

Melissa G. Keith
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EDUCATION

B.A.	Saint Louis University - 2013 Major: Psychology Minor: Business Administration
M.S.	Purdue University – 2016 Industrial and Organizational Psychology
Ph.D.	Purdue University – 2019 Industrial and Organizational Psychology

RESEARCH INTERESTS

- Creativity and the Creative Process
- Motivation
- Work in the Gig Economy
- Human Flourishing

PEER REVIEW PUBLICATIONS

Keith, M. G., Harms, P. D. & Tay, L. (2019). Mechanical Turk and the gig economy: Exploring differences between gig workers. *Journal of Managerial Psychology*, 34(4), 286-306. doi: 10.1108/JMP-06-2018-0228

Jagacinski, C. M., Kumar, S., & **Keith, M. G.** (2019). Expanding the nomological network of work avoidance: Antecedents and consequences across contexts. *The Journal of Experimental Education*

Porter, C. M., Woo, S. E., Allen, D. G., & **Keith, M. G.** (2019). How do instrumental and expressive network positions relate to turnover?: A meta-analytic path analysis. *Journal of Applied Psychology*, 104(4), 511-536. doi: 10.1037/apl0000351

Porter, C. M.,* **Keith, M. G.**,* & Woo, S. E. (2018). A meta-analysis of network positions and creative performance: Differentiating creativity conceptualizations and measurement approaches. *Psychology of Aesthetics, Creativity, and Arts*. Advance online publication. doi: 10.1037/aca0000198 (*equal authorship)

- Vaziri, H., Tay, L., **Keith, M. G.**, & Pawelski, J. O. (2018). History, literature, and philosophy and positive functioning: A systematic review. *Journal of Positive Psychology*. Advance online publication. doi: 10.1080/17439760.2018.1545041
- Tay, L., Pawelski, J. O., & **Keith, M. G.** (2018). The role of arts and humanities in human flourishing: A conceptual model. *The Journal of Positive Psychology*. 13(3), 215-225. doi: 10.1080/17439760.2017.1279207
- Keith, M. G.**, Tay, L., & Harms, P. D. (2017). Systems perspective of Amazon Mechanical Turk for Organizational Research: Review and recommendations. *Frontiers in Psychology*. doi:10.3389/fpsyg.2017.01359
- Keith, M. G.**, & Harms, P. D. (2016). Is Mechanical Turk the answer to our sampling woes?. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9(1), 1-5. doi: 10.1017/iop.2015.130
- Woo, S. E., **Keith, M.**, & Thornton, M. A. (2015). Amazon Mechanical Turk for industrial and organizational psychology: Advantages, challenges, and practical recommendations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 171-179. doi: 10.1017/iop.2015.21

BOOK CHAPTERS

- Keith, M. G.**, & Harms, P.D. (forthcoming). Worker health and well-being in the gig economy: A proposed framework and research agenda. *Research in Occupational Stress and Well-Being* (Vol. 18)
- Woo, S. E., **Keith, M. G.**, Su, R., Saef, R., & Parrigon, S. (2017). The curious dynamic between openness and interest in creativity development. In G. J. Feist, R. Reiter-Palmon, & J. C. Kaufman (Eds). *The Cambridge Handbook of Creativity and Personality Research* (pp. 44-63). New York, NY: Cambridge University Press.

CONFERENCE PRESENTATIONS

- Keith, M. G.**, & Jagacinski, C. M. (April, 2020). Setting goals for creative performance. In **M. G. Keith** & F. Y. H. Kung (Chairs), Setting New Goals for Goal Research: Questioning Assumptions and New Directions. Symposium to be presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.
- Bailey, J. K., DeSimone, J. A., **Keith, M. G.**, Lindsey, A. P., Nimmon, K., & Sabat, I. E. (April, 2020). How should I/O Psychologists collect data via MTurk? A discussion. Panel

Discussion to be presented at the 35th annual meeting of the Society for Industrial and Organizational Psychology, Austin, TX.

Keith, M. G. (August, 2019). Reining in the wild west: Ethical considerations for online data collection. Symposium presented at the 79th annual meeting of the Academy of Management, Boston, MA.

Montag-Smit, T., & **Keith, M. G.** (August, 2019). Creative process engagement as an affective event: The role of convergent and divergent thinking. Paper presented at the 79th annual meeting of the Academy of Management, Boston, MA.

Keith, M. G., & Jagacinski, C. M. (April, 2019). Personal factors predict creativity via motivation and creative process engagement. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Jagacinski, C. M., & **Keith, M. G.** (April, 2019). Achievement goals and test performance: Between vs. within person effects. Poster presented at the 34th annual meeting of the Society for Industrial and Organizational Psychology, National Harbor, MD.

Keith, M. G., & Jagacinski, C. M. (April, 2018). Creativity, goals, and the creative process. In **M. G. Keith** & T. Montag-Smit (Chairs), *The Creative Process in Context: Contextual influences on the creative process*. Symposium conducted at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Montag-Smit, T., & **Keith, M. G.** (April, 2018). Specific goals, narrowed attention, creative outcomes. In **M. G. Keith** & T. Montag-Smit (Chairs), *The Creative Process in Context: Contextual influences on the creative process*. Symposium conducted at the 33rd annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.

Keith, M. G., & Jagacinski, C. M. (April, 2017). *Autonomy and Performance: The Influence of Task Difficulty and Motivation*. Poster presented at the 32nd annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.

Keith, M. G., & Jagacinski, C. M. (May, 2016). *Autonomy, motivation, and the influence of task difficulty*. Poster presented at the 28th annual meeting of the Association for Psychological Science, Chicago, IL.

Jagacinski, C. M., **Keith, M. G.**, & Guidry, B. G. (May, 2016). *Procrastination and rumination*. Poster presented at the 28th annual meeting of the Association for Psychological Science, Chicago, IL.

Maertz, C. P., **Keith, M.**, & Dalton, G. (August, 2015). *Why good vs. poor performers quit their jobs*. Poster presented at the 75th annual meeting of the Academy of Management, Vancouver, BC.

Keith, M., & Jagacinski, C. M. (April, 2015). *Person-supervisor Fit in the form of goal orientation congruence*. Poster presented at the 30th annual meeting of the Society for Industrial and Organizational Psychology, Philadelphia, PA.

Keith, M., English, D., & Kobos, C. (April, 2013). *The creative process: How expertise influences information gathering*. Poster presented at the Saint Louis University Capstone Symposium, Saint Louis, MO.

Keith, M., Baeza, M., Bertrand, J. & Montag, T. (April, 2012). *Goal specificity and creativity*. Poster presented at the Saint Louis University Senior Legacy Symposium. Saint Louis, MO. (see Senior Legacy Award).

Ferhmann, J., Montag, T., Baeza, M., Rolwes, K., Brown, M., **Keith, M.**, Stewart, S. D., Myers, Z., Bertrand, J. & Gargula, S. (May, 2012). *Positive affectivity increases time spent gathering information in creativity tasks*. Poster presented at the 24th annual meeting of the Association for Psychological Science. Chicago, IL.

Montag, T., **Keith, M.**, Rolwes, K., Baeza, M. & Kiburz, C. (November, 2011). *Deciding factors in choosing your most creative idea*. Poster presented at the annual meeting for the Society for Judgment and Decision Making. Seattle, WA.

TECHNICAL REPORTS

Vosburgh, R. M., & **Keith, M. G.** (2019). 2019 SIOP Exit Survey Executive Summary: Issues, possible solutions, and actions taken. *The Industrial-Organizational Psychologist*,

Rupp, D. E., Schulz, N., Ng, V., **Keith, M.**, Saef, R., & Thapa, S. (2019). *Morehead-Cain Selection Process Audit: Trait (personality) assessment recommendations*. Chapel Hill, NC: Morehead-Cain Foundation.

Rupp, D. E., **Keith, M.**, Ng, V., Saef, R., Schulz, N., & Magar, S. (2018). *Morehead-Cain Selection Process Audit: Revised situational interview and leaderless group discussion prompts*. Chapel Hill, NC: Morehead-Cain Foundation.

Keith, M., Saef, R., Ng, V., & Rupp, D. E. (2018). *Morehead-Cain Revised Rubric*. Chapel Hill, NC: Morehead-Cain Foundation.

Ng, V., Rupp, D. E., Saef, R., **Keith, M.**, Schulz, N., & Magar, S. (2018). *Morehead-Cain Quality x Prompt Matrix*. Chapel Hill, NC: Morehead-Cain Foundation.

Rupp, D. E., Batz, C., **Keith, M.**, Ng, V., Saef, R., & Howland, A. (2016). *Competencies for State College and University Presidents*. Washington, DC: American Association of State Colleges and Universities.

TEACHING EXPERIENCE

Instructor, Bowling Green State University

- Spring 2020: EEO Law: Legal Issues in Organizations
- Fall 2019: Motivation and Morale

Instructor, Purdue University

- Spring 2018, 2019: Selection and Performance Appraisal in Organizations
- Fall 2016: Introduction to I/O Psychology

Teaching Assistant, Purdue University

- Fall 2017: Work Motivation and Job Satisfaction
- Spring 2017: Selection and Performance Appraisal in Organizations
- Spring 2015; Fall 2015, 2017, 2018: Research Methods
- Fall 2014, 2015, 2018: Introduction to I/O Psychology
- Spring 2014: Elementary Psychology
- Fall 2013: Developmental Psychology

AWARDS AND HONORS

2019	Dr. William H. Hendrix Industrial-Organizational Psychology Graduate Student Research Excellence Award
2018	Joseph Tiffin Award for creative and contributory graduate student research in Industrial-Organizational Psychology
2018	C. Eugene Walker Outstanding Graduate Student Award
2018	Teaching Academy Graduate Teaching Award
2018	David Santogrossi Teaching Assistantship Award
2017, 2018	Graduate School Summer Research Grant
2015-2018	Dr. Charles H. Lawshe Graduate Fellowship
2013	Psi Chi Research Award in recognition of research excellence
2012	Senior Legacy Award in Psychology in recognition of research excellence

APPLIED EXPERIENCE

- Spring 2019: Consulted for National Park Service advising on a barrier analysis.
- Fall 2018: Consulted for Morehead-Cain Foundation as a subject matter expert. Made suggestions for improving selection and assessor training.
- Spring 2018: Consulted for Expimetrics as a sampling platform subject matter expert.
- Spring 2017: Conducted criterion-related validation analyses for Pinsight.

- Spring 2016: Contracted by American Association of State Colleges and Universities to develop a competency model of University Presidents. Developed a set of competencies, acted as a project manager, and interviewed subject matter experts.
- Spring 2015: Training Facilitator for the Purdue University Quality of Work Environment Initiative focusing on leadership development. Acted as a role-player during the assessment, made ratings, and worked with management staff at Purdue University to develop leadership skills.
- Summer 2015: Contracted by the University of Pennsylvania to manage a literature search related to the arts and humanities and human flourishing.

SERVICE

- Fall 2019-present: Communications Committee Faculty Advisor
- Fall 2019: Ad Hoc Reviewer for *The Social Science Journal*
- Fall 2019: Ad Hoc Reviewer for *Journal of Research in Psychology*
- Spring 2019: Ad Hoc Reviewer *Journal of Managerial Psychology*
- Fall 2018-present: SIOP Membership Committee Member
- Spring 2018: Served as a representative for the College of Health and Human Sciences in a session to further undergraduate education at Purdue University
- Spring 2018: Conference reviewer for the Academy of Management
- Fall 2017-Spring 2018: SIOP Electronic Communications Committee Member
- Fall 2017-present: Treasurer of Purdue Association of Graduate Students in Industrial Psychology
- Fall 2016-Spring 2017: Editor of the Purdue Association of Graduate Students in Industrial Psychology Newsletter
- Fall 2016, 2019: Conference reviewer for the Society for Industrial and Organizational Psychology
- Fall 2015-Fall 2017: President of Purdue Association of Graduate Students in Industrial Psychology
- Fall 2013-present: Lab manager for the Study of Performance and Motivation Lab

STUDENT ADVISEMENT

Current Students:

- Lindsey Freier

Thesis Committees:

- Kaylyn A. S. Flanigan (2019) Multimodal sensory integration and configural learning in shelter recognition in Amblypygi

PROFESSIONAL AFFILIATIONS

- Society for Industrial and Organizational Psychology (SIOP)
- Academy of Management (AOM)
- Purdue Association of Graduate Students in Industrial Psychology (PAGSIP)