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EDUCATION

Ph.D. Texas A&M University – 2015
 Industrial and Organizational Psychology

M.A. Southern Illinois University Edwardsville – 2010
 Industrial and Organizational Psychology

B.S. Eckerd College – 2004
 Major: Psychology; Minor: Biology

ACADEMIC APPOINTMENTS

2023 – present, Program Chair, Industrial-Organizational Psychology Doctoral Program
2021 – 2022 Department of Psychology, BGSU

2023 – 2024 Interim Vice Chair for Undergraduate Education
 Department of Psychology, BGSU

2020 – present Associate Professor, Department of Psychology, BGSU

2014 – 2020 Assistant Professor, Department of Psychology, BGSU

RESEARCH INTERESTS

- Social Relationships and Exchanges in the Workplace
- Stress and Stress Recovery
- Contextual Performance (e.g., CWB, OCB, risk taking)
- Occupational Health in Risky/Stressful Occupations (e.g., nursing, law enforcement)

PEER REVIEWED PUBLICATIONS

Note: Graduate students underlined.

17. Zhang, D.C., **Barratt, C.L.**, & Smith, R.W. (2023, in-press). The bright, dark, and gray sides of risk takers at work: Criterion validity of general risk propensity for contextual performance at work. *Journal of Business Psychology*. <https://doi.org/10.1007/s10869-023-09872-0>
16. Smith, C.E., Lee, S., Brooks, M.E., **Barratt, C.L.**, & Yang, H. (2023). Working and working out: Decision-making inputs connect daily work stress to physical exercise. *Journal of Occupational Health Psychology*, 28(3), 160-173. <https://doi.org/10.1037/ocp0000349>
(APA Editor's Choice Paper)

15. Hughes, I.M., Freier, L.M., & **Barratt, C.L.** (2022). “Your help isn’t helping me!” Unhelpful workplace social support, strain, and the role of individual differences. *Occupational Health Science*, 6, 387-423. DOI: 10.1007/s41542-022-00115-x
14. Kotowski, S.E., Davis, K.G., & **Barratt, C.L.** (2022). Teachers feeling the burden of COVID-19: Impact on well-being, stress, and burnout. *Work*, 71, 407-415.
13. Smith, C.E., Huang, S., Horan, K.A., & **Barratt, C.L.** (2021). The “what”, “why” and “whom” of work-family conflict among home-based teleworkers. *Occupational Health Science*, 5, 519-540. DOI: 10.1007/s41542-021-00084-7
12. Smith, C.E., **Barratt, C.L.**, & Hirvo, A. (2021). Burned out or engaged at work? The role of self-regulatory personality profiles. *Stress & Health*, 37, 572-587. DOI: 10.1002/smi.3015
11. Wasson, R.S., **Barratt, C.L.**, & O’Brien, W.H. (2020). Effects of mindfulness-based interventions on self-compassion in health care professionals: A meta-analysis. *Mindfulness*, 11, 1914-1934. DOI: 10.1007/s12671-020-01342-5
10. McKersie, S.J., Matthews, R.A., Smith, C.E., **Barratt, C.L.**, & Hill, R.T. (2019). A process model linking family-supportive supervision to employee creativity. *Journal of Occupational and Organizational Psychology*, 92, 707-735. DOI: 10.1111/joop.12276
9. O’Brien, W.H., Horan, K.A., Singh R.S., Moeller, M.T., Wasson, R.S., Jex, S.M., & Matthews, R.A., & **Barratt, C.L.** (2019). Relationships among training, mindfulness, and workplace injuries among nurse aides working in long term care settings. *Occupational Health Science*, 3(1), 45-58. DOI: 10.1007/s41542-018-0031-7
8. Horan, K.A., Singh, R.S., Moeller, M.T., Matthews, R.A., **Barratt, C.L.**, Jex, S.M., & O’Brien, W.H. (2019). The relationship between employee withdrawal and physical work hazards: The role of workplace safety. *Stress & Health*, 35(18), 81-88. DOI: 10.1002/smi.2844
7. **Barratt, C.L.**, & Smith, C.E. (2018). Workplace relationships and social networks. *Industrial and Organizational Psychology*, 11(3), 510-516. DOI: 10.1017/iop.2018.104
6. Horan, K.A., Moeller, M.T., Singh, R.S., Wasson, R., O’Brien, W.H., Matthews, R.A., Jex, S.M., & **Barratt, C.L.** (2018). Supervisor support for stress management and intervention process. *International Journal of Workplace Health Management*, 11(4), 260-272. DOI: 10.1108/IJWHM-12-2017-0113
5. **Barratt, C.L.**, Bergman, M.E., & Thompson, R.J. (2014). Women in federal law enforcement: The role of gender role orientations and sexual orientation in mentoring. *Sex Roles*, 71, 21-32. DOI: 10.1007/s11199-014-0388-2
4. Beatty, A., **Barratt, C.L.**, Berry, C.M., & Sackett, P.R. (2014). Testing the generalizability of indirect range restriction corrections. *Journal of Applied Psychology*, 99, 587-598. DOI: 10.1037/a0036361
3. Berry, C.M., **Barratt, C.L.**, Dovalina, C.L., & Zhao, P. (2014). Can racial/ethnic subgroup criterion-to-test standard deviation ratios account for conflicting differential validity and differential prediction evidence for cognitive ability tests? *Journal of Occupational and Organizational Psychology*, 87, 208-220. DOI: 10.1111/joop.12036

2. Berry, C.M., Carpenter, N.C., & **Barratt, C.L.** (2012). Do other-reports of counterproductive work behavior provide an incremental contribution over self-reports? A meta-analytic comparison. *Journal of Applied Psychology*, 97, 613-636. DOI: 10.1037/a0026739
1. **Barratt, C.L.**, & Nordstrom, C.R. (2011). Cupid's cubicle: Co-workers' reactions to workplace romance characteristics. *Journal of Organizational Psychology*, 11(2), 9-23.

BOOK CHAPTERS

Samuelson, C.D., & **Barratt, C.L.** (2012). Collaborative processes in ecosystem management. In Clayton, S.D. (Ed.). *The Oxford Handbook of Environmental and Conservation Psychology* (pp. 598-627). New York, NY: Oxford University Press.

MANUSCRIPTS UNDER REVIEW

Note: Graduate and undergraduate students underlined.

Titles omitted to protect the blind review process.

Ghalichi, N.S., **Barratt, C.L.**, & van Staaen, M.J. (under review). *Social Networks*.

CONFERENCE PRESENTATIONS

Note: Graduate and undergraduate students underlined.

51. **Barratt, C.L.**, Bonifas, C.H., & Sellers-McGauley, M. (2022, April). Are teleworkers equally supported? An examination of social support networks. Poster presented at the 37th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Seattle, WA.
50. Smith, C.E., **Barratt, C.L.**, & Brooks, M.E. (2022, April). Too stressed to decide to decompress: Work stress undercuts health leisure decisions. In K.J. Black (Chair), Damaging downtime: Attitudes and behaviors that affect recovery, sleep, and health [Symposium]. Presented at the Society for Industrial and Organizational Psychology (SIOP), Seattle, WA.
49. Hughes, I.M., Freier, L.M., & **Barratt, C.L.** (2022, April). Unhelpful workplace social support, strain, and individual differences. Poster presented at to the 37th Annual Conference for the Society for Industrial and Organizational Psychology (SIOP), Seattle, WA.
48. Wasson, R.S., Dietrich, K.M., **Barratt, C.L.**, & O'Brien, W. (2021, September/November). Feasibility, acceptability, and preliminary effectiveness of a pilot online mindful self-compassion intervention for medical students. Poster presented at the 14th Work, Stress, & Health Conference (Virtual).
47. Zhang, D.C., & **Barratt, C.L.** (2021, July/August). Risk propensity as a common antecedent for OCBs and CWBs. Paper presented at 81st Annual Meeting of the Academy of Management (Virtual).

46. Hughes, I.M., Gressley, M.E., Freier, L.M., & **Barratt, C.L.** (2021, May). Unhelpful workplace social support: Outcomes and importance among related exchanges at work. Poster presented to the Association for Psychological Science 33rd Annual Convention, Virtual.
45. **Barratt, C.L.**, & Smith, C.E. (2021, April). Is mental detachment from work necessary for health? A necessary condition analysis. Poster presented at the 36th Annual Conference for the Society of Industrial and Organizational Psychology, New Orleans, LA (Virtual).
44. Freier, L.M., Shea, M.A., Stevenor, B.A., & **Barratt, C.L.** (2021, April). Engagement Panel discussion presented at the 36th Annual Conference for the Society of Industrial and Organizational Psychology, New Orleans, LA (Virtual).
43. Gallagher, C.M., Hughes, I.M., & **Barratt, C.L.** (2021, April). Considering the value of psychometric network models for CWB and OCB. Poster presented at the 36th Annual Conference for the Society of Industrial and Organizational Psychology, New Orleans, LA (Virtual).
42. Ghalichi, N.S., **Barratt, C.L.**, & van Staaden, M.J. (2021, April). Distinct role of peer effects and sense of belonging in student socialization and college success. Poster presented to the 2021 NARST Annual International Conference (Virtual).
41. Ghalichi, N.S., **Barratt, C.L.**, & van Staaden, M.J. (2020, July). The influence of peer effects on students' academic performance. Poster presented at the Society for the Advancement of Biology Education Research (Virtual).
40. **Barratt, C.L.** (2020, July). Naughty by nature: An in-depth look at personality's role in employee deviance. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
39. Hirvo, A., **Barratt, C.L.**, & Smith, C.E., (2020, July). Re-examining the personality-counterproductivity relationship with profiles. In **C. L. Barratt (Chair)**, Naughty by nature: An in-depth look at personality's role in employee deviance. Symposium presented at the 35th Annual Conference of the Society for Industrial and Organizational Psychology, Austin, TX.
38. Smith, C.E., Hirvo, A., & **Barratt, C.L.** (2020, July). Unpacking workplace social support: A policy capturing experiment. Poster presented at the 35th Annual Conference for the Society of Industrial and Organizational Psychology, Austin, TX.
37. Brown, E.E., Smith, C.E., & **Barratt, C.L.** (2020, July). Do-it-yourself workplace creativity: Job crafting supplements creative personality. Poster presented at the 35th Annual Conference for the Society of Industrial and Organizational Psychology, Austin, TX.
36. Smith, C.E., Samo, A., & **Barratt, C.L.** (2020, July). To detach or not to detach? Well, it depends...Poster presented at the 35th Annual Conference for the Society of Industrial and Organizational Psychology, Austin, TX.
35. Smith, C.E., **Barratt, C.L.**, & Hirvo, A. (2019, November). Using worker personality profiles to predict burnout and engagement. Poster presented at the 13th Work, Stress, & Health Conference, Philadelphia, PA.

34. Wasson, R.S., Barratt, C.L., & O'Brien, W.H. (2019, November). Effects of mindfulness-based interventions on self-compassion in health care professionals: A meta-analysis. Poster presented at the 13th Work, Stress, & Health Conference, Philadelphia, PA.
33. Smith, C.E., Barratt, C.L., Barlow, K., Page, K.J., & Rospenda, K. (2019, April). Re-examining the workplace support-harassment relationship: A latent profile approach. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
32. Smith, C.E., Huang, S., Barratt, C.L. (2019, April). The what, why, and whom of work-family conflict in home-based teleworkers. In D. J. Ingels & C. Spitzmueller (Chairs), Blending the boundaries between work and home: New research on boundary theory. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
31. Zhang, D.C., & **Barratt, C.L.** (2019, April). Risk takers at work: The dark and light sides of employee risk taking. In D. K. Dalal (Chair), Individual differences in risk propensity in organizations. Symposium presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
30. Gallagher, C.M., Barratt, C.L., Traylor, Z.K. (2019, April). From social burden to support elicitation behaviors: Measuring a social phenomenon. Poster presented at the 34th Annual Conference of the Society for Industrial and Organizational Psychology, National Harbor, MD.
29. Pautsina, A., van Staaden, M.J., & **Barratt, C.L.** (2018, November). Structuring effects and the interdependency of university research & teaching discussion networks: A bivariate network analysis. Poster presented at the 2nd North American Social Networks (NASN) Conference, Washington, D.C.
28. **Barratt, C.L.**, & van Staaden, M.J. (2018, November). Can inter-departmental networks accelerate the adoption of high-impact teaching strategies? Ideation session presented at the 2018 Transforming STEM Higher Education: Confirming the Authority of Evidence Conference, Atlanta, GA.
27. Pautsina, A., **Barratt, C.L.**, & van Staaden, M.J. (2018, November). The emerging structure of research and teaching discussions: How network analyses guide interventions. Poster presented at the 2018 Transforming STEM Higher Education: Confirming the Authority of Evidence Conference, Atlanta, GA.
26. Moeller, M.T., Singh, R.S., Horan, K.A., Wasson, R.S., Barratt, C.L., Jex, S.M., Matthews, R.A., & O'Brien, W.H. (2018, July). Acceptance and commitment therapy for nurses and nurse aides experiencing work stress. In Singh, R. S. (Chair), The value of health: Utilizing ACT to promote flexibility and well-being in primary care and health-related settings. Symposium presented at the Association for Contextual Behavior Science 16th World Conference, Montréal, QC, Canada.
25. Horan, K.A., Moeller, M.T., Singh, R.S., Wasson, R.S., O'Brien, W.H., Matthews, R.A., Jex, S.M., & Barratt, C.L. (2018, May). Perceived effectiveness of a workplace stress management intervention: Complementing or compensating for your supervisor. Poster presented at the 2nd annual Total Worker Health Symposium, Bethesda, MD.

24. **Barratt, C.L.** (2018, April). Do creative employees engage in more citizenship behaviors? Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
23. Xu, X., Pautsina, A., **Barratt, C.L.**, & van Staaden, M. (2018, April). Social contagion: Social network ties influence coworkers' job-related attitudes. Poster presented at the 33rd Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
22. Moeller, M.T., Horan, K.A., Singh, R.S., Wasson, R.S., **Barratt, C.L.**, Jex, S.M., Matthews, R.A., & O'Brien, W.H. (2018, March). Mindfulness as a moderator between resident aggression and nurse/aide injury count. Poster presented at the American Nurses Association Quality and Innovation Conference, Orlando, FL.
21. Moeller, M.T., Singh, R.S., Horan, K.A., Wasson, R.S., **Barratt, C.L.**, Jex, S.M., Matthews, R.A., & O'Brien, W.H. (2017, November). Acceptance and commitment therapy for nurses and nursing aides. Poster presented at the 51st Annual Convention of the Association for Behavioral and Cognitive Therapies, San Diego, CA.
20. Singh, R.S., Moeller, M.T., Horan, K.A., Wasson, R.S., **Barratt, C.L.**, Jex, S.M., Matthews, R.A., & O'Brien, W.H. (2017, November). Variation in client process of acceptance and commitment therapy for nurses and nurse aides. Poster presented at the 51st Annual Convention of the Association for Behavioral and Cognitive Therapies, San Diego, CA.
19. Horan, K.A., Singh, R.S., Moeller, M.T., O'Brien, W.H., **Barratt, C.L.**, Jex, S.M., & Matthews, R.A. (2017, June). Employee withdrawal in response to workplace hazards: The role of workplace safety. Poster presented at 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
18. O'Brien, W.H., Horan, K.A., Moeller, M.T., Singh, R.S., **Barratt, C.L.**, Jex, S.M., & Matthews, R.A. (2017, June). Preventing Injury of Nurses and Nurse Aides in Long-term Care Settings: A Treatment-Outcome Study. Poster presented at 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
17. Singh, R.S., Horan, K.A., Moeller, M.T., O'Brien, W.H., **Barratt, C.L.**, Jex, S.M., & Matthews, R.A. (2017, June). The role of mindfulness on work stressors and depletion. Poster presented at 12th International Conference on Occupational Stress and Health, Minneapolis, MN.
16. Horan, K.A., Moeller, M.T., Singh, R.S., O'Brien, W.H., **Barratt, C.L.**, Jex, S.M., & Matthews, R.A. (2017, April). Prosocial impact as an indicator of meaningful work: Implications for burnout in a healthcare sample. In M. J. Monnot (Chair), Mixed method approaches to understanding meaning and meaningfulness of work. Symposium presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
15. Pavusic, I.C., Arnold, C.B., & **Barratt, C.L.** (2017, April). A meta-analysis of the dark triad and emotional intelligence. Poster presented at the 32nd Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.
14. Wang, Y., **Barratt, C.L.**, Min, H., & Zhang, Y. (2016, April). Gendering stereotypes and mentoring across gender compositions. In J. Madera & Y. Wang (Chairs), Women and

- career development: Stereotypes, challenges, and obstacles. Symposium presented at the 31st Annual Conference of the Society for Industrial and Organizational Psychology, Anaheim, CA.
13. Zhang, D., Highhouse, S.E., **Barratt, C.L.**, & Brooks, M.E. (2015, November). Risk-taking and depression: The combined effects on negative employee behavior. Poster presented at the Society for Judgment and Decision Making Annual Conference, Chicago, IL.
 12. McKersie, S.J., Matthews, R.A., **Barratt, C.L.**, & Trout, R. (2015, May). Linking family-supportive supervision to creativity through meaningfulness, and intrinsic motivation. Paper presented at the 11th International Conference on Occupational Stress & Health, Atlanta, GA.
 11. **Barratt, C.L.** (2015, April). Are impression management and self-deception subscales distinct? A meta-analysis. Poster presented at the 30th Annual Conference of the Society for Industrial and Organizational Psychology, Philadelphia, PA.
 10. **Barratt, C.L.**, Dovalina, C.L., Zhao, P., Lomeli, L.C., & Berry, C.M. (2013, April). Frequency versus time-lost: Not proxies for voluntary and involuntary absence. Poster presented at the 28th Annual Conference of Society for Industrial and Organizational Psychology, Houston, TX.
 9. Beatty, A., Berry, C.M., **Barratt, C.L.**, & Sackett, P.R. (2013, April). Testing the generalizability of indirect range restriction corrections. Poster presented at the 28th Annual Conference of Society for Industrial and Organizational Psychology, Houston, TX.
 8. **Barratt, C.L.**, Bergman, M.E., & Thompson, R.J. (2012, April). Women in law enforcement: The role of gendered personality orientation. In M. E. Bergman & **C. L. Barratt** (Chairs), Well-being in high-risk occupations. Symposium presented at the 27th Annual Conference of Society for Industrial and Organizational Psychology, San Diego, CA.
 7. **Barratt, C.L.**, Dovalina, C.L., Zhao, P., & Berry, C.M. (2012, April). Effects of subgroups' variances on cognitive ability test differential validity. Poster presented at the 27th Annual Conference of Society for Industrial and Organizational Psychology, San Diego, CA.
 6. Thompson, R.J., Bergman, M.E., & **Barratt, C.L.** (2012, April). Mentoring and stressors in women federal law enforcement officers. In M. E. Bergman & **C. L. Barratt** (Chairs), Well-being in high-risk occupations. Symposium presented at the 27th Annual Conference of Society for Industrial and Organizational Psychology, San Diego, CA.
 5. Carpenter, N.C., **Barratt, C.L.**, & Berry C.M. (2011, August). Self-reports and other-reports of counterproductive work behavior: A meta-analysis. In S. M. Stewart & M. L. Gruys (Chairs), New discoveries of antecedents and correlates of counterproductive work behavior. Symposium presented at the 26th Annual Conference of the American Psychological Association, Washington, DC.
 4. **Barratt, C.L.**, & Nordstrom, C.R. (2011, April). Cupid's cubicle: Romance in the workplace. Poster presented at the 26th Annual Conference of Society for Industrial and Organizational Psychology, Chicago, IL.

3. **Barratt, C.L.**, Berry, C.M., & Sackett, P.R. (2011, April). Predictor intercorrelations and indirect range restriction: Do new corrections generalize? Poster presented at the 26th Annual Conference of Society for Industrial and Organizational Psychology, Chicago, IL.
2. Diaz, I., Samuelson, C.D., & **Barratt, C.L.** (2011, April). Team identification, cohesion, and satisfaction in distributed teams. Poster presented at the 26th Annual Conference of Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
1. Berry, C.M., Carpenter, N.C., & **Barratt, C.L.** (2010, May). Self-report versus other-reports of employees' counterproductive workplace behavior: A meta-analysis. Poster presented at the Association for Psychological Science Annual Conference, Boston, MA.

WORK IN PROGRESS

Note: Graduate and undergraduate students underlined.

Barratt, C.L. & Highhouse, S.E. (manuscript preparation). Sadistic impulses and workplace deviance: Relative importance within the dark tetrad.

Henderson, A.A., & **Barratt, C.L.** (manuscript preparation). Examining the relationship between commute characteristics and CWB: Revealing key mediating and moderating effects.

Barratt, C.L., Smith, C.E., & Hirvo, A. (data analysis). Unpacking global perceptions of social support: The relative importance of supportive and uncivil behaviors.

Ghalichi, N.S., **Barratt, C.L.**, & van Staden, M.J. (manuscript preparation). Self-efficacy, quantitative reasoning and personality: Joint influence of a novel task and personality traits on academic self-efficacy.

Hirvo, A., **Barratt, C.L.**, & Smith, C.E. (manuscript preparation). Personality profiles and non-task performance.

Barratt, C.L., Bonifas, C., & Sellers-McGauley, M. (data analysis). Social support networks of teleworkers.

Barratt, C.L., Sturgis, G.D., Smith, C.E., & Brooks, S. (data collection). Work stress, poor recovery, and burnout in nurses.

Barratt, C.L., Sturgis, G.D., & Box, M.J. (pilot data collection). Perceptions of workplace deviance.

Hughes, I.M., Michel, S., **Barratt, C.L.** (data collection). Bored at home, bad at work: Exploring the relations between leisure boredom and counterproductive work behavior.

Smith, C.E., Samo, A., & **Barratt, C.L.** (data collection). Not a one-track mind: After-work thought profiles predict work and well-being variables.

Barratt, C.L., & Smith, C.E. (data collection). Is detachment necessary for recovery from work stress?

Barratt, C.L., Berry, C.M., Bonifas, C., & Sim, S. (coding). Are impression management and self-deception subscales distinct? A meta-analysis.

Barratt, C.L., Michel, S., & Das, G. (study development). Giving and receiving support in the workplace: Implications for health and attitudes.

GRANTS & CONTRACTS

Note: Graduate and undergraduate students underlined.

- 2024 *Leadership through Inquiry, Family, Engagement, & Scholarship (LIFEsci)*
 Amount: \$1,256,832 over 5 years (under review)
 Role: Co-Investigator; M. Partin (PI), Agency: NSF
 Status: Under review
- 2022 *Stress in Home Healthcare Workers*
 Role: Co-Investigator; C. Bonifas (PI). Agency: NIOSH - Department of Environmental Health Education and Research Center.
 Status: Not funded
- 2021 *Work Stress, Poor Recovery, and Burnout in Nurses*
 Amount: \$7,500
 Role: Co-Investigator; G. Sturgis (PI), Agency: NIOSH - Department of Environmental Health Education and Research Center.
Status: Funded
- 2021 *Education and Research Center (ERC-Cincinnati)*
 Amount: \$3,000,000 over 5 years
 Role: Co-Investigator. Agency: National Institute for Occupational Safety and Health.
Status: Funded
- 2021 *Center for Mental Health and Well-being of Workers in High Risk Industries.*
 Role: Co-I. Agency: National Institute for Occupational Safety and Health.
 Status: Not funded
- 2021 *LiSST Collaborative: Liberating Students & Faculty Through Structured Engagement*
 Role: Co-Investigator. M. van Staaden (PI). Agency: National Science Foundation.
 Status: Not funded
- 2020 *Mental Health and Well-Being in Healthcare Workers: Mobile App Intervention Development*
 Role: Consultant. Agency: Betty Irene Moore Nurse Leader Fellowship Program.
 Status: Not funded
- 2018 *Gender Differences in Nursing Job Demands and Resources*
 Amount: \$7,500 over 1 year
 Role: Co-Investigator; K. Barlow (PI), Agency: NIOSH - Department of Environmental Health Education and Research Center.
Status: Funded
- 2018 *Identifying Social Support Networks and their Impact on Workplace Injury, Reporting, and Return to Work in Nursing*
 Role: PI. Agency: Ohio Bureau of Workers' Compensation
 Status: Not funded

- 2018 *Examining Stress, Performance, and Retention of Female Naval Aviators in Flight School.*
Role: Co-PI; S. Melick (PI). Agency: SIOP Small Research Grant Program
Status: Not funded
- 2018 *Impact of Social Networks and Personal Resources on Work and Health Outcomes*
Role: Co-I; C. Smith (PI). Agency: NIOSH - Department of Environmental Health Education and Research Center.
Status: Not funded
- 2017 *Preventing Injury, Assault, and Abuse of Nurse Aides Working in Long-Term Residential Settings*
Role: Co-I; W. O'Brien (PI). Agency: NIOSH
Status: Not funded
- 2017 *Creativity in the Workplace*
Role: PI. Agency: SIOP Small Research Grant Program.
Status: Not funded
- 2016 *Evaluation of State of Ohio's Hiring Process for Correction Officers*
Amount: \$42,000 over 9 months
Role: Principal Investigator. Agency: Ohio Department of Administrative Services.
Status: Funded
- 2015 *Social Facilitation & the Evolutionary Advance of Institutional Change*
Amount: \$3,067,656 over 5 years
Role: Co-Investigator. Agency: National Science Foundation (NSF).
Status: Funded
- 2015 *Preventing Injury, Assault, and Abuse of Nurse Aides Working in Long-Term Residential Settings*
Amount: \$249,999 over 2 years
Role: Co-Investigator; W. O'Brien (PI). Agency: Ohio Bureau of Workers' Compensation.
Status: Funded

HONORS & AWARDS

Vision 2020 Dissertation Enhancement Grant Recipient

Texas A&M University, \$5,000

2014 Distinguished Graduate Student Teaching Award for Excellence in Teaching Recipient

Texas A&M University, Nominated by Psychology Department

2013 Murray & Celeste Fasken Distinguished Graduate Student Teaching Award Recipient

College of Liberal Arts, Texas A&M University, Nominated by Psychology Department

STUDENT MENTORING

Primary Advisor for Graduate Students at BGSU

- Claire Smith, PhD (Fall 2016 – Spring 2021) – Assistant Prof. at University of South Florida
- Kristin Horan, PhD (Fall 2017 – Spring 2018) – Assistant Prof. at Kennesaw State University

- Alison Bayne, PhD (Fall 2017 – Spring 2018) – Now at APTMetrics
- Carter Bonifas, MA (Fall 2020 – present)
- Gaurangi Das, MA (Fall 2021 – present)
- Simon Michel, MA (Fall 2021 – present)
- Melissa Sorensen, PhD (Fall 2023 – present)
- Barbara Warner, MA (Fall 2023 – present)

Doctoral Dissertation Committees Served

- Erin Bannon (clinical), PhD, 2017
- Sara McKersie (I-O), PhD, 2018
- Rajinder (Sonia) Singh (clinical), PhD, 2018
- Shelby Wise (I-O), PhD, 2019
- Mariia Spirina (American Culture Studies), PhD, 2021
- Abdul Althgafei (Higher Ed Administration), PhD, 2022
- Angelene Bonner (Organization Development & Change), Doctorate, 2022
- Katherine Barlow (I-O), PhD, 2023
- Eric Severeid (Sociology), PhD, in progress

Master's Thesis Committees Served

- Sara McKersie (I-O), 2015
- Stacy Sim (I-O; chair), 2016
- Hanyi Min (I-O), 2016
- Christopher Arnold (I-O), 2016
- Rajinder (Sonia) Singh (clinical), 2016
- Shelby Wise (I-O; chair), 2017
- Christopher Gallagher (I-O; chair), 2018
- Rachel Wasson (clinical), 2018
- Katherine Barlow (I-O; chair), 2019
- Ian Hughes (I-O), 2021
- Alonzo Johnson, (I-O), 2023

Research-Focused Honors Students Supervised

- Ryan Hankins, 2016-2017
- Gabrielle Miller, 2019-2020
- Megan Sycks, 2020-2021
- Ashton Boffa, 2021-2022
- Chi Li, 2022-2023

PROFESSIONAL SERVICE

COMMUNITY OUTREACH/SERVICE

Toledo Zoo & Aquarium, Toledo, OH (Spring 2019 – Spring 2020)

- Employee attitude survey
- Job analysis and update of job descriptions for seasonal workers
- Assessment of zoo communications and educational initiatives

Land's End School, San Francisco, CA (Fall 2016)

- Employee attitude survey

COMMITTEES/ADMINISTRATIVE ACTIVITIES

Bowling Green State University (BGSU)

- Transfer Assurance Guide (TAG) Faculty Review Panel, Spring 2022 – present
- Faculty Ally, BGSU Allies Program, Spring 2019 – present
- PRP Steering Committee Member, The University of Cincinnati ERC (NIOSH), 2017 – present
- Faculty Mentor, BGSU Residential Faculty Mentor Program, 2015 – 2017
- Thesis Award Committee, 2015

Department of Psychology, BGSU

- Curriculum Review Committee, 2022 – present
- Salary, Promotion, & Tenure Committee, 2021-2022, 2017-2018, 2015-2016
- Salary, Promotion, & Tenure Committee Chair, 2020 – 2021
- Diversity, Equity, & Inclusion Committee, 2019 – present
- I-O Graduate Program Admissions Committee Chair, 2016 – present
- I-O Faculty Recruitment Committee, 2016 – 2019
- I-O Graduate Program Admissions Committee, 2014 – 2016

SIOP

- Small Research Grant Committee, 2019 – 2020, 2023 – present
- Women’s Inclusion Network Social Media Team Lead, 2021 – 2023
- CEMA, 2020 – present
- Small Research Grant Committee, 2019 – 2020
- Women’s Inclusion Network Awards Committee, 2019 – 2020
- Women’s Inclusion Network Advisory Committee, 2017 – 2019
- Diversity Committee, 2017 – 2019
- Conference Program Reviewer, 2015 – present

PROFESSIONAL AFFILIATIONS & ACTIVITIES

Invited Research Talks/Presentations

- Wayne State University, Spring 2022
- Wayne State University, Fall 2020
- NIOSH, “Sources of Stress in Home Healthcare”, Summer 2020
- Central Michigan University, Spring 2018
- University of Akron, Fall 2017

Memberships in Professional Societies

Academy of Management
 Association for Psychological Science
 European Association of Work and Organizational Psychology
 Society for Industrial-Organizational Psychology (APA Division 14)
 Society for Occupational Health Psychology

Ad Hoc Manuscript Reviewer

Applied Psychology: An International Review; British Journal of Management; Career Development International; Human Performance; Human Resource Management; Journal of Management; Journal of Occupational Health Psychology; Journal of Occupational and Organizational Psychology; Journal of Personality Assessment; Journal of Vocational Behavior; Personality and Individual Differences; Stress & Health; Women & Criminal Justice; Work & Stress

Professional Development

- *Necessary Condition Analysis Workshop*, presented by the Rotterdam School of Management, Erasmus University Rotterdam, June 14-18, 2020
- *LINKS Center Summer Workshop on Social Network Analysis*, Egonetwork Track, presented by the Gatton College of Business and Economics, University of Kentucky, June 4-8, 2018
- *Research Capacity Building Workshop*, presented by National Institute for Occupational Safety & Health Education Research Center, University of Cincinnati, March 12-13, 2018
- *LINKS Center Summer Workshop on Social Network Analysis*, Introduction to SNA Track, presented by the Gatton College of Business and Economics, University of Kentucky, June 12-16, 2017
- *Faculty Success Program*, presented by the National Center for Faculty Development & Diversity, May 15-August 11, 2017