

## Alyssa K. McGonagle

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University of North Carolina at Charlotte (UNC Charlotte)  
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### Education

Ph.D. (May 2011)	Psychology (Industrial/Organizational)	University of Connecticut, Storrs, CT
M.A. (May 2008)	Psychology (Industrial/Organizational)	University of Connecticut, Storrs, CT
M.A. (Dec. 2005)	Industrial/Organizational Psychology	University of New Haven, West Haven, CT
B.A. (May 2000)	Psychology (Cum Laude)	College of the Holy Cross, Worcester, MA

### Academic Positions Held

2020-	Associate Professor, Psychological Science & Organizational Science, UNC Charlotte
2016–2020	Assistant Professor, Psychological Science & Organizational Science, UNC Charlotte
2011–2016	Assistant Professor, Department of Psychology, Wayne State University

### Grants Awarded (External)

<u>Agency</u>	<u>Role</u>	<u>Funds</u>	<u>Dates</u>	<u>Abbreviated Title</u>
Carolina Ctr. for Healthy Work Design & Well-Being	Mentor (PI: Chen)	\$14,000	11/22-9/23	Construction Worker Job Stress
NIH/NIAAAA	Co-I (PI Mennicke)	\$406,742	1/2021-	Bystander Measure Development
SIOP Foundation	PI	\$7,092	11/17-5/19	Mitigating Disability Bias in Hiring
Institute of Coaching	PI	\$39,278	6/15-4/19	Coaching Primary Care Physicians
Alfred P. Sloan Foundation	Co-PI (w. Fisher)	\$63,773	6/15-6/16	Investigating Perceived Work Ability
Alfred P. Sloan Foundation	Co-PI (w. Fisher)	\$20,000	7/14-10/14	Investigating Perceived Work Ability
Institute of Coaching	PI	\$22,500	8/11-8/13	Coaching Workers w. Chronic Illness
SIOP Foundation	PI	\$7,345	5/12-8/13	Coaching Workers w. Chronic Illness

### Grants Awarded (Internal)

<u>Institution</u>	<u>Role</u>	<u>Funds</u>	<u>Dates</u>	<u>Abbreviated Title</u>
UNC Charlotte	PI	\$16,000	7/22-12/23	Work-Health Mgt: Type 2 Diabetes
UNC Charlotte	PI	\$4,318	3/17-3/18	Examining Work Ability Within Person
Wayne State University	PI	\$10,000	5/12-5/13	Workplace Coping with Chronic Illness

### Grant Proposals Submitted

<u>Agency</u>	<u>Role</u>	<u>Funds Req.</u>	<u>Date</u>	<u>Status</u>	<u>Abbreviated Title</u>
NIOSH	PI	\$154,000	7/22	Scored; pending	Work Design and Diabetes Self-Mgt.
NIOSH	PI	\$151,000	10/21	Unfunded; Scored	Work Design and Diabetes Self-Mgt.
NIH	Co-I (PI Bowling)	\$452,499	2/20	Not Scored	Peer Social Reactions Measure Dev.
NIOSH	PI	\$396,571	11/18	Unfunded; Recommended	Project EMPOWER Resubmission
NIOSH	PI	\$382,739	10/17	Unfunded; Scored	Project EMPOWER

### Contracts Awarded

<u>Agency</u>	<u>Role</u>	<u>Funds</u>	<u>Dates</u>	<u>Description</u>
United Auto Workers Local 6000	Project Lead	\$3,750	8/14-8/16	Work Stress Survey
National Inst. Occup. Safety & Health	Consultant (Lead: Grosch, J.)	\$3,000	7/14-9/14	Data Analysis
NSF-Funded STRONG-CT Program	Consultant (PI: Freake, H.)	\$6,330	5/12-9/12	Program Evaluation

### Journal Articles (\*indicates current or former student mentee)

1. Ruggs, E. N., & McGonagle, A. K. (2023). Can brief video trainings reduce bias and improve knowledge and attitudes toward applicants with disabilities? Accepted for publication at *Journal of Business and Psychology*.

2. Mennicke, A., Montanaro, E., Bowling, J., Williams, M., Tirunagari, A., Jules, B. N., Campbell, S., Carlson, H., Farris, S., Kissler, N., McClare, V., McGonagle, A., Pruneda, P., McMahon, S., Correia, C., Benson, K., Willard, J., Post, A., McCabe, S., Coates, A., & Sotiroff, A. (2023). A systematic review of construct validated measures of US-based bystander intervention related constructs. Accepted for publication at *Trauma, Violence, & Abuse*.
3. McGonagle, A. K., \*Bardwell, T., \*Flinchum, J., & \*Kavanaugh, K. (2022). Perceived work ability: A constant comparative analysis of workers' perspectives. *Occupational Health Science*, 6, 207-246. <https://doi.org/10.1007/s41542-022-00116-w>
4. \*Roos., L., McGonagle, A. K., & \*Etzel., L. (2022). Are your goals working for you or against you? Implications of interpersonal goals at work on surface acting and burnout. *International Journal of Stress Management*, 29, 193-204. <https://doi.org/10.1037/str0000249>
5. McGonagle, A. K. (2021, Jan. 19). How organizations can support employees with chronic health conditions. Harvard Business Review. <https://hbr.org/2021/01/how-organizations-can-support-employees-with-chronic-health-conditions>
6. McGonagle, A. K., \*Schmidt, S., & Speights, S. L. (2020). Work-health management interference for workers with chronic health conditions: Construct and scale development. *Occupational Health Science*, 4, 445-470. <https://doi.org/10.1007/s41542-020-00073-2>
7. McGonagle, A. K., Schwab, L., Yahanda, N., Duskey, H., Gertz, N., Prior, L., Roy, M., & Kriegel, G. (2020). Coaching for primary care physician well-being: A randomized trial and follow-up analysis. *Journal of Occupational Health Psychology*, 25, 297-314. <https://doi.org/10.1037/ocp0000180>
8. Walsh, B. M., McGonagle, A. K., Bauerle, T., & \*Bardwell, T. (2020). Safety stressors: Uncivil reactions to work-safety tension. *Occupational Health Science*, 4, 63-81. <https://doi.org/10.1007/s41542-020-00055-4>
9. Walsh, B. M., Burrus, A., Kabat-Farr, D., McGonagle, A. K., Call, E., & Shen, F. C. (2020). Living a calling and perceived work ability in domestic violence services. *Journal of Counseling Psychology*, 67, 241-250. doi: 10.1037/cou0000387
10. Rudolph, C. W., & McGonagle, A. K. (2019). Exploring age-conditional effects in the emotional labor-perceived work ability linkage: A daily diary study. *Work, Aging, & Retirement*, 5(2), 163-174. doi: 10.1093/workar/way014
11. Kabat-Farr, D., Walsh, B. M., & McGonagle, A. K. (2019). Uncivil supervisors and perceived work ability: The joint moderating roles of job involvement and grit. *Journal of Business Ethics*, 156, 971-985. doi: 10.1007/s10551-017-3604-5
12. \*Fragoso, Z. L. & McGonagle, A. K. (2018). Chronic pain in the workplace: A diary study of pain interference at work and worker strain. *Stress and Health*, 34, 416-424. doi: 10.1002/smi.2801
13. Walsh, B. M., Lee, J., Jensen, J., McGonagle, A. K., & Samnani, A. (2018). Positive leader behaviors and workplace incivility: The mediating role of perceived norms for respect. *Journal of Business and Psychology*, 33, 495-508. doi: 10.1007/s10869-017-9505-x  
*Received Editor's Commendation (one of eight papers selected for 2018)*
14. \*Liu, M., McGonagle, A. K., & Fisher, G. (2018). Sense of control, job stressors, and well-being: Inter-relations and reciprocal effects among older U.S. workers. *Work, Aging, & Retirement*, 4, 96-107 doi: 10.1093/workar/waw035
15. \*Fragoso, Z. L., Holcombe, K. J., McCluney, C. L., Fisher, G., McGonagle, A. K., & Friebe, S. J. (2016). Burnout and engagement: Relative importance of predictors and outcomes in two healthcare worker samples.

*Workplace Health & Safety*, 64(10), 479-487. doi: 10.1177/2165079916653414

16. 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
17. 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
18. 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  
*Received Editor's Commendation (one of eight papers selected for 2016)*
19. 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
20. 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
21. 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>
22. 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
23. 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
24. 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.
25. 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 paper of the year award, Journal of Occupational Health Psychology*
26. 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
27. 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
28. 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.

29. 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
30. 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.
31. 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
32. 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
33. 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** (\*indicates current or former student advisee)

34. Rosemberg, M. A., Spector, J., McGonagle, A., Hartley, T. A., Ray, T., Newman, L., & Chosewood, C. (2022, June 15). Climatologic Conditions, Chronic Disease and Work: Emerging Evidence and Implications. *NIOSH Science Blog*. <https://blogs.cdc.gov/niosh-science-blog/2022/06/15/climate-and-work/>
35. McGonagle, A. K., & \*Bardwell, T. (2022). Working with chronic health conditions: Challenges and interventions. *Routledge Encyclopedia of Psychology in the Real World*. <https://doi.org/10.4324/9780367198459-REPRW191-1>
36. Beatty, J. E., & McGonagle, A. K. (2018). Chronic health conditions and work identity from a lifespan development frame. Book chapter in S. Werth and Brownlow, C. *Work and Identity: Contemporary Perspectives on Workplace Diversity*. Palgrave Macmillan. doi: 10.1007/978-3-319-73936-6
37. McGonagle, A. K. (2016). Common method variance. In S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*, 2<sup>nd</sup> edition, SAGE Publications. doi: 10.4135/9781483386874.n68
38. 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.

#### **Manuscripts under Review** (\*indicates current or former student)

1. Etzel, L.\*, McGonagle, A. K., Roos, L.\*, & Mooney, J.\* All for one, one for all: Compassionate goal orientation, social support, and work engagement. *Invited Revision*.
2. Shaw, W., Dugan, A., Nicholas, M., Tveito, H., & McGonagle, A. K. (under review). The Job Leeway Scale: Initial evaluation of a self-report measure of health-related flexibility and latitude at work. *Invited Revision*.

#### **Refereed Conference Presentations** (\*indicates current or former student)

1. McGonagle, A., \*Bourque, L., \*Bardwell, T., \*Flinchum, J., & \*Kavanaugh, K. (2022, October). *Supporting workers with chronic health conditions: Perspectives from workers, managers, and human resource professionals*. In McGonagle, A. (Chair), *Helping Workers with Chronic Health Conditions Manage their Health and Maintain their Work Ability*. 3rd International Symposium to Advance Total Worker Health, Bethesda, MD.
2. McGonagle, A., Yang, L. Q., Bergman, M., Cunningham, C. J. L., Hamill, L., Hunt, S., & Ray, T. (2022, October).

*The Great Resignation and what it means for OHP research and practice.* Panel discussion at 3rd International Symposium to Advance Total Worker Health (virtual).

3. McGonagle, A. (2022, August). Can-do and will-do: Work ability and motivation to continue working in workers with mental illness. Virtual poster presentation at American Psychological Association conference.
4. Rosemberg, M. A, McGonagle A. K., Hartley, T., Ray, T., Newman, L., & Choosewood, C. (2021, September). *A Mid-Decade Expansion to the National Occupational Research Agenda 2012-2026: Report from the Healthy Work Design Council Team Leading the 4th Objective on Chronic Conditions.* Virtual presentation at APA/NIOSH Work, Stress, and Health conference.
5. \*Bardwell, T., & McGonagle, A.K. (2021, April). *Symptom severity, anticipated discrimination, internalized stigma, and work ability for employees with mental illness.* Virtual presentation at Society for Industrial/Organizational Psychology conference.
6. McGonagle, A.K., & Ruggs, E. (2020, June). *Does video diversity training help to reduce bias against job applicants with disabilities?* Virtual presentation at the Society for I/O Psychology Annual Conference.
7. \*Flinchum, J., \*Bardwell, T., \*Kavanagh, K., & McGonagle, A. K. (2019, November). *Perceived work ability: An inductive, qualitative study assessing workers' perspectives.* Poster presented at the APA/NIOSH Work, Stress & Health conference, Philadelphia, PA.
8. \*Etzel, L, \*Roos, L. G., \*Flinchum, J., & McGonagle, A. K. (2019, November). *One for all and all for one: Support at work as a mediator between compassionate goals and work engagement.* Poster presented at the APA/NIOSH Work, Stress & Health conference, Philadelphia, PA.
9. \*Roos, L. G., \*Etzel, L, \*Flinchum, J., & McGonagle, A. K. (2019, November). *I want you to like me and it's stressing me out: The paradoxical effects of self-image goals on surface acting and burnout at work.* Paper presented at the APA/NIOSH Work, Stress & Health conference, Philadelphia, PA.
10. \*Fulton, M., & McGonagle, A. (2019, November). *Joint effects of sense of control, job Control, and dispositional mindfulness as relating to work engagement.* Poster presented at APA/NIOSH Work, Stress, and Health Conference, Philadelphia, PA
11. \*Flinchum, J. & McGonagle, A. K. (2019, April). *Selection, optimization, and compensation strategies and perceived work ability: Roles of health and job control.* Paper presented in When Age Matters and Why: Crucial Factors for Success and Well-being at Work symposium, Society for Industrial and Organizational Psychology annual conference, National Harbor, MD.
12. Schwab, L, Yahanda, N., Duskey, H., & McGonagle, A. K. (2018, September). *Coaching for primary care physicians to alleviate burnout and improve well-being.* Paper presented at Coaching for Leadership and Healthcare Conference, Boston, MA.
13. McGonagle, A. K., Shaw, W., & McLellan, R. (2018, May). *Project EMPOWER: Study protocol for a novel web-based intervention for workers with chronic health conditions.* Poster presented at NIOSH 2nd International Symposium to Advance Total Worker Health, Bethesda, MD.
14. McGonagle, A. K., & Kraiger, K. (2018, April). *Examination of separate and combined effects of IER and CMV in survey response data.* Presentation in Recent Advances in Careless Responding Research symposium, Society for Industrial and Organizational Psychology annual conference, Chicago, IL.
15. Rudolph, C., & McGonagle, A. K. (2018, April). *Exploring age-conditional effects in the emotional labor-perceived work ability linkage: A daily diary study.* Presentation in New Frontiers in Work Ability: Theory, Research, and Practice symposium, Society for Industrial/Organizational Psychology conference, Chicago.

16. \*Hamblin, L., Arnetz, J., & McGonagle, A. K. (2018, April). *The mediating role of violence prevention climate for healthcare employees at risk*. Presentation in Workplace Violence in Healthcare: Protective Climates and Processes in the Work Unit, Society for Industrial/Organizational Psychology annual conference, Chicago.
17. McGonagle, A. K., Yahanda, N., Duskey, H., & Schwab, L. A. (2018, April). *Coaching primary care physicians: Implications for perceived work ability*. Presentation in New Frontiers in Work Ability: Theory, Research, and Practice, Society for Industrial and Organizational Psychology annual conference, Chicago, IL.
18. McGonagle, A. K., Yahanda, N., Duskey, H., & Schwab, L. (2017, October). *Coaching effectiveness for primary care physicians: Preliminary results*. Presented at Coaching in Leadership & Healthcare Conference, Boston.
19. McGonagle, A. K., & \*McMillan, A. (2017, October). *Coaching workers with chronic health conditions: Common challenges*. Paper presented at Coaching in Leadership & Healthcare Conference, Boston, MA.
20. McGonagle, A. K., Essenmacher, L., \*Hamblin, L., Luborsky, M., Upfal, M., & Arnetz, J. (2017, April). *Management commitment to safety, teamwork, and hospital worker injuries*. In McGonagle, A., & Bauerle, T. (Co-Chairs). From Challenges to Solutions: Research and Practice in Workplace Safety symposium at Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL.
21. \*Fragoso, Z., McGonagle, A. K., & \*Schmidt, S. (2017, April). *Work-health conflict: Daily fluctuations in workers with chronic pain*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
22. Kraiger, K., Sanchez, D., & McGonagle, A. K. (2017, April). *Replication of effects in organizational, student, MTurk, and Qualtrics samples*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
23. McGonagle, A. K. (2017, April). *Chronic health conditions*. In Henderson, A. (Chair). Hot Topics in Diversity and Inclusion in Organizations. Ignite session presented at annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
24. 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*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
25. Schwab, L., Duskey, H., Yahanda, N., & McGonagle, A. K. (2016, September). *Coaching for primary care physicians: A positive psychology approach for improving well-being and reducing burnout and intentions to leave medical practice*. Presented at Coaching in Leadership and Healthcare Conference, Boston, MA.
26. McGonagle, A. K. (2016, April). *Participant motivation: Need to screen? Ignite session presented in R. Landers and T. Behrend (Co-Chairs), Should we trust or avoid online convenience samples?* Society for Industrial/Organizational Psychology Conference, Anaheim, CA.
27. Fisher, G. G., McGonagle, A. K., & 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.
28. \*Fragoso, Z., & McGonagle, A. K. (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.
29. Williams, L. J., & McGonagle, A. K. (2016, April). *ESEM to examine multidimensional method variance with*

- unmeasured latent constructs*. Poster presented at Society for Industrial/Organizational Psychology Conference, Anaheim, CA.
30. 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*. Presentation in Current Topics in Common Method Variance symposium, Academy of Management Conference, Vancouver, BC.
  31. Walsh, B. M., Kabat-Farr, D., & McGonagle, A. K. (2015, August). *Supervisor incivility and work ability: The roles of job involvement and grit*. In Toward a Better Understanding of Workplace Mistreatment symposium. Academy of Management Conference, Vancouver, BC.
  32. 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.
  33. 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.
  34. 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.
  35. \*Fragoso, Z., Dvorak, K. J., McCluney, C., Fisher, G., McGonagle, A. K., & 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.
  36. 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.
  37. 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
  38. McGonagle, A. K., 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.
  39. \*Liu, M., McGonagle, A. K., & 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.
  40. McGonagle, A. K., & Beatty, J. (2014, May). *Coaching for workers with chronic illness: Evaluating an intervention*. Poster presented at Society for Industrial/Organizational Psychology Conference, Honolulu.
  41. Walsh, B., McGonagle, A. K., & Bauerle, T. (2014, May). *Safety stressors: Uncivil reactions to work-safety tension*. Paper presented at Society for Industrial/Organizational Psychology Conference, Honolulu, HI.
  42. Wynne, K., \*Hamblin, L., \*Stoddart, S., & McGonagle, A. K. (2014, May). *A preliminary investigation of work/work conflict: Conflict between two jobs*. Poster presented at Society for Industrial/Organizational Psychology Conference, Honolulu, HI.
  43. McGonagle, A. K., \*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.

44. McGonagle, A. K. & Fisher, G. (2013, May). *Work ability, Self-efficacy, employability, and disability: Initial evidence of discriminant validity*. Presented at APA Work, Stress, and Health Conference, Los Angeles, CA.
45. McGonagle, A. K. & \*Hamblin, L. (2013, April). *Workplace discrimination based on chronic illness: Experiences and responses*. Poster presented at Society for Industrial/Organizational Psychology Conference, Houston.
46. \*Childress, N., McGonagle, A. K. & Kath, L. (2013, April). *Safety norms: Relationships with safety climate, safety behaviors, and injuries*. In Safety Culture, Climate, and Norms: The latest Empirical Research symposium at Society for Industrial and Organizational Psychology Conference, Houston, TX.
47. McGonagle, A. K. & \*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)*
48. Barnes-Farrell, J. & McGonagle, A.K. (2011, November). *Understanding the Role of Age in Worker Responses to Stigma of Chronic Illness*. Paper presented at Small Group Meeting: Age Cohorts in the Workplace: Understanding Strengths through Differences in Rovereto, Italy, November 2011.
49. McGonagle, A. K. & Beatty, J. (2011, August). *Chronic illness, stress, and work ability: Can coaching help?* Paper presented at Academy of Management Conference, San Antonio, TX.
50. Fisher, G., McGonagle, A.K., Grosch, J., & Barnes-Farrell, J. (2011, May). *Getting the picture: Work ability and sociodemographic characteristics among older workers in the U.S.* In A. McGonagle & G. Fisher (Co-chairs), *Work Ability and Implications for Occupational Health Psychology*. Symposium presented at 2011 APA Work, Stress and Health Conference, Orlando, FL.
51. McGonagle, A. K. & 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 at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
52. McGonagle, A. K. (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.
53. McGonagle, A. K., 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.
54. McGonagle, A. K., 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.
55. Barnes-Farrell, J., McGonagle, A.K., Walsh, B., Walker, C., DiMilia, L., Fischer, F. M., Hobbs, B., Iskra-Golec, I., Kaliterna, L., Smith, L., & Tepas, D. (2009, August). *Implications of job design for worker well-being in an international context: Cross-nation patterns of work ability, work demands, and work strain of health care professionals*. Paper presented at annual Shiftwork and Working Time conference, Venice, Italy.
56. Dove-Steinkamp, M., Barnes-Farrell, J. L., McGonagle, A. K. & Golay, L. (2009, April). *Relationships between age and work-related attitudes: A nonlinear analysis*. Paper presented at annual Society for Industrial Organizational Psychology conference, New Orleans.
57. Johnson, N. C., McGonagle, A. K., Barnes-Farrell, J. L., & Morrow, S. (2009, April). *Drivers of psychological age among working adults: Age-dependent phenomena*. Paper presented at Society for Industrial Organizational Psychology annual conference, New Orleans.



58. McGonagle, A. K., 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.
59. McGonagle, A.K., Winston, J., Barnes-Farrell, J., & Freake, H. (2009, April). *Factors associated with academic success in the sciences*. Poster presented at annual Experimental Biology conference, New Orleans.
60. Barnes-Farrell, J. L., Dove-Steinkamp, M., Golay, L., Johnson, N. C., & McGonagle, A. K. (2008, November). *How does the nature of the work-family interface influence planned retirement age of men and women?* Paper presented at European Academy of Occupational Health Psychology Conference, Valencia, Spain.
61. McGonagle, A. K., & Barnes-Farrell, J. L. (2008, March). *Using the Job Demands-Resources Model to examine work ability in U.S. nurses*. Poster presented at Work, Stress, & Health Conference, Washington, D.C.
62. McGonagle, A. K., 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.
63. McGonagle, A. K., 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 Psychol. Association Conference, Boston.
64. McGonagle, A. K., Mathieu, J. E., & Kath, L. M. (2008, April). *A multi-level look at upward safety communication*. Paper presented in McGonagle, A. & Kath, L. (Co-Chairs). Relationships between Supportive Work Environments and Worker Safety Outcomes symposium at Society for Industrial/Organizational Psychology Annual Conference, San Francisco.
65. Barnes-Farrell, J., Davies-Schriels, K., McGonagle, A.K., Walsh, B., Di Milia, L., Fischer, F. M., Hobbs, B., Kaliterna, L., & Tepas, D. (2007, August). *What aspects of shiftwork influence off-shift well-being of health care workers?* Paper presented at the 18th International Symposium on Shiftwork and Working Time, Yeppoon QLD, Australia.
66. McGonagle, A. K., Matthews, R., & Barnes-Farrell, J. L. (2006, May). *Deconstructing work-family conflict and its consequences for health and work outcomes*. Poster presented at the Association for Psychological Science annual conference, New York City.

### **Invited Talks/Interviews/Workshops/Webinars/Media** (*external only; internal talks in service*)

1. Guest Speaker (virtual) in TWH Graduate Certificate Program, Gillings School of Global Public Health, University of North Carolina Chapel Hill, November 7, 2022.
2. Chronic Health Conditions. Virtual Talk in Total Worker Health Peer Learning Series. Center for Health, Work, & Environment, Colorado School of Public Health, October 31, 2022.
3. Research on Working with Chronic Health Conditions. Virtual presentation in Jex Lab, University of Central Florida, March 14, 2022.
4. Careers in Occupational Health Psychology: Panelist for APA video, November, 2021.  
<https://www.apa.org/applied-psychology/career-videos>
5. Guest on Work for Change Podcast, Chronic Health Conditions in the Workplace, August, 2021.
6. Chronic Health Conditions in Organizations: Career Insights and Future Directions. Panelist at 2021 SIOP Conference, April 2021.

7. Webinar on Working with Chronic Health Conditions for LimeConnect, March 10, 2021.
8. Coaching Primary Care Physicians: A Positive Psychology Coaching Intervention Improves Well-Being. Panelist for webinar sponsored by the Institute of Coaching (McLean Hospital, Harvard Medical School). June 16, 2020 (400 registrants).
9. What does the future hold for chronic health conditions in the workplace? Ignite-style presentation at Work, Stress, and Health Conference, November 9, 2019, Philadelphia, PA.
10. Making Work “Work” for Employees with Chronic Health Conditions: Challenges and Opportunities. Presented at MetLife Return-to-Work Summit, December 11, 2019. Cary, NC
11. TRENDS series presenter, UConn Health Center, Using MTurk for Recruiting Participants, January 9, 2019
12. Commentary in “Ask the Experts” section of WalletHub article, Mar. 14, 2018
13. Coaching for workers with chronic health conditions: Test of an intervention. Panelist in joint Total Worker Health and National Ctr. for Productive Aging and Work webinar, NIOSH, Sept. 28, 2017 (951 registrants).
14. Coaching Employees with Chronic Health Conditions to Support Career Success. Webinar panelist with J. E. Beatty and R. Joffe for National Wellness Institute Webinar Series, Aug. 22, 2017 (210 registrants).
15. How Did You Get That Job? Lessons Learned from Academic & Applied Job Searches. Panelist at APA/NIOSH Work, Stress, and Health conference. Jun. 9, 2017.
16. 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). Oct. 28, 2015.
17. 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.
18. 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.
19. Working with Chronic Illness and Chronic Pain: Issues and Interventions. Presented at Bowling Green State University I/O Psychology Brown Bag, Bowling Green, OH, Mar. 20, 2015.
20. Williams, L. J., & McGonagle, A. K. (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.
21. Working with Chronic Illness and Chronic Pain: Issues and Interventions. Presented at Colorado State University I/O Psychology Brown Bag, Fort Collins, CO, Sept. 19, 2014.
22. 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. Oct. 10, 2013.
23. Civility and Safety Outcomes: Foundational and Specific Climates. Presentation at Michigan State University I/O Psychology Brown Bag Series, East Lansing, MI, Nov. 2, 2012.
24. 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, Apr. 3, 2012.
25. Chronic Illness in the Workplace: Stigma, Stress, and Coping. Presented at Psychology Semi-Annual Series at Central Michigan University, Mount Pleasant, MI, Oct. 29, 2011.

## Recent Courses Taught

Undergraduate Level Courses

Research Methods II

Intro to Ind./Org. Psychology

Occupational Health Psychology

Semesters

fall 2016; fall 2017; fall 2018; spr. 2019; sum. 2019; sum. 2020; spr. 2021; sum. 2021

fall 2016; spr. 2020; fall 2020; spr. 2023

spr. 2022

Master's Level CoursesQuantitative Research Methods  
Measurement

Job Attitudes

Occupational Health Psychology

Semesters

spr. 2017; spr. 2019; spr. 2021; fall 2022

fall 2017

fall 2017; fall 2019

spr. 2022

Doctoral Level Courses

Macro Organizational Science

Occupational Health Psychology

Semesters

fall 2018; fall 2019; fall 2022

spr. 2014 &amp; 2016; spr. 2018

**Chaired Student Theses, Comps, and Dissertations** (UNCC = UNC Charlotte; WSU = Wayne State University)

1. Meyer, K. Occupational Stress and Safety Behaviors. *Comprehensive Exam*, UNCC (2022-2023)
2. Bardwell, T. Anticipated Discrimination and Work Ability in Workers with Mental Health Conditions. *Master's Thesis*, UNCC (January 2021).
3. Baumann, K. Gender Signaling and Gender Bias in Selection. *Master's Thesis*, UNCC (April 2020).
4. Flinchum, J. Selection, Optimization, and Compensation Strategies and Perceived Work Ability: The Moderating Roles of Job Control and Health Status. *Master's Thesis*, UNCC (November 2019).
5. Salge, M. Reducing Disability Discrimination in the Workplace. *Master's Thesis*, UNCC (Co-chair with E. Ruggs, May 2018)
6. Liu, M. Personality Changes among Older Working Adults: Effects of Discrimination and Unemployment. *Dissertation*, WSU (Co-chair with J. Huang; June 2017).
7. Hamblin, L. Safety Climate, Violence Prevention Climate and Work Outcomes. *Dissertation*, WSU (Nov. 2016).
8. 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).
9. Wiegert, D. Workplace Aggression, Safety Performance, and Safety Outcomes Mediated by Burnout and Moderated by Psychological Capital. *Master's Thesis*, WSU (June 2016).
10. Stoddart, S. The Impact of Cyberloafing and Mindfulness on Employee Burnout and Engagement. *Dissertation*, WSU (February 2016).
11. Childress, N. The Effect of Individual Violence Climate Prevention Perceptions within Schools on Faculty Withdrawal Behaviors and Burnout. *Master's Thesis*, WSU (August 2014).
12. Stoddart, S. Work-Health Conflict Scale for Workers with Chronic Illness. *Master's Thesis*, WSU (July 2014).
13. Hamblin, L. Antecedents and Outcomes of Work School Conflict. *Master's Thesis*, WSU (May 2014).
14. Fragoso, Z. Promoting Engagement, Mitigating Burnout: Autonomy Mastery, and Purpose in EMS Workers. *Undergraduate Honors Thesis*, WSU (August 2013).
15. Diebel, H. The Effect of a Visible Chronic Illness on Engagement and Disengagement Coping. *Undergraduate Honors Thesis*, WSU (May 2013).

**Student Committee Membership** (WSU = Wayne State University; UNCC = UNC Charlotte)

1. Dickson, A. Dissertation Committee (Organizational Science), UNCC (in-progress)
2. Del Grosso, B. Dissertation Committee (Department of Health Services Research), UNCC (in-progress)
3. Kavanaugh, K. Dissertation Committee (Organizational Science), UNCC (in-progress)
4. Demure, R. Undergraduate Honors Thesis (Psychological Science), UNCC (2022)
5. Roatch, J. Master's Thesis Committee (Industrial/Organizational Psychology), UNCC (2022)
6. Gordon, J. Undergraduate Honors Thesis Committee (Psychological Science), UNCC (2021)
7. Kavanaugh, K. Comprehensive Exam Committee, (Organizational Science) UNCC (2021)
8. Mansfield, C. Dissertation Committee (Organizational Science), UNCC (2021)

9. Chandler, A. Dissertation Committee (Organizational Science), UNCC (2021)
10. Toth, A. Dissertation Committee (Organizational Science), UNCC (2021)
11. Udomsirirat, T. Undergraduate Honors Thesis Committee (Psychological Science), UNCC (2021)
12. Dickson, A. Master's Thesis Committee (Organizational Science), UNCC (2020)
13. Harrington, N. Dissertation Committee (Organizational Science), UNCC (2020)
14. Coffey, K. Master's Thesis Committee (Industrial/Organizational Psychology), UNCC (2020)
15. Alexander, S. Master's Thesis Committee (Industrial/Organizational Psychology), UNCC (2020)
16. Kavanaugh, K. Master's Thesis Committee (Organizational Science), UNCC (2020)
17. Chandler, A. Comprehensive Exam Committee (Organizational Science), UNCC (2019)
18. Toth, A. Comprehensive Exam Committee (Organizational Science), UNCC (2019)
19. Engemann, K. Comprehensive Exam Committee (Organizational Science), UNCC (2017)
20. Harrington, N. Comprehensive Exam Committee (Organizational Science), UNCC (2017)
21. Davis, S., Undergraduate Honors Thesis Committee (Psychological Science), UNCC (2017)
22. Childress-Powell, N., Dissertation Committee (I/O Psychology), WSU (2017)
23. Ran, S., Dissertation Committee (I/O Psychology), WSU (2017)
24. Wynne, K., Dissertation Committee (I/O Psychology), WSU (2016)
25. Holmes, H., Master's Thesis Committee (Clinical Psychology), WSU (2016)
26. Pace, M., Dissertation Committee (Education), WSU (2016)
27. Magomaeva, A. Master's Thesis Committee (I/O Psychology), WSU (2013)
28. Wells, C., Dissertation Committee (I/O Psychology), WSU (2013)
29. Reiss, A., Dissertation Committee (I/O Psychology), WSU (2012)
30. Weidner, N., Dissertation Committee (I/O Psychology), WSU (2012)
31. Zabel, K., Master's Thesis Committee (I/O Psychology), WSU (2012)

### Service to Profession

- Associate Editor, *Occupational Health Science* (2022- )
- Special Issue Editor, Chronic Health Conditions in the Workplace: Implications of Work Organization, Work Design, and Organizational Practices, *Occupational Health Science* (2022-)
- Chair, APA Conference Program Committee for Division 14 SIOP (2021-2023)
- Member, NIOSH Healthy Work Design and Well-Being Council (2021- )
- Treasurer and Secretary, Society for Occupational Health Psychology (2019-2022)
- Chair-in-Training, APA Conference Program Committee for Division 14 SIOP (2020)
- Editorial Board Member, *Journal of Business and Psychology*
- Ad-hoc Reviewer: *Journal of Applied Psychology; Stress & Health, Journal of Occupational Health Psychology*
- Ad-hoc Reviewer: Institution of Occupational Safety and Health in UK (2020)
- Ad-hoc Reviewer: National Science Foundation Science of Organizations Program (2016; 2017)
- Ad-hoc Reviewer: Israeli Science Foundation (2017)
- 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)
- Reviewer, Best Intervention Competition (Work, Stress, and Health 2017)
- Chair, SIOP Call for Papers/Flanagan Award Committee (2015-2016)
- Reviewer, Society for Industrial and Organizational Psychology Annual Conference (2011-2019)
- Reviewer, APA Work, Stress, and Health Biannual Conference (2012, 2014, 2016, 2019)
- Reviewer, Academy of Management Annual Conference (2012, 2013)
- Reviewer, SIOP Foundation Grant Awards (2013)

### Service to Institution

- Admissions Committee Member, I/O Master's Program (2020; 2022)
- Member, Social Justice Committee in Department of Psychological Science (2021-)
- Admissions Committee Member, Organizational Science Program (2020-2021)
- Chair, Hiring Committee (I/O Psychology Assistant Professor position) 2019-2020
- CLAS Research Advisory Committee, UNC Charlotte (2018- 2021)
- Organizational Science Summer Institute Faculty Mentor and Speaker, UNC Charlotte (2018; 2020; 2021)

- CLAS Faculty Council Representative, UNC Charlotte (2018-2020)
- University Faculty Council Alternate, UNC Charlotte (2020- 2021)
- Organizational Science program Advisory Board member, UNC Charlotte (2017-2019)
- Organizational Science New Faculty Co-Mentor with E. Ruggs (fall 2018)
- Comprehensive Exam Committee, I/O Master's Program, UNC Charlotte (spring 2018)
- University Faculty Council Representative, UNC Charlotte (2016-2018)
- Various presentations (UNC Charlotte):
  - Speaker, Virtual Psychology Opportunity Showcase (Oct. 19, 2020)
  - UNCC Graduate School Week Speaker (March 2020)
  - Organizational Science Current Topics (September 2016; April 2018)
  - Psychological Science Excite & Engage Series (February 2018)
  - Organizational Science Summit (November 2017)
- Psi Chi Chapter Co-Advisor, UNC Charlotte Psychology Department (2017)
  - Gave induction ceremony speech (November 2017)
- Faculty Search Committee Member, Wayne State University Psychology Department (2011, 2013, 2015)
- Graduate Committee Representative, Wayne State University Psychology Department (2011 – 2016)
  - Coordinated Ph.D. student recruitment and admissions, planned social events, assisted with Ph.D. student and I/O program evaluation, judged poster competitions

### **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 – Nov. 2001) Regional Manager

### **Awards and Fellowships**

Reassignment of Duties, UNC Charlotte

Fall 2021

Catalyst Fellow, UNC Charlotte

Summer 2017

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

### **Professional Memberships/Affiliations**

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

**ORCID:** <https://orcid.org/0000-0003-2063-162X>