

Alyssa K. McGonagle, Ph.D.

Assistant Professor, Department of Psychology and Organizational Science
University of North Carolina Charlotte
amcgonag@uncc.edu

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>
National Institute for Occ. Safety & Health	Principal Investigator	\$382,739	Submitted	10/17
SIOP Foundation	Principal Investigator	\$7,092	Awarded	12/17-11/18
UNC Charlotte Faculty Research Grant	Principal Investigator	\$4,318	Awarded	3/17-3/18
NC OSH Education & Resource Center	Principal Investigator	N/A	Unfunded	10/16
Alfred P. Sloan Foundation	Co-PI (PI: Fisher, G.)	\$63,773	Completed	6/15-6/16
Institute of Coaching	Co-Inv. (PI: Schwab, L.)	\$39,278	Ongoing	6/15-6/18
Alfred P. Sloan Foundation	Co-PI (PI: 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	Job Attitudes	Work Motivation
	Measurement	

Peer-Reviewed Journal Articles (*italics indicates current or former student advisee co-author*)

- 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* (in press). doi: 10.1002/smi.2801
- Walsh, B., Lee, J., Jensen, J., McGonagle, A. K., & Samnani, A. (2017). Charismatic and ethical leadership and workplace incivility: The mediating role of perceived norms for respect. *Journal of Business and Psychology* (online first). doi: 10.1007/s10869-017-9505-x
- Walsh, B., Kabat-Farr, D., & McGonagle, A. K. (2017) Uncivil supervisors and perceived work ability: Examining the joint moderating roles of job involvement and grit. *Journal of Business Ethics* (online first). doi: 10.1007/s10551-017-3604-5

- 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*, 4(1), 96-107 doi: 10.1093/workar/waw035
- 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
- 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
*Received Editor's Commendation (one of eight papers selected for 2016)
- 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 current or former student co-authors*)

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: Multiple Diversities*. Palgrave Macmillan.

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.

Selected Peer-Reviewed Conference Presentations (*italics indicate current or former student advisees*)

McGonagle, A., & Kraiger, K. Examination of separate and combined effects of IER and CMV in survey response data. Accepted for presentation in Recent Advances in Careless Responding Research, 2018 Society for Industrial and Organizational Psychology annual conference, Chicago, IL.

Rudolph, C., & McGonagle, A. Exploring age-conditional effects in the emotional labor-perceived work ability linkage: A daily diary study. Accepted for presentation in New Frontiers in Work Ability: Theory, Research, and Practice, 2018 Society for Industrial and Organizational Psychology annual conference, Chicago, IL.

Hamblin, L., Arnetz, J., & McGonagle, A. The mediating role of violence prevention climate for healthcare employees at risk. Accepted for presentation in Workplace Violence in Healthcare: Protective Climates and Processes in the Work Unit, 2018 Society for Industrial and Organizational Psychology annual conference, Chicago, IL.

McGonagle, A., Yahanda, N., Duskey, H., & Schwab, L. A. Coaching primary care physicians: Implications for perceived work ability. Accepted for presentation in New Frontiers in Work Ability: Theory, Research, and Practice, 2018 Society for Industrial and Organizational Psychology annual conference, Chicago, IL.

McGonagle, A., Yahanda, N., Duskey, H., & Schwab, L. (2017, October). Coaching effectiveness for primary care physicians: Preliminary results. Presented at Coaching in Leadership & Healthcare Conference, Boston.

McGonagle, A., & *McMillan (Chandler), A. (2017, October). Coaching workers with chronic health conditions: Common challenges. Paper presented at Coaching in Leadership & Healthcare Conference, Boston, MA.

McGonagle, A., 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*. Paper presented at Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL.

Fragoso, Z., McGonagle, A., & 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.

- Kraiger, K., Sanchez, D., & McGonagle, A. (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.
- McGonagle, A. (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.
- 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.
- Schwab, L., Duskey, H., Yahanda, N., & McGonagle, A. (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.
- McGonagle, A. (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.
- 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. Presentation 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.

Invited Talks/Interviews/Workshops

Coaching for workers with chronic health conditions: Test of an intervention. Panelist in joint Total Worker Health and National Center for Productive Aging and Work webinar, NIOSH, September 28, 2017 (951 registrants).

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, August 22, 2017 (210 registrants).

How Did You Get That Job? Lessons Learned from Academic & Applied Job Searches. Panelist at APA/NIOSH Work, Stress, and Health conference. June 9, 2017.

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.

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.

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.

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.

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 (WSU = Wayne State University)

Liu, M. Personality Changes among Older Working Adults: Effects of Discrimination and Unemployment. *Dissertation*, WSU (co-chair with J. Huang; June 2017).

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

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).

- Wiegert, D. Workplace Aggression, Safety Performance, and Safety Outcomes Mediated by Burnout and Moderated by Psychological Capital. *Master's Thesis*, WSU (June 2016).
- Stoddart, S. The Impact of Cyberloafing and Mindfulness on Employee Burnout and Engagement. *Dissertation*, WSU (February 2016).
- Childress, N. The Effect of Individual Violence Climate Prevention Perceptions within Schools on Faculty Withdrawal Behaviors and Burnout. *Master's Thesis*, WSU (August 2014).
- Stoddart, S. Work-Health Conflict Scale for Workers with Chronic Illness. *Master's Thesis*, WSU (July 2014).
- Hamblin, L. Antecedents and Outcomes of Work School Conflict. *Master's Thesis*, WSU (May 2014).
- Fragoso, Z. Promoting Engagement, Mitigating Burnout: Autonomy Mastery, and Purpose in EMS Workers. *Undergraduate Honors Thesis*, WSU (August 2013).
- Diebel, H. The Effect of a Visible Chronic Illness on Antecedents Affecting Engagement and Disengagement Coping. *Undergraduate Honors Thesis*, WSU (May 2013).

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

- Del Grosso, B. Dissertation (Department of Health Services Research), UNCC (in-progress)
- Salge, M. Master's Thesis (I/O Psychology), UNCC (in-progress)
- Davis, S., Undergraduate Honors Thesis (Psychology), UNCC (2017)
- Childress-Powell, N., Dissertation (I/O Psychology), WSU (2017)
- Ran, S., Dissertation (I/O Psychology), WSU (2017)
- Wynne, K., Dissertation (I/O Psychology), WSU (2016)
- Holmes, H., Master's Thesis (Clinical Psychology), WSU (2016)
- Pace, M., Dissertation (Education), WSU (2016)
- Magomaeva, A. Master's Thesis (I/O Psychology), WSU (2013)
- Wells, C., Dissertation (I/O Psychology), WSU (2013)
- Reiss, A., Dissertation (I/O Psychology), WSU (2012)
- Weidner, N., Dissertation (I/O Psychology), WSU (2012)
- Zabel, K., Master's Thesis (I/O Psychology), WSU (2012)

Service to Profession

- 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)
- 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; Journal of Occupational and Organizational Psychology*
- Ad-hoc Reviewer: National Science Foundation Science of Organizations Program (2016; 2017)
- Reviewer, Society for Industrial and Organizational Psychology Annual Conference (2011-2017)
- 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)

Service to Institution

- Organizational Science program Advisory Board member, UNC Charlotte (2017-2018)
- Psychology Department Faculty Council Representative, UNC Charlotte (spring 2017, fall 2017)
- Psi Chi Chapter Co-Advisor, UNC Charlotte Psychology Department (spring 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 – 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