

Alyssa K. McGonagle, Ph.D.
Assistant Professor, Wayne State University Department of Psychology
5057 Woodward Ave, 7th Floor Detroit, MI 48202
Alyssa.McGonagle@Wayne.edu

Education

Ph.D.	Industrial/Organizational Psychology	University of Connecticut, Storrs, CT
Certificate	Occupational Health Psychology	University of Connecticut, Storrs, CT
Certificate	Quantitative Research Methods	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

Teaching

Undergraduate Courses	Graduate-Level Courses
Psychology in the Workplace	Industrial/Organizational Psychology
Advanced Organizational Psychology	Occupational Health Psychology
Health Psychology	Work Motivation

Awarded Grant Funding and Contracts

Funding Agency: Alfred P. Sloan Foundation
Role: Co-Principal Investigator
Dates: July 2014 – October 2014
Total Funds: \$20,000 (\$10,000 subcontract to Wayne State University from Colorado State University)

Funding Agency: Institute of Coaching: Harvard Medical School & McLean Hospital
Role: Principal Investigator
Dates: August 2011 – August 2013
Total Funds: \$22,500

Funding Agency: Society for Industrial/Organizational Psychology (SIOP) Foundation
Role: Principal Investigator
Dates: May 2012 – August 2013
Total Funds: \$7,345

Funding Agency: Wayne State University Faculty Research Grant
Role: Principal Investigator
Dates: May 2012 – May 2013
Total Funds: \$10,000

Organization: United Auto Workers and Michigan Office of the State Employer
Project: Conduct survey of workplace stressors and report recommendations
Dates: August 2014 – December 2014
Total Funds: \$7,500

Organization: National Institute for Occupational Safety and Health
Project: Provide expertise on substantive research literature and analyze data from the Health and Retirement Study
Dates: July 2014 – August 2014
Total Funds: \$3,000

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

- McGonagle, A. K., Roebuck, A., Diebel, H., Aqwa, J., Fragoso, Z., & Stoddart, S. Anticipated work discrimination scale: A chronic illness application. *Journal of Managerial Psychology*, in press.
- McGonagle, A. K., Fisher, G. G., Barnes-Farrell, J. L., & Grosch, J. W. (2014, October 13). Individual and Work Factors Related to Perceived Work Ability and Labor Force Outcomes. *Journal of Applied Psychology*. Advance online publication. 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
- 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., & Philion, 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., & 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* (CD), ISSN 1543-8643.
- 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

Submitted Manuscripts

- Bauerle, T., McGonagle, A. K., & Magley, V. J. Mere overrepresentation? Using cross-occupational injury and job analysis data to explain men's risk for workplace fatalities. Under review; submitted October 8, 2014.
- Kabat-Farr, D., Walsh, B. M., & McGonagle, A. K. Horrible bosses: Individual differences in reactions to supervisor incivility. Under review; submitted November 28, 2014.
- McGonagle, A. K. Participant motivation: A critical consideration. Under review; submitted December 18, 2014.
- McGonagle, A. K., Huang, J. L., & Walsh, B. M. Insufficient effort survey responding: An under-appreciated problem in work and organizational health psychology research. Under review; submitted December 30, 2014.
- McGonagle, A. K., Essenmacher, L., Hamblin, L., Ager, J., Luborsky, M., Upfal, M., & Arnetz, J. Insider and outsider aggression, safety climate and worker injuries. Under review; submitted January 6, 2015.

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

- Williams, L. J., & McGonagle, A. (2014, November). A comprehensive approach to dealing with common method variance using a latent variable approach. Professional Development Workshop presented at 2015 Southern Management Association Conference, Savannah, GA.
- 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*. Presented at annual 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*).
- 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 Annual 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 APA 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.

Invited Talks/Interviews

- 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 host William Latimer on University of Florida College of Public Health and 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.

Directed Student Theses

- Childress, N. *The Effect of Individual Violence Climate Prevention Perceptions within Schools on Faculty Withdrawal Behaviors and Burnout*. Master's Thesis, Wayne State University (August 2014).
- Diebel, H. *The Effect of a Visible Chronic Illness on Antecedents Effecting Engagement and Disengagement Coping*. Undergraduate Honors Thesis, Wayne State University (May 2013).
- Fragoso, Z. *Promoting Engagement, Mitigating Burnout: Autonomy Mastery, and Purpose in EMS Workers*. Undergraduate Honors Thesis, Wayne State University (August 2013).
- Hamblin, L. *Antecedents and Outcomes of Work School Conflict*. Master's Thesis (May 2014).
- Stoddart, S. *Work-Health Conflict Scale for Workers with Chronic Illness*. Master's Thesis, Wayne State University (July 2014).
- Wiegert, D. *Workplace Aggression and Safety*. Masters' Thesis, Wayne State University (In-progress).

Student Thesis and Dissertation Committee Membership

- Liu, M., Dissertation, Wayne State University (in-progress)
- Magomaeva, A. Master's Thesis, Wayne State University (2013)
- Reiss, A. Dissertation, Wayne State University (2012)
- Weidner, N. W. Dissertation, Wayne State University (2012)
- Wells, C. Dissertation, Wayne State University (2013)
- Wynne, K. Dissertation, Wayne State University (in-progress)
- Zabel, K. Master's Thesis, Wayne State University (2012)

Service

- Editorial Board Member: *Stress and Health* (2014 to present)
- Member, SIOP Call for Papers/Flanagan Award Committee (2014-2015)
- Member, APA Work, Stress, and Health Conference Workshop Planning Committee (2014-2015)
- Ad-hoc Reviewer, *Journal of Occupational Health Psychology*
- Ad-hoc Reviewer, *Stress and Health*
- Ad-hoc Reviewer, *European Journal of Work and Organizational Psychology*
- Reviewer, Society for Industrial and Organizational Psychology Annual Conference (2011, 2012, 2013, 2014)
- Reviewer, APA Work, Stress, and Health Biannual Conference (2012, 2014)
- Reviewer, Society for Industrial/Organizational Psychology Foundation Grant Awards (2013)
- Graduate Committee, Wayne State University Psychology Department (2011 – present)

Applied Experience and Consulting

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

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

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

- Conducted program evaluation of state initiative to increase representation of historically underrepresented students in the sciences funded by National Science Foundation (fall 2006 - spring 2010)
- Assisted with large-scale longitudinal study on aging workers and health (fall 2009 – fall 2010)
- Led project team to administer safety climate survey; analyzed data; presented results (July 2007 – July 2008)
- Conducted 360-degree feedback sessions for managers (Leadership Research Institute; fall 2007)
- Led focus groups assessing safety issues for managers and supervisors at a utilities company (June 2007)
- Created and administered online safety survey, analyzed data, presented results (May 2006 - Aug 2007)

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

Affiliations

- Society for Occupational Health Psychology, Charter Member
- Society for Industrial and Organizational Psychology
- Academy of Management (Organizational Behavior, Research Methods, & Gender and Diversity Divisions)
- American Psychological Association