latent variables. *Journal of Business and Psychology, 31*, 339-359. doi: 10.1007/s10869-015-9422-9
- McGonagle, A. K., Roebuck, A., Diebel, H., Aqwa, J., Fragoso, Z., & Stoddart, S. (2016). Anticipated work discrimination scale: A chronic illness application. *Journal of Managerial Psychology, 31*, 61-78. doi: 10.1108/JMP-01-2014-0009
- Bauerle, T., McGonagle, A. K., & Magley, V. J. (2016). Mere overrepresentation? Using cross-occupational injury and job analysis data to explain men's risk for workplace fatalities. *Safety Science, 83*, 102-113. doi: 10.1016/j.ssci.2015.11.006
- Beatty, J. E., & McGonagle, A. K. (2016). Coaching employees with chronic illness: Supporting professional identities through biographical work. *International Journal of Evidence Based Coaching and Mentoring, 14*, 1-15. <http://ijebcm.brookes.ac.uk/documents/vol14issue1-paper-01.pdf>
- McGonagle, A. K., Huang, J. L., & Walsh, B. M. (2016). Insufficient effort survey responding: An under-appreciated problem in work and organizational health psychology research. *Applied Psychology: An International Review, 65*, 287-321. doi: 10.1111/apps.12058
- McGonagle, A. K. (2015). Participant motivation: A critical consideration. *Industrial and Organizational Psychology: Perspectives on Science and Practice, 8*, 208-214. doi: 10.1017/iop.2015.27
- McGonagle, A. K., Fisher, G. G., Barnes-Farrell, J. L., & Grosch, J. W. (2015). Individual and work factors related to perceived work ability and labor force outcomes. *Journal of Applied Psychology, 100*, 376-398. doi: 10.1037/a0037974.
- McGonagle, A. K., Walsh, B. M., Kath, L. M., & Morrow, S. L. (2014). Civility norms, safety climate, and safety outcomes: A preliminary investigation. *Journal of Occupational Health Psychology, 19*, 437-452. doi: 10.1037/a0037110
- McGonagle, A. K., Beatty, J. E., & Joffe, R. (2014). Coaching for workers with chronic illness: Evaluating an intervention. *Journal of Occupational Health Psychology, 19*, 385-398. doi: 10.1037/a0036601
*Runner-up for best paper of the year award, *Journal of Occupational Health Psychology*
- McGonagle, A. K., & Hamblin, L. (2014). Proactive responding to anticipated discrimination based on chronic illness: Double-edged sword? *Journal of Business and Psychology, 29*, 427-442. doi: 10.1007/s10869-013-9324-7
- McGonagle, A. K., Freake, H. C., Zinn, S., Bauerle, T., Winston, J., Lewicki, G., Jehnings, M., Khan-Bureau, D., & Pillion, M. (2014). Evaluation of STRONG-CT: A program supporting minority and first-generation U.S. science students. *Journal of STEM Education: Innovations and Research, 15*, 52-61.
- McGonagle, A. K., Barnes-Farrell, J., Di Milia, L., Fischer, F. M., Hobbs, B., Iskra-Golec, I., Kaliterna, L., & Smith, L. (2014). Demands, resources, and work ability: A cross-national examination of health care workers. *European Journal of Work and Organizational Psychology, 23*, 830-846. doi: 10.1080/1359432X.2013.819158
- McGonagle, A. K., & Barnes-Farrell, J. (2014). Chronic illness in the workplace: Stigma, identity threat, and strain. *Stress & Health, 30*, 310-321. doi: 10.1002/smi.2518.
- McGonagle, A. K., & Kath, L. M. (2010). Work-safety tension, perceived risk, and worker accidents: A meso-mediational model. *Journal of Safety Research, 41*(6), 475-479. doi: 10.1016/j.jsr.2010.09.002
- Morrow, S., McGonagle, A. K., Dove-Steinkamp, M., Walker, Jr., C., Marmet, M., & Barnes-Farrell, J. (2010). Relationships between psychological safety climate facets and safety behavior in the rail industry: A dominance analysis. *Accident Analysis and Prevention, 42*, 1460-1467. doi: 10.1016/j.aap.2009.08.011
- Barnes-Farrell, J., Davies-Schriels, K., McGonagle, A. K., Walsh, B., Di Milia, L., Fischer, F., Hobbs, B., Kaliterna, L., & Tepas, D. (2008). What aspects of shift work influence off-shift well-being of healthcare workers? *Applied Ergonomics, 39*, 589-596. doi: 10.1016/j.apergo.2008.02.019

Other Peer-Reviewed Publications (*italics indicates student co-authors*)

- McGonagle, A. K. (2016). Common method variance. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*, 2nd edition, SAGE Publications. Doi: 10.4135/9781483386874.n68
- McGonagle, A. K., & Hamblin, L. (2012). A dark side of coping with chronic illness stigma threat. In Leslie A. Toombs (Ed.) *Proceedings of the Seventieth Annual Meeting of the Academy of Management*, ISSN 1543-8643.

Submitted Manuscripts (*italics indicates student co-authors*)

- Kabat-Farr, D., Walsh, B., & McGonagle, A. K. Horrible bosses: Sensitivity to interpersonal treatment modifying reactions to supervisor incivility. *Under Review*.
- Walsh, B., Lee, J., Jensen, J., McGonagle, A. K., & Samnani, A. Charismatic and ethical leadership and workplace incivility: The mediating role of perceived norms for respect. *Invited Revision*.
- McGonagle, A. K., Fisher, G. G., & McCall, B. P. Working longer with poor work ability and relation to worker well-being. *Under Review*.
- Walsh, B., Kabat-Farr, D., & McGonagle, A. K. Uncivil supervisors and employee's perceived work ability: Examining the joint moderating roles of job involvement and grit. *Under Review*.

Selected Peer-Reviewed Conference Presentations (*italics indicates student co-authors*)

- McGonagle, A., & Bauerle, T. (Co-Chairs; 2017, April). *From challenges to solutions: Research and practice in workplace safety*. Alternative session accepted for presentation at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Fragoso, Z., McGonagle, A., & Schmidt, S. (2017, April). *Work-health conflict: Daily fluctuations in workers with chronic pain*. Paper accepted for presentation at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Kraiger, K., Sanchez, D., & McGonagle, A. (2017, April). *Replication of effects in organizational, student, MTurk, and Qualtrics samples*. Paper accepted for presentation at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McGonagle, A. (2017, April). *Chronic health conditions*. In Henderson, A. (Chair). Hot Topics in Diversity and Inclusion in Organizations. Ignite session at annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- Walsh, B. M., Burrus, A., Kabat-Farr, D., Call, E., McIntire, A., & McGonagle, A. K. (2017, April). *An integrative model of calling in domestic violence work*. Paper accepted for presentation at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
- McGonagle, A. (2016, April). Participant motivation: Need to screen? In R. Landers and T. Behrend (Co-Chairs), Should we trust or avoid online convenience samples? Society for Industrial/Organizational Psychology Conference, Anaheim, CA.
- Fisher, G. G., McGonagle, A., & Chaffee, D. (2016, April). Depressive symptoms, cognitive functioning, work ability and retirement expectations. In Fisher, G. G. and Truxillo, D. (Co-Chairs), Working longer: Factors related to continued work for older workers. Paper presented at Society for Industrial/Organizational Psychology Conference, Anaheim, CA.
- Fragoso, Z., & McGonagle, A. (2016, April). Pain interference, exhaustion, and the mediating role of negative affectivity: A diary study of workers with chronic pain. Poster presented at Society for Industrial/Organizational Psychology Conference, Anaheim, CA.
- Williams, L. J., & McGonagle, A. (2016, April). ESEM to examine multidimensional method variance with unmeasured latent constructs. Poster presented at Society for Industrial/Organizational Psychology Conference, Anaheim, CA.

- McGonagle, A. K., Huang, J. L., & Williams, L. J. (2015, August). Modeling multiple sources of measured method variance: An examination of the effects of insufficient effort responding. In L. J. Williams (Chair), *Current Topics in Common Method Variance*, Academy of Management Conference, Vancouver, BC.
- Walsh, B. M., Kabat-Farr, D., & McGonagle, A. (2015, August). Supervisor incivility and work ability: The roles of job involvement and grit. In Machiondo, L. & Thrasher, G. (Co-chairs). *Toward a Better Understanding of Workplace Mistreatment*. Academy of Management Conference, Vancouver, BC.
- McGonagle, A. K., & Fisher, G. G. (2015, May). Working longer with poor work ability and relation to worker well-being. Paper presented at APA Work, Stress, and Health Conference, Atlanta, GA.
- McGonagle, A. K., Childress, N. M., Walsh, B. M., & Bauerle, T. J. (2015, May). Can civility norms enhance positive effects of safety climate? Poster presented at APA Work, Stress, and Health Conference, Atlanta, GA.
- McGonagle, A. K., Essenmacher, L., Hamblin, L., Ager, J., Luborsky, M., Upfal, M., & Arnetz, J. (2015, May). Insider and outsider aggression, safety climate and worker injuries. Paper presented at APA Work, Stress, and Health Conference, Atlanta, GA.
- Fragoso, Z., Dvorak, K. J., McCluney, C., Fisher, G., McGonagle, A., & Friebe, S. J. (2015, April). Burnout and engagement: Construct distinction in two healthcare worker samples. Poster presented at annual Society for Industrial/Organizational Psychology conference, Philadelphia, PA.
- McGonagle, A. K., & Pitts, V. E. (Co-Chairs). (2015, April). Chronic pain in the workplace: I/O research and practice opportunities. Panel discussion with McGonagle, A., Tetrick, L., Shaw, W., & Beatty, J. at annual Society for Industrial/Organizational Psychology conference, Philadelphia, PA.
- McGonagle, A. K., Beatty, J. E., & Joffe, R. (2014, September). Coaching for workers with chronic illness: Evaluating an intervention. Coaching in Leadership and Healthcare Conference, Boston, MA
*Received second place (honorable Mention) Harnisch Scholars Award from Institute of Coaching
- McGonagle, A., Williams, L. J., & Wiegert, D. (2014, August). A review of recent studies using an unmeasured latent method construct in the organizational literature. In L. J. Williams (Chair), *Current issues in investigating common method variance*. Academy of Management conference, Philadelphia, PA.
- Liu, M., McGonagle, A., & Fisher, G. (2014, August). Sense of control, job stress, and well-being: A longitudinal examination of older U.S. workers. Paper presented at annual Academy of Management Conference, Philadelphia, PA.
- McGonagle, A., & Beatty, J. (2014, May). Coaching for workers with chronic illness: Evaluating an intervention. Poster presented at Society for Industrial/Organizational Psychology Conference, Honolulu, HI.
- Walsh, B., McGonagle, A., & Bauerle, T. (2014, May). Safety stressors: Uncivil reactions to work-safety tension. Paper presented at Society for Industrial/Organizational Psychology Conference, Honolulu, HI.
- Wynne, K., Hamblin, L., Stoddart, S., & McGonagle, A. (2014, May). A preliminary investigation of work/work conflict: Conflict between two jobs. Poster presented at Society for Industrial/Organizational Psychology Conference, Honolulu, HI.
- McGonagle, A., Diebel, H., Fragoso, Z., & Zabel, K. (2013, May). Initial validation of a workplace felt stigma scale. Poster presented at APA Work, Stress, and Health Conference, Los Angeles, CA.
- McGonagle, A., & Fisher, G. (2013, May). Work ability, Self-efficacy, employability, and disability: Initial evidence of discriminant validity. Paper presented at APA Work, Stress, and Health Conference, Los Angeles, CA.
- McGonagle, A., & Hamblin, L. (2013, April). Workplace discrimination based on chronic illness: Experiences and responses. Poster presented at Society for Industrial and Organizational Psychology Conference, Houston.
- Childress, N., McGonagle, A., & Kath, L. (2013, April). Safety norms: Relationships with safety climate, safety behaviors, and injuries. In I. Ko (Chair), *Safety culture, climate, and norms: The latest empirical research*. Paper presented at Society for Industrial and Organizational Psychology Conference, Houston, TX.

- McGonagle, A., & Hamblin, L. (2012, August). A dark side to coping with chronic illness stigma threat at work. Paper presented at Annual Academy of Management Conference, Boston, MA.
**Received Best Paper Distinction (in top 10% of papers submitted to the conference)*
- McGonagle, A., & Beatty, J. (2011, August). Chronic illness, stress, and work ability: Can coaching help? Paper presented at Academy of Management Conference, San Antonio, TX.
- McGonagle, A. & Barnes-Farrell, J. (2011, April). Testing a model of chronic illness stigma in the workplace. In A. McGonagle & J. Barnes-Farrell (Co-Chairs), *Pregnant, disabled, sick, surviving: Experiences and outcomes of workplace stigma*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
- McGonagle, A. (2010, April). Work-safety tension, perceived risk, and worker accidents: A meso-mediational model. Poster presented at Society for Industrial Organizational Psychology Conference, Atlanta, GA.
- McGonagle, A., Barnes-Farrell, J. L., Di Milia, L., Fischer, F. M., Hobbs, B., Kaliterna, L., Smith, L. (2009, November). Health care workers' work ability in five nations: Testing a model of demands and resources. Poster presented at APA Work, Stress and Health conference, San Juan, Puerto Rico.
- McGonagle, A., Morrow, S., Walker, Jr., C., & Barnes-Farrell, J. L. (2009, November). Foundational and specific climates impacting safety behavior: An examination of respectful climate. Poster presented at APA Work, Stress and Health conference, San Juan, Puerto Rico.
- McGonagle, A., Magley, V. J., Dugan, A., Gallus, J., Johnson, N., Walker, Jr., C., & Bunk, J. (2009, April). Resource loss from incivility: Perpetrator power and resource threat. Paper presented at annual Society for Industrial Organizational Psychology conference, New Orleans.
- McGonagle, A. & Barnes-Farrell, J. L. (2008, March). Using the Job Demands-Resources Model to examine work ability in a sample of U.S. nurses. Poster presented at Work, Stress, & Health Conference, Washington, D.C.
- McGonagle, A., Bunk, J., Dugan, A., Gallus, J., Johnson, N., & Magley, V. (2008, March). Personal power as a buffer of negative outcomes of workplace incivility. Paper presented at APA Work, Stress, & Health Conference, Washington, D.C.
- McGonagle, A., Johnson, N. C., Golay, L., & Barnes-Farrell, J. L. (2008, August). What does work-life balance mean to imminent workers? Poster presented at annual American Psychological Association Conference, Boston.
- McGonagle, A., Mathieu, J. E., & Kath, L. M. (2008, April). A multi-level look at upward safety communication. Paper presented at Society for Industrial Organizational Psychology Annual Conference, San Francisco.

Workshops Presented (Peer-Reviewed or Invited)

- Williams, L. J., & McGonagle, A. K. (2015, August). CFA models for addressing common method variance. Professional Development Workshop presented at Academy of Management Conference, Vancouver, BC.
- Kath, L. M., & McGonagle, A. K. (2015, May). A beginner's guide to multi-level modeling. Pre-conference workshop presented at APA Work, Stress, and Health Conference, Atlanta, GA.
- Williams, L. J., & McGonagle, A. (2014, November). A comprehensive approach to dealing with common method variance using a latent variable approach. Workshop presented at Southern Management Association Conference, Savannah, GA.

Invited Talks/Interviews

- Improving Well-Being in the Workplace: Current Research on the Role of Health Coaching. Panelist for webinar sponsored by the Institute of Coaching (McLean Hospital, Harvard Medical School). October 28, 2015.
- Working with Chronic Illness and Chronic Pain: Issues and Interventions. Presented at Bowling Green State University I/O Psychology Brown Bag, Bowling Green, OH, March 20, 2015.
- Working with Chronic Illness and Chronic Pain: Issues and Interventions. Presented at Colorado State University I/O Psychology Brown Bag, Fort Collins, CO, September 19, 2014.

Managing Chronic Conditions in the Workplace. *Public Health Minute* radio show interview with Bill Latimer on University of Florida College of Public Health & Health Professions NPR Station. October 10, 2013.

Civility and Safety Outcomes: Foundational and Specific Climates. Presentation at Michigan State University I/O Psychology Brown Bag Series, East Lansing, MI, November 2, 2012.

Chronic Illness in the Workplace: Stress, Burnout, and How Coaching Can Help. Presentation to The Center for Managing Chronic Disease, University of Michigan, Ann Arbor, MI, April 3, 2012.

Chronic Illness in the Workplace: Stigma, Stress, and Coping. Presented at Psychology Semi-Annual Series at Central Michigan University, Mount Pleasant, MI, October 29, 2011.

Chaired Student Theses and Dissertations (*alphabetical order; WSU = Wayne State University*)

Childress, N. The Effect of Individual Violence Climate Prevention Perceptions within Schools on Faculty Withdrawal Behaviors and Burnout. *Master's Thesis*, WSU (August 2014).

Diebel, H. The Effect of a Visible Chronic Illness on Antecedents Affecting Engagement and Disengagement Coping. *Undergraduate Honors Thesis*, WSU (May 2013).

Fragoso, Z. Promoting Engagement, Mitigating Burnout: Autonomy Mastery, and Purpose in EMS Workers. *Undergraduate Honors Thesis*, WSU (August 2013).

Fragoso, Z. The Effects of Pain Interference at Work and the Mediating Role of Negative Affect: A Diary Study of Workers with Chronic Pain. *Master's Thesis*, WSU (July 2016).

Hamblin, L. Antecedents and Outcomes of Work School Conflict. *Master's Thesis*, WSU (May 2014).

Hamblin, L. Safety Climate, Violence Prevention Climate and Work Outcomes. *Dissertation*, WSU (Nov. 2016).

Liu, M. Personality Changes among Older Working Adults: Effects of Discrimination and Unemployment. *Dissertation*, WSU (co-chair with J. Huang, in-progress).

Stoddart, S. Work-Health Conflict Scale for Workers with Chronic Illness. *Master's Thesis*, WSU (July 2014).

Stoddart, S. The Impact of Cyberloafing and Mindfulness on Employee Burnout and Engagement. *Dissertation*, WSU (February 2016).

Wiegert, D. Workplace Aggression, Safety Performance, and Safety Outcomes Mediated by Burnout and Moderated by Psychological Capital. *Master's Thesis*, WSU (June 2016).

Student Thesis and Dissertation Committees (*WSU = Wayne State University; UNCC = UNC Charlotte*)

- Bramble, R., Master's Thesis (I/O Psychology), WSU (in-progress)
- Childress, N., Dissertation, WSU (in-progress)
- Davis, S., Undergraduate Honors Thesis (Psychology), UNCC (in-progress)
- Holmes, H., Master's Thesis (Clinical Psychology), WSU (2016)
- Magomaeva, A. Master's Thesis (I/O Psychology), WSU (2013)
- Pace, M., Dissertation (Education), WSU (2016)
- Ran, S., Dissertation (I/O Psychology), WSU (in-progress)
- Reiss, A., Dissertation (I/O Psychology), WSU (2012)
- Weidner, N., Dissertation (I/O Psychology), WSU (2012)
- Wells, C., Dissertation (I/O Psychology), WSU (2013)
- Wynne, K., Dissertation (I/O Psychology), WSU (2016)
- Zabel, K., Master's Thesis (I/O Psychology), WSU (2012)

Service

- Chair, SIOP Call for Papers/Flanagan Award Committee (2015-2016)
- Member, SIOP Call for Papers/Flanagan Award Committee (2014-2015; 2016-2017)
- Member, APA Work, Stress, & Health Conference Workshop Planning Committee (2014-2015; 2016-2017)
- Editorial Board Member: *Journal of Business and Psychology*; *Occupational Health Science*; *Stress and Health*
- Ad-hoc Reviewer: *Journal of Applied Psychology*; *European Journal of Work and Organizational Psychology*;

Journal of Managerial Psychology; Journal of Occupational Health Psychology; Journal of Occupational and Environmental Medicine; Frontiers Public Health; Work, Aging, and Retirement; Journal of Organizational Behavior

- Ad-hoc Reviewer: National Science Foundation Science of Organizations Program (2016)
- Reviewer, Society for Industrial and Organizational Psychology Annual Conference (2011-2016)
- Reviewer, APA Work, Stress, and Health Biannual Conference (2012, 2014, 2016)
- Reviewer, Academy of Management Annual Conference (2012, 2013)
- Reviewer, SIOP Foundation Grant Awards (2013)
- Psychology Department Faculty Council Representative, UNC Charlotte (2017)
- Psi Chi Co-Advisor, UNC Charlotte (Spring 2017)
- Member: Wayne State Faculty Search Committees (2013 Social Psychology; 2011 & 2015 I/O Psychology)
- Graduate Committee, Wayne State University Psychology Department (2011 – 2016)

Applied Experience and Consulting

Applied Research in Organizations Group (APORG), Wayne State University *Aug. 2011 – Aug. 2016*

- Led project to create workplace stressor survey for 17,000 UAW workers
- Led project to conduct focus groups and administer survey of work stressors for Detroit Police Officers

Industrial Psychology Applications Center (IPAC), University of Connecticut *Sept. 2005 – May 2011*

- Conducted program evaluation of state initiative to increase representation of historically under-represented students in the sciences funded by National Science Foundation
- Assisted with large-scale longitudinal study on aging workers and health
- Led project team to administer safety climate survey; analyzed data; presented results
- Conducted 360-degree feedback sessions for managers (Leadership Research Institute)
- Led focus groups assessing safety issues for managers and supervisors at a utilities company
- Created and administered online safety survey, analyzed data, presented results

Northeast Utilities System, Newington, CT *Jan. 2005 – Aug. 2005*; Intern, Organizational Development

Yale University, New Haven, CT *Jan. 2004 – Oct. 2004*; Intern, Organizational Development & Learning Center

Keystone Consulting Group, Boston, MA *Jan. 2002 – Sept. 2003*; Candidate Coordinator

EF Education, Cambridge, MA *Sept. 2000 – November 2001*; Regional Manager

Affiliations

- Academy of Management (Organizational Behavior, Research Methods, Gender and Diversity Divisions)
- Society for Industrial and Organizational Psychology (Division 14 APA)
- Society for Occupational Health Psychology, Charter Member
- Southern Management Association