

Page 2 / COVID Research
PSU faculty research the effects of the pandemic on the workplace.

Page 3 / Join Us at SIOP
Get the details on the PSU's presentations and reception at SIOP 2022!

Page 6 / Student Wins
Read about the recent successes of our current graduate students.

Page 9 / Faculty Updates
What our I-O and affiliated faculty have been up to over the last year.



PSU I-O Psychology Newsletter

2022

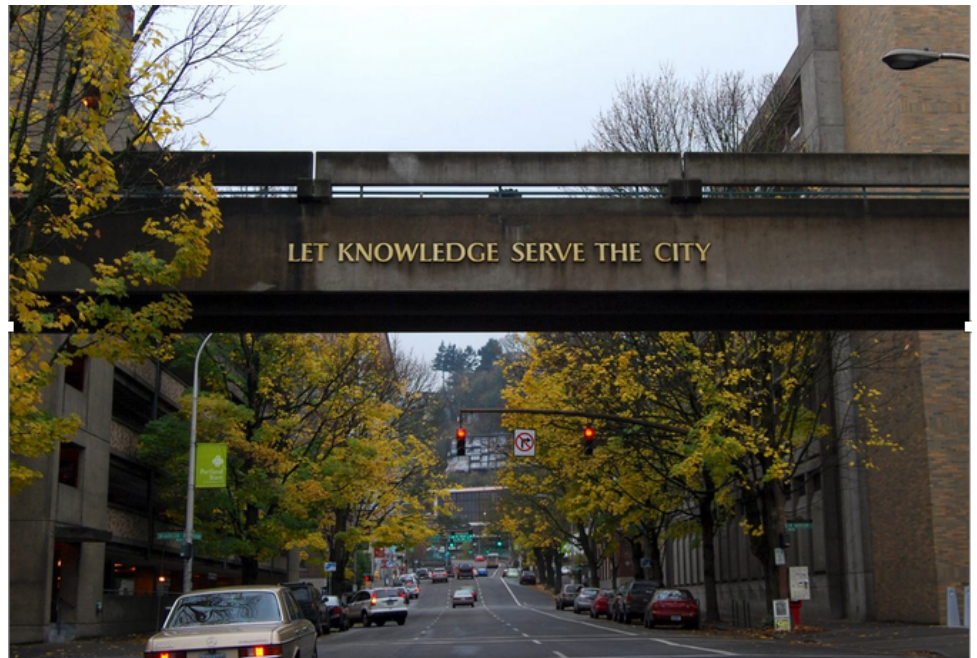
Dear Alumni, Students, and Friends of the PSU I/O Program,

Welcome to the 2021-22 PSU I/O newsletter! We are excited to share brief updates from our faculty, the program, and our alumni.

First, we are happy to have had **five new graduate students** join us in fall 2021: Frances Hampton, Alison Hunt, Emily Ready, Faviola Robles-Saenz, and Laura Yang. We look forward to their continued success in the program! Read more about them on p 5.

This academic year continued to present pandemic-related challenges in how the university and Psychology Department navigated remote and hybrid learning in a “new normal.” At the same time, our faculty pursued new lines of research to drive knowledge for scholars and practitioners around **the impact of the pandemic on workers**. You can read short summaries of their research in this newsletter.

We are also excited to share that many faculty members and students are presenting at SIOP this year. After two years of attending SIOP remotely, we are thrilled to be able to reconnect with you in person. Mark your



calendars now for our **PSU SIOP Reception** happening on Thursday, April 28. Find more details on pages 3-4. Also, we are still raising funds for the party and for our students' attendance at the conference (see page 3 on **how you can make a tax- deductible donation**).

Be sure to check out our **alumni section**. Thanks to all of you who shared updates with us on what you are doing now. It is very gratifying for faculty to hear about your career journeys – and very motivating to current students to get a glimpse of the exciting opportunities that await them upon graduation! Read alumni updates on p. 8.

Please read on to learn more about what's happening in the program, including some notable **accomplishments by graduate students and faculty updates**.

On behalf of the I/O Newsletter Committee (Charlotte Fritz, Stefanie Fox, Kelly Hamilton, Luke Mahoney, Laura Yang) we look forward to keeping in touch and seeing you virtually soon or eventually in person!

-The PSU I/O group

COVID-19 Research by PSU Faculty

It's been two years since the world and workplace drastically changed in response to the COVID-19 pandemic. In 2020, many PSU faculty and students jumped on the opportunity to find out how COVID-19 impacted organizations within "the new normal." Here are some highlights:

Dr. **Talya Bauer** (affiliated at PSU School of Business) has been working on a few different COVID-related research projects, including one manuscript in press with Dr. **Ryan Olson** (affiliated at OHSU) titled "The impact of COVID-19 on transit workers: Perceptions of employer responses and associations with health factors," which will be published in the *Annals of Work Exposures and Health*, a manuscript with Dr. **Donald Truxillo** (emeritus) and Dr. **Berrin Erdogan** (affiliated at PSU School of Business), titled "Distressed and distracted by COVID-19 during high-stakes virtual interviews: The role of job interview on performance and reactions," published in the *Journal of Applied Psychology*, and a manuscript with Dr. **Erdogan** titled "Perceived overqualification, felt organizational obligation, and extra-role behavior during COVID-19: The moderating role of self-sacrificial leadership," which is currently in press in *Applied Psychology: An International Review*.

Special Research Projects and Collaborations

In addition to COVID-related research, PSU faculty and affiliate faculty have collaborated on special research projects that have been awarded grants to fund their continued work in the field.

Drs. **Leslie Hammer** and **Ryan Olson** (OHSU) were awarded a \$6,900,000 five-year grant from CDC-NIOSH for the Oregon



Photo: Unsplash

Healthy Workforce Center at OHSU and affiliated with PSU's OHP Program. Dr. **Olson** is also a PI on numerous projects that have been awarded grants, including "Shift onboard: Protecting new bus drivers against safety and health hazards" (funded by NHLBI) with collaborators Drs. **Todd Bodner** and **Talya Bauer**, "COMPASS for Navigating Pain" for home care workers (funded by NIOSH until 2026) as the Co-Director of the Oregon Healthy Workforce Center with Dr. **Leslie Hammer** and the Project PI for the Oregon Occupational Public Health Program, and "Improving occupational health in Oregon: Turning data to action" (funded by NIOSH until 2026).

Drs. **Larry Martinez**, **Jennifer Dimoff**, **Donald Truxillo** (emeritus) and **Nicholas Smith** (PSU-OHSU School of Public Health) submitted a presentation titled "Generative legacies among long term survivors of HIV" to the 20th Congress of the European Association for Work and Organizational Psychology (EAWOP) in Glasgow, Scotland. Although the conference was cancelled, their paper was selected for the EAWOP 2022 Best 7-Minute Science Award shortlist.

PSU at SIOP 2022

PSU faculty and graduate students will be well-represented at this year's hybrid SIOP conference, presenting on a variety of topics. Be sure to check out these sessions if you plan to attend the conference!

Jennifer Saucedo will be presenting in a symposium titled *Exploring the Utility of Machine Learning through Diverse Applications*. Jennifer's presentation, "Understanding Work and Sleep Through a Machine Learning Approach," will explore if machine learning methods predict sleep better than traditional regression methods, and what work, demographic, and lifestyle factors are most important when predicting sleep.

Dr. Tori Crain and **Jordyn Leslie** will be co-presenting a poster titled *Engaging with Nature and Work: The Outdoor Environment and Employee Outcomes*, which explores how the type of outdoor environment and experiences of work and nonwork time spent outside influence both motivational and energy-based employee outcomes of engagement and creativity.

Dr. Larry Martinez, **Megan Snoeyink**, and **Kelly Hamilton** will present in a symposium titled *Neither in Nor Out: Lessons from Workers with Liminal Identities*. Presentations include "Thinking outside the binary: Employees with liminal identities demonstrate greater creativity" by Dr. Martinez and Megan Snoeyink, and "Just pick one: Gender prescriptions and restrictions for non-binary employees" by Dr. Martinez and Kelly Hamilton.

Kelly Hamilton will present his dissertation,

"Clarifying and Measuring Inclusive Leadership" (for which he developed and validated a scale) in *Empirical Approaches to Understanding how to Cultivate Organizational Inclusion*, chaired by **Dr. Larry Martinez**.

Dr. Tori Crain will be presenting "Stress and burnout: A top 10 trend in Industrial-Organizational Psychology."

Our faculty and students will also be contributing to several panels:

- **Megan Snoeyink** will speak at *Want data? Have data? Bridging the Scientist-Practitioner Gap, Match.com style*.
- **Kelly Hamilton** will speak at *Applying Belongingness to Work: Four Perspectives of the Same Construct*.
- **Dr. Larry Martinez** will be a panelist at *The Impact of Real Organizational Change versus Slacktivism* and *SIOP's Strengthened and Expanded DEI Initiatives*, and a discussant at *Advancing Understanding of Authentic Identity Expression*.

We hope you'll join us at our Annual SIOP Reception on April 28th from 8-10 PM (PDT) at the Sheraton Grand Hotel, Metropolitan Ballroom A.

Interested in sponsoring student conference attendance or next year's party?

Make a tax-deductible donation at this link:

www.bit.ly/SIOPFund

PSU's 2021 I-O cohort



Frances Hampton

Advisor: Dr. Larry Martinez

Research Interests: DEI, allyship, military work-family balance, motivation and productivity, occupational health and safety, corporate social responsibility



Alison Hunt

Advisor: Dr. Liu-Qin Yang

Research Interests: Emotion regulation, employee well-being and performance (with regard to interpersonal work relationships and communication), work-family and occupational health with a special interest in research examining mistreatment, motivation and stress in particularly high stress work environments



Emily Ready

Advisor: Dr. Larry Martinez

Research Interests: Diversity, equity, and inclusion in the workplace, allyship, intersectionality, and workplace discrimination



Faviola Robles-Saenz

Advisor: Dr. Larry Martinez

Research Interests: DEI, employee well-being, and the work-nonwork interface



Laura Yang

Advisor: Dr. Charlotte Fritz

Research Interests: Occupational Health Psychology (OHP); employee health and well-being; job performance, engagement, and satisfaction; job attitudes, motivations, and moods/emotions

Graduate Student Accomplishments

Many of the I/O graduate students at PSU have accomplished a variety of interesting and unique achievements, such as presenting at conferences, publishing manuscripts and book chapters, gaining relevant applied experience in the workplace, and being awarded with workstations and grants for research. Read about some of their recent accomplishments and achievements!

Applied Experiences and Research Projects

Laura Yang is currently an adjunct professor for the Psychology Department at Montclair State University in New Jersey, teaching Psychology of Work: Organizational Psychology, and Psychology of Women. Laura is also a student assistant to the Editor-in-Chief of *Personnel Psychology*, where she is involved with final manuscript review and assists with research projects and related tasks.

Kelly Hamilton recently completed a one-year internship at SAP, reporting to SAP's Chief Expert of Work Technology, Dr. Steve Hunt. In his role, Kelly led a large cross-functional project team and developed a new training/enabler program focused on educating SAP sales executives on core HR topics and trends. Kelly also recently joined SIOP's Engagement and Communication for Practitioners Committee.

Megan Snoeyink volunteered with 350 PDX's Justice, Equity, Diversity, and Inclusion (JEDI) committee to make research informed suggestions to retain underrepresented volunteers.

Morgan Taylor interned on the Employee Experience Team at Regeneron Pharmaceuticals this

past summer. Highlights of her internship include supporting the continuous listening strategy by sharing annual engagement survey results with business leaders, driving manager action planning, and revamping the organization-wide exit survey. Morgan is happy to share that she will be rejoining Regeneron this Winter as an Employee Experience Lead.

Katy McMahon has been working for the U.S. Center for SafeSport for over two years as a Prevention Program Assistant. This past year, she has helped produce a manual, reviewed by the Department of Justice, for the Center to release for sports organizations to use, which identifies and addresses safety risks in their organizations and environments with the goal of preventing physical, emotional, and sexual abuse.

Katy McMahon, Nick Zike, and Morgan Taylor have been collaborating with TriMet the past two years to examine the change in behaviors, well-being, and opportunities for riders participating in their low-income fare program that launched in 2017. After restructuring the design to account for the pandemic, they finally launched their study this past Fall and are currently collecting data.

Awards

Jennifer Saucedo was awarded a research workstation by a machine learning non-profit to continue utilizing machine learning to diversify current psychological research methods.

Fernanda Wolburg Martinez was awarded the Professional Opportunities Program grant from the Northwest Center for Occupational Health and Safety to conduct her research on sexual harassment in the restaurant industry.

Publications:

Laura Yang is a co-author on a book chapter with her advisor, Dr. Charlotte Fritz, titled “Psychological recovery from work demands and employee mental health” in *Mental Health at Work: How Are We Doing and Where Are We Headed?*

Fernanda Wolburg Martinez is a co-author on a manuscript, titled “Family supportive supervisor behaviors across Mexico and the United States,” which explores the mediating effects of the subfacets of WFC on the relationship between FSSB and turnover intentions, and if this pathway was dually moderated by country of residence (Mexico vs. U.S.) and Gender Role Traditionalism.

Stefanie Fox and **Katy McMahon** co-authored a book chapter with their advisor, Dr. Liu-Qin Yang, for the OHP Handbook “Mistreatment in Organizations: Where Are We at and Where Are We Going.”

Katy McMahon, Nick Zike, Stefanie Fox, and Dr. Liu-Qin Yang authored a book chapter, titled “Paradoxical Relationships of Workplace Mistreatment” in *Research in Occupational Stress and Well-Being (Vol. 20); Examining the Paradox of*

Occupational Stressors: Building Resilience or Creating Depletion.

Jordyn Leslie co-authored a book chapter titled “Occupational stress and well-being: Workplace interventions involving managers/supervisors” in *Cambridge Companion to Organisational Stress and Well-Being*. Jordyn has also submitted two other manuscripts currently under review.

Posters and Presentations:

Katy McMahon and **Stefanie Fox** presented a poster at the Work, Stress, Health Conference, titled “Can’t We All Just Get Along? A Nomological Network of Workplace Mistreatment.” Katy also presented a poster based on her thesis titled “Nurses Can’t Even: The Immediate Impact of Incivility on Affect, Well-Being, and Behavior.”

Erika Schemmel and **Jordyn Leslie** both submitted posters that have been accepted at the Work Family Researchers Network Conference, where Erika will be presenting “Daily Work, Nonwork, and Stress Experiences of Students” and Jordyn will be presenting “Sleeping to Support: An Examination of the Relationship Between Leader Sleep and Positive Support Behaviors” this June.

Alumni Updates

Joe Sherwood

My primary gig continues to be acting as a full-time parent. My boys (Miles and Isaac) are in first grade, growing fast, being sweet, and also raising the appropriate amount of hell for six year old twins full of energy and curiosity. In November, I started a new part-time remote job working on HR strategy/planning/program evaluation with a conglomerate organization of small businesses owned by Alaskan Natives (Specifically, the Alutiiq people). I continue teaching I-O psychology to undergraduate students at Gonzaga University. I'm also now selling my art (paintings) and working toward making this source of income a larger percentage of my total income.

Caitlin Demsky

Caitlin Demsky (2015 alum) received tenure and was promoted to Associate Professor of Management at Oakland University (Rochester, MI) this past August, and is currently enjoying her first sabbatical. She continues to conduct research on recovery from work demands, work-life balance, and workplace mistreatment. Caitlin is excited to have developed and begun teaching an elective course for her department on the topic of Work & Stress. She and her husband are enjoying life with their one-year-old son, Quinn.

Cybelly Lyon

Cybelly is delighted to have moved back to Oregon after moving to 5 cities and 3 states over the last 12

years. She is still very happy and busy with her private consulting business.

Sarah Haverly

Sarah Haverly did something in 2021 that felt kind of radical: she committed to only do work that fulfilled and supported her life outside of work. She now works as a UX research consultant and educator for UserZoom, as well as an instructor at University of Washington's Communication Leadership Masters Program. Sarah also serves as a speaker and coach advancing thought leadership of bringing psychological principles to UX research. She continues to be an advocate (zealot?) of work-life balance and creating roles that are the right balance rewarding, manageable, and lucrative. This has also allowed Sarah to continue devoting time to other passion projects, including working with other women (particularly mothers) to network and negotiate to close the pay gap, and serving on the board of the Deschutes Public Library Foundation.

Nicholas Smith

Nic Smith joined OHSU-PSU's School of Public Health as an Assistant Professor with a primary appointment in the graduate level Public Health Practice program. In his research, he engages with individuals with underrepresented, at-risk, and/or stigmatized identities in order to better understand their experiences and to support positive change efforts, with a focus on the workplace.

Amy Pytlovany

Amy achieved her goal of working in both applied and academic settings with her ongoing roles of Research & Assessments Lead at the Center for Parental Leave Leadership (CPLL), and adjunct faculty for PSU's Psychology department and School of Business. Her work with CPLL includes creating individual and organizational assessments to guide parental leave policies and programs, research dissemination, and development and evaluation of parental leave training programs. In her role at PSU, Amy has been teaching Industrial Psychology, Experimental Psychology, and Training & Development. She is enjoying doing this work remotely from her hometown in Upstate NY where she relocated last year to be closer to family. Amy misses the NW forests and people, and hopes to see you again soon!

Join the [PSU I/O Alumni Group](#) on LinkedIn to:

- Connect with faculty and students
- Post jobs and internships
- Share your news!

Faculty Updates

I-O Psychology Faculty



Tori Crain

Tori joined PSU as an assistant professor in the Psychology Department. She completed her master's and doctorate degrees in Industrial-Organizational Psychology and Occupational Health Psychology at Portland State University in 2015, and also worked for a year as a research associate for the Oregon Healthy Workforce Center, a NIOSH Total Worker Health Center of Excellence. Prior to returning to her alma mater, she was an assistant professor in the Industrial-Organizational Psychology Program at Colorado State University for five years. Broadly, Tori's research examines topics related to occupational stress and health, with a specific emphasis on understanding the interplay among the three domains of life: work, nonwork, and sleep. Tori also has an interest in conducting randomized field experiments within workplace settings focused on organizational-level factors (e.g., control over work, supervisor support) and employee-level factors (e.g., mindfulness, sleep hygiene) to improve the well-being of organizations, employees, and their families. More recently, her research has been focused on the experiences of under-represented workers, especially in high-risk industries and occupations where workplace health and safety protections are less common.



Charlotte Fritz

Charlotte has been continuing her research in positive organizational psychology including topics such as recovery from work, energy management strategies, and reattachment to work. For example, in the past couple years she has conducted several projects examining processes and outcomes related to employees' capacity to successfully reattach to work in the morning. Recently, she has also written the chapter on recovery from work for the new edition of the Handbook of Occupational Health Psychology. She continues her work on editorial boards of several academic journals and reviews for a list of other journals. If you are interested in learning more about her ongoing research, her publications, or her graduate students, feel free to take a look at her lab website: <https://www.fritzpoplab.com/>



Leslie Hammer

Dr. Leslie B. Hammer is a Professor in the Oregon Institute of Occupational Health Sciences at Oregon Health & Science University, Co-Director of the Oregon Healthy Workforce Center, one of 10 centers of excellence in Total Worker Health® funded by the National Institute of Occupational Safety and Health. She is also a Professor of Psychology at Portland State University and Associate Director of the Portland State University Occupational Health Psychology graduate training program. She has been Principal Investigator of 5 large workplace intervention randomized controlled trials evaluating the effectiveness of supervisor support training. Dr. Hammer and her team are currently conducting a randomized controlled trial funded by the Department of Defense, evaluating the Readiness Supportive Leadership Training (RESULT) aimed at training Active Duty platoon leaders about how to support their soldiers' psychological health and well-being. She is a Fellow of the American Psychological Association, the Society for Industrial and Organizational Psychology, and the European Academy of Occupational Health Psychology. She is also the Founding President of the Society for Occupational Health Psychology. She publishes widely in such outlets as the Journal of Applied Psychology, Journal of Occupational Health Psychology, and Journal of Environmental and Occupational Medicine.



Larry Martinez

Larry is an Associate Professor and is currently serving in the role of Associate Chair for the Psychology Department. He continues to conduct trainings in local organizations focused on teaching employees how to be better allies. He currently advises seven PhD students and is continuing work on his NSF CAREER award focused on expanding the allyship training and providing educational and professional development opportunities for I/O psychology students and professionals. He is also serving as the inaugural Chair of SIOP's new Diversifying IO Psychology (DIP) Committee and has begun work on an interdisciplinary NSF ADVANCE award focused on collecting data related to gender and racial/ethnic inclusion in STEM fields at PSU.



Donald Truxillo (Emeritus)

Donald Truxillo is a professor in the Kemmy Business School at the University of Limerick in Ireland (and an Emeritus Professor at PSU.) His research focuses on age differences at work and privacy in organizations. This year he published two books, one on aging (*Ageless Talent*, Finkelstein, Truxillo, Fraccaroli, & Kanfer) and the second edition of the I-O textbook (*Psychology and Work*, Truxillo, Bauer, & Erdogan.) He's a member of several editorial boards. He is currently associate editor at *Work, Aging, and Retirement* and co-editor for a special issue on the aging workforce at *Personnel Psychology*. Last year he also gave two keynotes (remotely) on age-related workplace interventions and measurement issues in the aging workforce.



Liu-Qin Yang

Liu-Qin and her team have been busy with various projects, such as ongoing projects focused on workplace relationships (e.g., mistreatment, humor), dynamic emotion and motivation regulation processes, well-being and performance among employees of varied backgrounds, such as employees with hearing disabilities, adults on the autism spectrum, airline pilots, and low-income individuals in the Portland Metropolitan area. She serves as the President-Elect for the Society for *Occupational Health Psychology*, and as the outgoing associate editor for *Applied Psychology: An International Review*. She also continues to serve on various journal editorial boards, such as *Journal of Applied Psychology*, *Journal of Occupational Health Psychology*, and a few other journals.

Affiliated Faculty



Talya Bauer

The last few years have been busy with research, teaching, and service. Along with co-authors, she has had several articles published in 2021 and 2022 (and in press articles) including at Human Relations, Journal of Management, Journal of Applied Psychology, Organization Science, and other outlets. She is continuing work funded by NIH for a 5-year intervention study led by Ryan Olson at OHSU to leverage the onboarding window to aid transit bus drivers in being healthier and safer. She continues to serve as Associate Editor at the Journal of Applied Psychology and as Area Director for the Management and HRM program at PSU.



Jennifer Dimoff

In late 2021, Jenn made the difficult decision to leave Portland to remain closer to family in Canada. She still maintains close connections to PSU and Portland as an Affiliate Assistant Professor in the Department of Psychology at PSU and at Oregon Health & Science University, continuing to collaborate closely with PSU faculty and many current and former students. In her role as an Assistant Professor in OB/HR in the Telfer School of Management at the University of Ottawa, Jenn is continuing her research on workplace mental health, leadership, and interventions. She is also pursuing research related to perinatal mental health and pregnancy loss. In collaboration with other colleagues at Telfer and the University of Ottawa, Jenn was recently awarded >\$1M through the Canadian Foundation of Innovation's John R. Evans Leaders Fund (CFI-JELF) to develop the Triple-I Lab, a state-of-the-art research center dedicated to analyzing social interaction, inclusion, and interventions in work settings. Jenn is grateful to be returning to work full-time after welcoming her second child, Genevieve, last year.



Berrin Erdogan

Berrin worked on numerous projects relating to overqualified workers, newcomer onboarding, and employee selection. Since January 1, 2020, she has been serving as the Editor-in-Chief of *Personnel Psychology*. During the past year, she gave numerous talks relating to different aspects of publishing in invited sessions at universities in the UK, Turkey, and China, and as part of panels at SIOP, AOM, and SMA.



Ryan Olson

Dr. Olson's research program has specialized in occupational fatality surveillance and prevention, and safety, health, and well-being interventions for isolated (lone) workers in demanding occupations (e.g., commercial drivers, home care workers). His areas of contribution to science include: effective Total Worker Health® interventions for isolated populations; behavioral self-monitoring applied to workplace behavior change and transfer of training; self-assessment of ergonomic and safety exposures; and environmental and social motivational variables. With Leslie Hammer, he Co-Directs the Oregon Healthy Workforce Center – a NIOSH Center of Excellence in *Total Worker Health*®.

Publications

These are most of the publications from the I-O group from 2021 - 2022.

Books & Edited Books

Bauer, T. N., & Erdogan, B. (2021). *Organizational behavior: Bridging science and practice (Version 4.0)*. Flat World Education.

Bauer, T. N., Erdogan, B., Caughlin, D., & Truxillo, D. (2020). *Fundamentals of human resource management: People, data, and analytics (1st ed.)*. Sage Publications (ISBN: 978-1544377728).

Truxillo, D. M., Bauer, T. N., & Erdogan, B. (2021). *Psychology and work: Introduction to industrial and organizational psychology (2nd ed.)*. Psychology Press-Taylor & Francis (ISBN: 978-0367151287).

Refereed Publications

Arnold, J., Van Iddekinge, C. H., Campion, M. C., **Bauer, T. N.**, & Campion, M. A. (2021). Welcome back? Job performance and turnover of boomerang employees compared to internal and external hires. *Journal of Management*, 47, 2198-2225.

Bauer, T. N., Erdogan, B., Caughlin, D., Ellis, A., & Kurkoski, J. (2021). Jumpstarting the socialization experience: The longitudinal role of day 1 newcomer resources on adjustment. *Journal of Management*, 47(8), 2226-2261.

Bernard, L., Martinez, L. R., & Kulason, K. (in press). Additional (and not leaky) pipelines: Online faculty positions to diversify IO psychology. *Industrial & Organizational Psychology*.

Brady, G., Truxillo, D. M., Bauer, T. N., & Jones, M. P. (2021). Development and validation of the Privacy and Data Security Concerns Scale (PDSCS). *International Journal of Selection and Assessment*, 29, 100-113.

Brady, J. M., Hammer, L. B., Mohr, C. D., & Bodner, T. E. (2021). Supportive supervisor training improves marital relationship quality among employee and spouse dyads. *Journal of Occupational Health Psychology*, 26, 31-48. doi.org/10.1037/ocp0000264

Campion, M. C., Campion, E., Campion, M. A., & **Bauer, T. N.** (conditional acceptance). Cultivating a leadership pipeline: Using a real options lens to understand executives' strategic staffing decisions. *Organization Science*.

Dello Russo, S., Antino, M., Zaniboni, S., Caetano, A., & **Truxillo, D.** (2021). The effect of age on daily positive emotions and work behaviors. *Work, Aging and Retirement*, 7, 9-15.

Demsky, C. A., Fritz, C., & Ellis, A. M. (2021). Better work for a better weekend: Relationships between job performance, positive affect, and pleasurable weekend experiences. *Occupational Health Science*, 5(1), 129-140. <https://doi.org/10.1007/s41542-021-00088-3>

Ellis, A. M., **Crain, T. L., & Stevens, S. C.** (in press). Is it my job? Leaders' family-supportive role perceptions. *Journal of Managerial Psychology*.

Fritz, C., & Taylor, M. R. (in press). Taking in the good: How to facilitate savoring in work

organizations. *Business Horizons*. <https://doi.org/10.1016/j.bushor.2021.02.035>

Fritz, C., Auten, D., & Caughlin, D. (2021). Reattachment to work in the morning and day-level leader outcomes. *Journal of Vocational Behavior*, 129, Article 103617. <https://doi.org/10.1016/j.jvb.2021.103617>

Fritz, C., Caughlin, D. & **Auten, D.** (in press). When a good day makes for a good night: Antecedents of sleep and morning states. *Journal of Business Psychology*. <https://doi.org/10.1007/s10869-022-09793-4>

Hammer, L. B., Brady, J. M., Brossoit, R. M., Mohr, C. D., Bodner, T. E., **Crain, T. L.,** & Brockwood, K. J. (2021). Effects of a Total Worker Health® leadership intervention on employee well-being and functional impairment. *Journal of Occupational Health Psychology*, 26, 582–598. <https://doi.org/10.1037/ocp0000312>

Hammer, L.B. (2021). The interplay of workplace redesign and public policy in the 21st century. *American Journal of Public Health*, 111(10), 1784-1786. <https://doi.org/10.2105/AJPH.2021.306368>

Hanson, G., Rameshbabu, A., Bodner, T. E., **Hammer, L. B.,** Rohlman, D., Olson, R., Wipfli, B., Kuehl, K., Perrin, N., Alley, L., Schue, A., Thompson, S., & Parish, M. (2021). A comparison of safety, health, and well-being risk factors across five occupational samples. *Frontiers in Public Health, section Occupational Health and Safety* 9, Article 614725. <https://doi.org/10.3389/fpubh.2021.614725>.

Jahantab, F., Vidyarthi, P., Anand, S., & **Erdogan, B.** (in press). When are the bigger fish in the small pond better citizens? A multi-level examination of relative overqualification and outcomes in workgroups. *Group & Organization Management*. <https://doi.org/10.1177/105960112111048055>

Lee, A., **Erdogan, B.,** Willis, S., Tian, A., & Cao, J. (2021). Perceived overqualification and task performance: Reconciling two opposing pathways. *Journal of Occupational and Organizational Psychology*, 94(1), 80-106.

Lucas-Thompson, R. G., Miller, R. L., Seiter, N. S., Prince, M. A., **Crain, T. L.,** & Shomaker, L. B. (in press). Within-person variations in mindfulness mediate effects of daily stressors on psychological distress in adolescence. *Psychology and Health*.

Lucas-Thompson, R. G., Moran, M., & **Crain, T. L.** (in press). Testing bidirectional within-person associations between dispositional mindfulness and sleep in adolescence. *Personality and Individual Differences*.

Lucas-Thompson, R. G., Seiter, N. S., Miller, R. L., Rigsby, B., & **Crain, T. L.** (in press). Inadequate sleep moderates effects of interparental conflict appraisals on adolescent adjustment. *Sleep Health*.

Lucas-Thompson, R., **Crain, T. L.,** & Brossoit, R. M. (2021). Measuring sleep duration in adolescence: Comparing subjective and objective daily methods. *Sleep Health*, 7, 79-82. <https://doi.org/10.1016/j.sleh.2020.06.005>

Luksyte, A., **Bauer, T. N.,** Debus, M. E., **Erdogan, B.,** & Wu, C. (2022). Perceived overqualification and collectivism orientation: Implications for work and non-work outcomes. *Journal of Management*, 48, 319-349.

McCarthy, J. M., **Truxillo, D. M., Bauer, T. N., Erdogan, B.,** Shao, Y., Wang, M., Liff, J., & Gardner, C. (2021). Distressed and distracted by COVID-19 during high-stakes virtual interviews: The role of job interview on performance and reactions. *Journal of Applied Psychology*, 106, 1103-1117.

McHill A. W., Velasco J., Bodner T., Shea S. A., & **Olson R.** (Revision under review). Rapid

changes in overnight blood pressure after transitioning to early-morning shiftwork, *Sleep*.

Mohr, C. D., **Hammer, L. B.**, Brady, J., Perry, M. & Bodner, T. (2021). Can supervisor support improve daily employee well-being? Evidence of supervisor training effectiveness in a study of veteran employee moods. *Journal of Occupational and Organizational Psychology*, *94*, 400-426. <http://dx.doi.org/10.1111/joop.12342>

Olson, R., Rice, S. P. M., Mansfield, L., Wipfli, B., Bodner, T., Anger, W. K., & **Bauer, T. N.** (2021). Bus operators' body weight changes during their first 2 years of work: A retrospective survey. *Journal of Occupational and Environmental Medicine*, *63*(12), 1093-1096.

Park, L. S., & **Martinez, L. R.** (2021). An “I” for an “I”: A systematic review and meta-analysis of instigated and reciprocal incivility. *Journal of Occupational Health Psychology*. Advance online publication. <https://doi.org/10.1037/ocp0000293>

Park, L. S., **Martinez, L. R.**, & Xu, S. X. (in press). Job experience as a buffer against incivility: A daily diary study. *Journal of Managerial Psychology*.

Reeves, M. D., Fritzsche, B. A., Marcus, J., **Smith, N. A.**, & Ng, Y. L. Beware the young doctor and the old barber: A taxonomy of job age-type. *Journal of Vocational Behavior*, *129*, Article 103616. <https://doi.org/10.1016/j.jvb.2021.103616>

Rice, S., Greenspan, L. S., **Bauer, T. N.**, Rimby, J., Bodner, T. E., & **Olson, R.** (2021). The impact of COVID-19 on transit workers: Perceptions of employer responses and associations with health factors. *Annals of Work Exposures and Health*. <https://doi.org/10.1093/annweh/wxab080>

Robles-Saenz, F., Brossoit, R. M., **Crain, T. L.**, Hammer, L. B., Wong, J. R. (2021). Understanding the role of family-specific resources for immigrant workers. *Occupational Health Science*, *5*, 541–562. <https://doi.org/10.1007/s41542-021-00099-0>

Vignoli, M., Perinelli, E., Demerouti, E., and **Truxillo, D. M.** (in press). An analysis of the multidimensional structure of job crafting for older workers with a managerial role. *Work, Aging and Retirement*.

Wang, H.-J., Jiang, L., Xu, X., Zhou, K., & **Bauer, T. N.** (in press). Dynamic relationships between LMX and role making behaviors: The moderating role of employee emotional equivalence. *Human Relations*.

Wilhelmy, A., **Truxillo, D. M.**, & Funk, F. (in press). Reciprocity or backfiring? Examining the influence of realistic job previews on applicants' willingness to self-disclose and use image protection tactics. *International Journal of Selection and Assessment*.

Wipfli, B., Wild, S., Richardson, D., & **Hammer, L.B.** (2021). Work as a social determinant of health – A necessary foundation for occupational health and safety. *Journal of Environmental and Occupational Medicine*, *63*(11), e830-e833.

Wong, J. R., **Crain, T. L.**, Brossoit, R. M., **Hammer, L. B.**, Bodner, T. E., & Brady, J.M. (in press). Beyond just resilience: The important role of work-family resources for soldiers. *Occupational Health Science*.

Wu, C., Weisman, H., Sung, L., **Erdogan, B.**, & **Bauer, T. N.** (in press). Perceived overqualification, felt organizational obligation, and extra-role behavior during COVID-19: The moderating role of self-sacrificial leadership. *Applied Psychology: An International Review*.

Xu, S. X., **Martinez, L. R.**, & van Hoof, H. (2021). How team emotions impact individual

employee strain before, during, and after a stressful event: A latent growth curve modeling approach. *Cornell Hospitality Quarterly*. Advance online publication.

#**Yang, L.-Q.**, #Wang, W., Huang, P.-H. & **Nguyen, A. N.** (In Press). Optimizing Measurement Reliability in Within-Person Research: Guidelines for Research Design and R Shiny Web Application Tools. *Journal of Business and Psychology*. <https://doi.org/10.1007/s10869-022-09803-5>
equal contribution

Yu, A., Pichler, S., Russo, M., & **Hammer, L. B.** (In press). Family-supportive supervisor behaviors and work-family conflict: The role of stereotype content and gender role beliefs. *Journal of Occupational & Organizational Psychology*. <https://doi.org/10.1111/joop.12379>

Book Chapters & Non-Refereed Publications

Hammer, L. B., Allen, S. J., & Leslie, J. J. (Forthcoming, 2021). Occupational stress and well-being: Workplace interventions involving managers/supervisors. In L. Lapierre & C. Cooper (Eds.), *Cambridge companion to organisational stress and well-being*. University Press.

Hammer, L.B. & Brady, J. M. (2021). Worker well-being and work-life issues. In L. Koppes Bryan (Ed.), *Historical perspectives in industrial and organizational psychology* (2nd ed., pp. 270-291). Routledge/Taylor and Francis Group.

Hammer, L. B., Brockwood, K., & Haverly, S. N. (2021). The key role of supervisors for supporting veterans in the workplace. In N. D. Ainspan & K. N. Saboe (Eds.), *Military veteran employment—your competitive advantage: A business guide for the data-driven leader* (pp. 221-242) Oxford University Press. <https://doi.org/10.1093/oso/9780190642983.001.0001>

Hammer, L. B., & Crain, T. L. (Forthcoming). The work-nonwork interface: Policy & practice. In L. E. Tetrick, J. C. Quick, G. G. Fisher, & M. T. Ford (Eds.), *Handbook of occupational health psychology* (3rd ed.). American Psychological Association.

Martinez, L. R., Snoeyink, M., & Hamilton, K. H. (2022). An ally skill building workshop. In A. Nordstrom & W. Goodfriend (Eds.), *Innovative stigma and discrimination reduction programs* (pp. 265-277). Taylor & Francis.

McMahon, K., Pockrandt, J., Zike, N., Fox, S. & Yang, L.-Q. (Accepted). Paradoxical effect of workplace mistreatment. In P. L. Perrewé, P. D. Harms, & C.-H. Chang (Eds.), *Research in Occupational Stress and Well-Being: Examining the Paradox of Occupational Stressors—Building Resilience or Creating Depletion* (Vol. 20). Emerald Publishing.

Yang, L.-Q., Fox, S., & McMahon, K. Mistreatment in Organizations. (Accepted) In L. E. Tetrick, G. G. Fisher, M. T. Ford, & J. Campbell Quick (Eds.), *Handbook of Occupational Health Psychology* (3rd ed.). American Psychological Association.