Alyssa K. McGonagle
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Education

Ph.D. (May 2011)	Psychology (Industrial/Organizational)	University of Connecticut, Storrs, CT
M.A. (May 2008)	Psychology	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, University of North Carolina Charlotte
2016–2020	Assistant Professor, Psychological Science, University of North Carolina Charlotte Participating Faculty, Organizational Science Ph.D. Program
2011–2016	Assistant Professor, Department of Psychology, Wayne State University

Grants Awarded (External)

Agency	Role	Funds	Dates	Abbreviated Title
SIOP Foundation	Princip. Inv. (PI)	$7,092	11/17-5/19	Mitigating Disability Bias in Hiring
Institute of Coaching	Co-Inv. (Co-I)	$39,278	6/15-4/19	Coaching Primary Care Physicians
Alfred P. Sloan Foundation	Co-PI	$63,773	6/15-6/16	Investigating Perceived Work Ability
Alfred P. Sloan Foundation	Co-PI	$20,000	7/14-10/14	Investigating Perceived Work Ability
Institute of Coaching	PI	$22,500	8/11-8/13	Coaching Workers with Chronic Illness
SIOP Foundation	PI	$7,345	5/12-8/13	Coaching Workers with Chronic Illness

Grants Awarded (Internal)

Institution	Role	Funds	Dates	Abbreviated Title
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

Agency	Role	Funds Req.	Date	Status	Abbreviated Title
NIH	Co-I (PI: Mennicke)	$452,499	2/20	Under Review	Peer Social Reactions Measure Dev.
NIH	Co-I (PI: Mennicke)	$406,742	2/20	Under Review	Bystander Measure Development
NIOSH	PI	$396,571	11/18	Recommended	Project EMPOWER Resubmission
NIOSH	PI	$382,739	10/17	Unfunded; Scored	Project EMPOWER

Contracts Awarded

Agency	Role	Funds	Dates	Description
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

Refereed Journal Articles *(*indicates current or former student advisee)*

1. 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*. Advanced online publication. https://doi.org/10.1037/ocp0000180

2. Walsh, B. M., McGonagle, A. K., Bauerle, T., & *Bardwell, T. (2020). Safety stressors: Uncivil reactions to work-safety tension. *Occupational Health Science*. Online First. https://doi.org/10.1007/s41542-020-00055-4

3. Walsh, B. M., Kabat-Farr, D., McGonagle, A. K., Burrus, A., Call, L., & Shen, F. (2019). Living a calling and perceived work ability in domestic violence services. *Accepted at Journal of Counseling Psychology*.

4. 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

5. 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

6. *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

7. 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)

8. *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

9. *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

10. 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

11. 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

12. 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)

13. 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

14. 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

15. 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

16. 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

17. 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

18. 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.
19. 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

20. 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

21. 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

22. 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.

23. 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

24. 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.

25. 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

26. 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

27. Barnes-Farrell, J., Davies-Schrils, 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*)

28. McGonagle, A. K., & Bardwell, T. (2020). Working with chronic health conditions: Challenges and interventions. Accepted for publication in Routledge Encyclopedia of Psychology in the Real World.

29. 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

30. 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

31. 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 advisee*)

1. McGonagle, A. K., *Schmidt, S. R., & Speights, S. Work-health interference for workers with chronic health conditions: Construct and scale development. *Under Review*.

Manuscripts in Preparation *(*indicates current or former student advisee*)

1. McGonagle, A. K., & *Fragoso, Z. Within-person variation in work-health conflict and relations to well-being. *Data collection and analyses completed; draft being prepared for journal submission*.

2. McGonagle, A. K., Ruggs, E., & Summers, L. Video intervention to mitigate disability bias in hiring. *Data collection completed; analyses ongoing*.

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

1. McGonagle, A.K., & Ruggs, E. (2020, April). Does Video Diversity Training Help to Reduce Bias Against Job Applicants with Disabilities? Virtual presentation at the Society for I/O Psychology Annual Conference.

2. *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.

3. *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.

4. *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.

5. *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

6. *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.

7. 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.

8. 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.

9. 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.

10. 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.

11. *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.

12. 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.

13. 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.

14. 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.

15. 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.

16. *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.

17. 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.

18. 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.

19. 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.

20. 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.

21. 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.

22. 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.

23. *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.

24. 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.

25. 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.

26. 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.

27. 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.

28. 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.

29. 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.

30. *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.

31. 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.

32. 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

33. 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.

34. *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.

35. 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.

36. 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.

37. 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.

38. 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.

39. 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.

40. 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.

41. *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.

42. 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)

43. 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.

44. 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.

45. 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.

46. 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.

47. 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.

48. 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.

49. 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.

50. 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.

51. 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.

52. 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.

53. 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.

54. 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.

55. 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.

56. 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.

57. 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.

58. 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.

59. 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.

60. Barnes-Farrell, J., Davies-Schrils, 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.

61. 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 noted in service)*

1. Improving Well-Being for Primary Care Physicians through Coaching. Panelist for webinar sponsored by the Institute of Coaching (McLean Hospital, Harvard Medical School). June 2020.

2. 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.

3. Making Work "Work" for Employees with Chronic Health Conditions: Challenges and Opportunities. Presented at MetLife Return-to-Work Summit, December 11, 2019. Cary, NC

4. TRENDS series presenter, UConn Health Center, Using MTurk for Recruiting Participants, January 9, 2019

5. Commentary in "Ask the Experts" section of WalletHub article, Mar. 14, 2018

6. 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).

7. 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).

8. 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.

9. 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.

10. 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.

11. 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.

12. 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.

13. 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.

14. 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.

15. 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.

16. 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.

17. 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.

18. 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	Institution and Semesters
Research Methods II	UNC Charlotte fall 2016; fall 2017; fall 2018; spring 2019; summer 2019
Intro to Ind./Org. Psychology	UNC Charlotte fall 2016; spring 2020
Psychology in the Workplace	Wayne State University spring & fall 2013; spring 2014 & 2015; fall 2015

Master's Level Courses	Institution and Semesters
Quantitative Research Methods	UNC Charlotte spring 2017, spring 2019
Measurement	UNC Charlotte fall 2017
Job Attitudes	UNC Charlotte fall 2017

Doctoral Level Courses	Institution and Semesters
Macro Organizational Science	UNC Charlotte fall 2018
Occupational Health Psychology	Wayne State University spring 2014 & 2016; UNC Charlotte spring 2018
Work Motivation	Wayne State University spring 2013 & 2015
Ind./Org. Psychology	Wayne State University fall 2013

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

1. Bardwell, T. Anticipated Discrimination and Work Ability in Workers with Mental Health Conditions. *Master's Thesis*, UNCC (in-progress).
2. Baumann, K. Gender Signaling and Gender Bias in Selection. *Master's Thesis*, UNCC (April 2020).
3. 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).
4. Salge, M. Reducing Disability Discrimination in the Workplace. *Master's Thesis*, UNCC (Co-chair with E. Ruggs, May 2018)
5. Liu, M. Personality Changes among Older Working Adults: Effects of Discrimination and Unemployment. *Dissertation*, WSU (Co-chair with J. Huang; June 2017).
6. Hamblin, L. Safety Climate, Violence Prevention Climate and Work Outcomes. *Dissertation*, WSU (Nov. 2016).
7. 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).
8. Wiegert, D. Workplace Aggression, Safety Performance, and Safety Outcomes Mediated by Burnout and Moderated by Psychological Capital. *Master's Thesis*, WSU (June 2016).
9. Stoddart, S. The Impact of Cyberloafing and Mindfulness on Employee Burnout and Engagement. *Dissertation*, WSU (February 2016).
10. Childress, N. The Effect of Individual Violence Climate Prevention Perceptions within Schools on Faculty Withdrawal Behaviors and Burnout. *Master's Thesis*, WSU (August 2014).
11. Stoddart, S. Work-Health Conflict Scale for Workers with Chronic Illness. *Master's Thesis*, WSU (July 2014).
12. Hamblin, L. Antecedents and Outcomes of Work School Conflict. *Master's Thesis*, WSU (May 2014).
13. Fragoso, Z. Promoting Engagement, Mitigating Burnout: Autonomy Mastery, and Purpose in EMS Workers. *Undergraduate Honors Thesis*, WSU (August 2013).
14. 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. Master's Thesis Committee (Organizational Science), UNCC (in-progress)
2. Chandler, A. Dissertation Committee (Organizational Science), UNCC (in-progress)
3. Toth, A. Dissertation Committee (Organizational Science), UNCC (in-progress)
4. Harrington, N. Dissertation Committee (Organizational Science), UNCC (in-progress)
5. Del Grosso, B. Dissertation (Department of Health Services Research),UNCC (in-progress)
6. Engemann, K. Dissertation Committee (Organizational Science), UNCC (in-progress)
7. Stetyick, A. Master's Thesis Committee (Organizational Science), UNCC (in-progress)
8. Coffey, K. Master's Thesis Committee (Industrial/Organizational Psychology), UNCC (April 2020)
9. Alexander, S. Master's Thesis Committee (Industrial/Organizational Psychology), UNCC (April 2020)
10. Kavanaugh, K. Master's Thesis Committee (Organizational Science), UNCC (April 2020)
11. Chandler, A. Comprehensive Exam Committee (Organizational Science), UNCC (2019)
12. Toth, A. Comprehensive Exam Committee (Organizational Science), UNCC (2019)
13. Engemann, K. Comprehensive Exam Committee (Organizational Science), UNCC (2017)
14. Harrington, N. Comprehensive Exam Committee (Organizational Science), UNCC (2017)
15. Davis, S., Undergraduate Honors Thesis (Psychological Science), UNCC (2017)
16. Childress-Powell, N., Dissertation (I/O Psychology), WSU (2017)
17. Ran, S., Dissertation (I/O Psychology), WSU (2017)
18. Wynne, K., Dissertation (I/O Psychology), WSU (2016)
19. Holmes, H., Master's Thesis (Clinical Psychology), WSU (2016)
20. Pace, M., Dissertation (Education), WSU (2016)
21. Magomaeva, A. Master's Thesis (I/O Psychology), WSU (2013)
22. Wells, C., Dissertation (I/O Psychology), WSU (2013)
23. Reiss, A., Dissertation (I/O Psychology), WSU (2012)
24. Weidner, N., Dissertation (I/O Psychology), WSU (2012)
25. Zabel, K., Master's Thesis (I/O Psychology), WSU (2012)

Service to Profession

- Treasurer and Secreary, Society for Occupational Health Psychology (2019-)
- Current Editorial Board Member for:
  - *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; Journal of Occupational Rehabilitation*
- 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, I/O Master's Program (2020)
- CLAS Research Advisory Committee, UNC Charlotte (2018-)
- UNCC Graduate School Week Speaker: Becoming a Successful Candidate; Subfields of Psych (March 2020)
- Organizational Science Summer Institute Faculty Mentor, UNC Charlotte (spring 2018; spring 2020)
- CLAS Faculty Council Representative, UNC Charlotte (2018- 2020)
- University Faculty Council Alternate, UNC Charlotte (2020-)
- 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):
  - 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

Catalyst Fellow, UNC Charlotte	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 Industrial and Organizational Psychology (Division 14 APA)
- Academy of Management (Organizational Behavior, Research Methods, Gender and Diversity Divisions)

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