



PSU I-O Psychology Newsletter

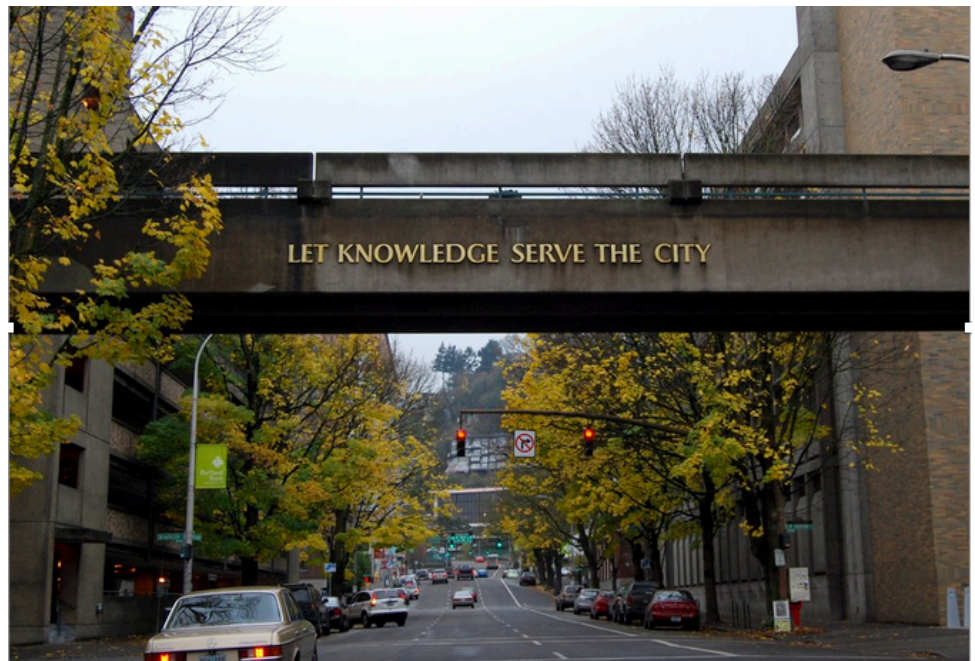
2019

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

Welcome to the 2019 PSU I/O newsletter! We are excited to share brief updates from our faculty, the program, and our alumni.

First, we are happy to welcome five new graduate students again this year: Liana Bernard, Stefanie Fox, Sam Getzen, Megan Snoeyink, and Morgan Taylor. You can read more about them on page 4. We look forward to their continued success in the program!

This past year, our faculty and students have celebrated many “wins,” including receiving awards, honors, and research grants. Congrats to our two newest I-O faculty members, Dr. Jennifer Dimoff and Dr. Larry Martinez, for winning grants to further develop interventions. (Martinez won a \$15,000 PSU Faculty Enhancement Grant to develop his workplace ally training program, and Dimoff recently won more than \$9,000 from the Northwest Center for Occupational Health & Safety’s Professional Training Opportunities Program to develop new materials for her ongoing mental health intervention work.



We are also proud to continue creating and strengthening relationships with the local community and undertake meaningful opportunities that bridge practice and research. In fact, we have launched a new website dedicated to promoting the I-O department’s research and consulting work with local organizations. Check it out at <https://www.psuwrap.com/>.

We also know that many of our alumni have been very busy and have included updates for a number of them in this letter!

We are excited to see everyone at SIOP 2019 in National Harbor, MD!

We are still raising funds for the party as well as for our students’ attendance at the conference (Please see information on how you can make a tax- deductible donation on page 2).

On behalf of the I-O Faculty (Leslie Hammer, Liu-Qin Yang, Charlotte Fritz, Larry Martinez, Donald Truxillo, and Jennifer Dimoff) and our Affiliated Faculty (Talya Bauer, Berrin Erdogan, and Ryan Olson), we look forward to keeping in touch and seeing you soon!

Please read on to learn more about what’s happening in the program.

-The PSU I/O group

Join us at the PSU Reception at SIOP 2019!

The party will take place on Thursday, April 4, from 8-10pm in National Harbor 4 at the Gaylord National Resort & Convention Center.

Interested in sponsoring the big event? Make a tax-deductible donation at this link: www.bit.ly/SIOPFund



Above left: Alumni Jenn Rineer, Caitlin Demsky, and Tori Crain at the 2018 PSU Reception they helped sponsor. Above right: Current I-O Faculty, 2018

SIOP News from Talya Bauer

Updates from our very own Talya Bauer since assuming the role of SIOP President.

Hard work acknowledged!

“It is hard to believe that we are already so close to another fantastic SIOP Annual Conference. As we all know, it is a huge undertaking and the crown jewel of SIOP. We cannot offer enough appreciation and thanks to the incredible SIOP program team,” says Bauer. The program team includes Scott Tonidandel (University of North Carolina, Charlotte) as Conference Chair, Tracey Rizzuto (Louisiana State University) as Program Chair, and Elizabeth McCune (Microsoft) as Incoming Program Chair, and Tracy Kantowitz (PDRI) as Immediate Past Program Chair (and newly elected Incoming SIOP Professional Practice Portfolio Officer). “They, along with the huge overall conference team and SIOP Administrative Office, have been hard at work for months (and years) to make the conference magic happen for us all again.” Don’t miss [“5 Reasons to Attend SIOP.”](#)

Creating a Task Force:

In 2011, SIOP members and then SIOP-President Fred Oswald (Rice University) began working on the SIOP Veterans Initiative with an aim to build collaborations and enact projects to increase workplace resources and disseminate support to those in the military community.



Above: SIOP President Talya Bauer; Right: Bauer with the newly created Military Veterans’ Initiative task force: Kristin Saboe (far left), Nathan Ainspan, and Patricia Engelhardt (far right)



On Veteran’s Day 2018, a Military and Veteran’s Initiative (MVI) Task force was created, Chaired by Kristin Saboe (Boeing), collaborative members Adam Kabins (Korn Ferry Hay Group), Josh Cotton (VetStoreUSA, LLC), Peter Reiley (U.S. Air Force Foundation for VETS), and liaison members Nathan Ainspan and Patricia Engelhardt (Department of Defense) with a focus of furthering the work done by SIOP veterans in 2011.

In November, Talya Bauer met with key members of the MVI task force (pictured above): Kristin Saboe (far left), Nathan Ainspan, and Patricia Engelhardt (far right) in Washington DC and attended the first HIRE Vets Medallion Awards Ceremony at the Department of Labor, a program that focuses on acknowledging those who effectively hire and retain veteran employees.

Meet the First Year Students



Liana Bernard

Advisor: Dr. Larry Martinez

Research Interests: diversity and inclusion in the workplace; body diversity, gender, personnel selection



Stefanie Fox

Advisor: Dr. Jennifer Dimoff

Research Interests: mental health and mental illness in the workplace, stigma and hiring/promotion practices, emotional contagion, incivility, training materials for small businesses



Sam Getzen

Advisor: Dr. Jennifer Dimoff

Research Interests: employee mental health and well-being, leadership and leader mental health, mental health interventions



Megan Snoeyink

Advisor: Dr. Larry Martinez

Research Interests: diversity and inclusion in the workplace, positive outcomes of diversity, employee health and well-being



Morgan Taylor

Advisor: Dr. Charlotte Fritz

Research Interests: incivility, psychological health, recovery from work stress, engagement, employee well-being

Alumni Updates

Charlie Beyer

Charlie Beyer is the Senior Director of Organizational Effectiveness for the American Association of Critical-Care Nurses in Aliso Viejo, CA, the professional organization for intensive care unit nurses. Charlie oversees Experience Design, Community Engagement, and all of Human Resources including organization development, talent management, and learning & development, about 25 people in all.

Gabriela (Gabby) Burlacu

Gabby recently moved into an HR position at SAP, the technology company where she has been working in research and product marketing since graduating from Portland State in 2013. As a Senior Consultant on the Talent, Leadership & Learning Operations team she is leading global strategy for assessing and developing the company's next great leaders. Last June Gabby married her longtime sweetheart and they currently live on a floating home in North Portland.

David Hall continues to consult through his private practice, [Seed Pattern](#), LLC, while teaching half-time as an Adjunct Professor for Psychology and Systems Science. At PSU he also leads a Senior Capstone, a study abroad course to Peru, and he recently joined the Center for Executive & Professional Education as an instructor for their Process Improvement Certificate. He and his wife are enjoying the joys and problem-solving opportunities that come with their one-year old daughter, Juniper!

Ginger Hanson is currently an Assistant Professor and Biostatistician at Johns Hopkins School of Nursing in Baltimore Maryland. Her program of research focuses on topics such as work-life integration, reducing violence in the workplace, and the impact of chronic conditions on work. She also co-chairs the Baltimore City chapter of Decoding Dyslexia.

Jenna LeComte-Hinely Jenna is the Chief Executive Officer of HARC, Inc. (Health Assessment and Research for Communities), a nonprofit research and evaluation firm located in Palm Desert, CA. In October 2018, Dr. LeComte-Hinely was [honored](#) as one of the "40 Under Forty" leaders in the Coachella Valley by Palm Springs Life. In 2018, she was also [honored](#) as one of the "Women Who Inspire Us" by Desert Charities News, which honors leaders and influencers in the nonprofit industry. Outside of work, Dr. LeComte-Hinely and her husband Braden will be celebrating 11 years of marriage this spring, and enjoy living in the desert with their four fur-babies.

Lauren Murphy is an assistant clinical professor in the Department of Physical Therapy, Movement and Rehabilitation Sciences at Northeastern University in Boston, MA. She teaches, conducts research, and acts as a program director for the Occupational Ergonomics and Health graduate certificate and the Human Movement and Rehabilitation Sciences PhD program. Personally, my husband

(Kweku) and I have two young children (Cameron and Camille), and I am trying to practice what I teach and research!

Lindsay Sears currently works as the Senior Director of Health Outcomes Research for Sarah Cannon, the Cancer Institute of HCA. She is building a new department to conduct and support research and analytics that uncover insights around the real world effectiveness of treatments, programs and systems to impact patient care in oncology and across other service lines of HCA. We publish outcomes research, support quality improvement initiatives, advise on programmatic dashboard development, facilitate the innovation of new therapies and programs and partner with IT to curate data sources and design new technologies to streamline the research and insights process. We have grown from a team of 3 to a team of 10 in the last year and focus a lot of effort on developing our people and core processes in this stage of growth.

Songqi Liu was recently promoted to Associate Professor with tenure at the beginning of this academic year at Georgia State University

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

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

Faculty Updates



Talya Bauer

The last year has been a busy one in terms of research, teaching, and service for Talya. Along with co-authors, she has had several articles published in 2018 including at *Journal of Management*, *Personnel Psychology*, *Journal of Applied Psychology*, *Personnel Review*, and *Organizational Dynamics*, and work featured in *Harvard Business Review*, *Wall Street Journal*, and *VeteransToday*. She finished up work on her NSF grant on online privacy concerns and cybersecurity. And, she begun year 1 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. In terms of teaching, Talya worked with David Caughlin to launch a first of its kind Graduate Certificate on HR Analytics (6 courses across 3 terms). She continues to be busy with service work, including as Associate Editor at the *Journal of Applied Psychology* and serving SIOP as President. She is looking forward to the annual SIOP conference April 4-6, 2019. See you there!



Jennifer Dimoff

Jenn has been continuing her research on workplace mental health, leadership, safety, and training interventions. She and her team have been working closely with both local and international organizations on a series of highly applied projects, many of which have seen been published in top OHP outlets (e.g., JOHP). This year, in particular, she worked with a national financial firm to better assess and develop best practices surrounding psychological safety climate. Research from this partnership will be presented at this year's EAWOP conference in Italy. In the fall of 2018, Jenn organized the OHSU/PSU Fall Institute, where the focus was on the Psychology of Emergency Response and Disaster Planning. Jenn is now an Affiliated Faculty member at OHSU, within the Oregon Institute of Occupational Health Sciences.

On a personal note, Jenn welcomed her first child, Eleanor, on October 27, 2018. Jenn and her husband Ben are thrilled to introduce their daughter to the PSU I/O family!





Berrin Erdogan

Berrin worked on numerous projects relating to overqualified workers, leadership, and manager-employee relationships, resulting in several publications and conference papers. During the past year, she gave the opening address for the OB Strategic Interest Group at the European Academy of Management (EURAM) in Reykjavik, Iceland. She is currently co-editing a special issue on Relational Leadership in the *Journal of Occupational and Organizational Psychology* as well as reviewing for several journals.



Charlotte Fritz

Charlotte has been continuing her research around work stress, recovery from work, work-life balance, and employee well-being. For example, in the past year she has published journal articles examining the links between workplace incivility and employee as well as partner/spousal outcomes such as rumination, distress, and insomnia. She has also published an article focusing on the positive and negative processes that unfold when employees become managers. In addition, she has started examining processes and outcomes involved in employees' capacity to successfully reattach to work in the morning.

She continues her work on editorial boards of several academic journals and reviews for a list of other journals. This past year her research has received frequent media attention including news stories about workplace incivility, work breaks, and employee sleep problems online and on TV news channels (e.g., Fox News).

If you are interested in learning more about her ongoing research, feel free to take a look at her new lab website:

<https://www.fritzpoplab.com/>

Ah yes, and she got married to Jared Storts on an Alpaca farm in the Willamette Valley!

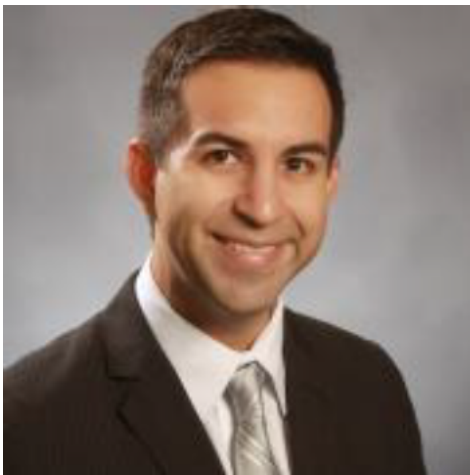




Leslie Hammer

Leslie and her team at OHSU and PSU continue their ever-expanding grant-funded research programs, including SERVe and MESH, which continue to involve faculty, graduate and undergraduate students, and collaborators in the broader community. Leslie continues to serve as the Director of the Occupational Health Psychology program and as an Associate Director of the Oregon Healthy Workforce Center housed at OHSU, where she has also been a faculty member since Fall 2015. Currently, Leslie is also serving as a Council Member for the NIOSH Healthy Work Design and Wellbeing Cross-Sector, and is continuing efforts towards integrating Total Worker Health education and training.

Study for Employment Retention of Veterans: www.servestudy.org
Occupational Health Psychology at PSU:
www.pdx.edu/occupational-health-psychology
Work, Family and Health Network:
<https://projects.iq.harvard.edu/wfhn>
Oregon Healthy Workforce Center: www.ohsu.edu/ohwc



Larry Martinez

Larry is completing his third year as an assistant professor at Portland State. He continues to conduct trainings in local organizations focused on teaching employees how to be better allies. He and his students are presenting eight research projects at the annual SIOP conference in National Harbor. This year he will be focusing on community partnerships and applying for grant funding to continue his work on workplace allies.



Ryan Olson

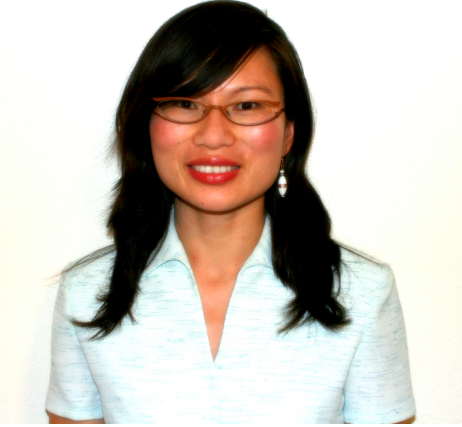
In 2017-18, Ryan continued to lead the Oregon Fatality Assessment and Control Evaluation (OR-FACE) program (NIOSH grant #U60 OH008472). Click [here](#) to see recent OR-FACE toolbox talks, investigations, and surveillance data. He and his team also kicked-off the state-wide adoption of their COMPASS program for home care workers in partnership with the Oregon Home Care Commission. Two additional intervention studies are in progress, including the [Tech4Rest](#) sleep, fatigue, and well-being intervention for team truck drivers (NIOSH grant # U19OH010154), and the [SHIFT Onboard](#) intervention to protect health and support the job success of new bus operators (NHLBI grant # 2 R01 HL105495). He is now teaching a required Occupational Health course for MPH students in the OHSU-PSU School of Public Health with a strong emphasis in *Total Worker Health*. He is working to make the course cross-listed so it can be jointly taken by OHP graduate students and Environmental Systems and Human Health MPH students, paving the way for other collaborative occupational health partnerships between the Department of Psychology and the School of Public Health.



Donald Truxillo

Donald is currently a PI on an NSF grant on the privacy concerns of job applicants. He serves on nine journal editorial boards and as associate editor at *Work, Aging and Retirement*. He is currently at the Kemmy Business School at the University of Limerick in Ireland.

Liu-Qin Yang



Liu-Qin and her team have been busy with various projects, such as ongoing projects focused on dynamic emotional regulation processes, employee stress and performance among healthcare and IT employees, an ongoing project focused on abusive supervision, engagement, and objective safety outcomes among commercial airline pilots, and an ongoing methodological study focused on reliability issues in experience-sampling research. Liu-Qin is particularly excited for the Cambridge Handbook of Workplace Affect that she and colleagues have been editing this year. She is now the associate director of the OHP training program and a core faculty member of the new quantitative psychology program at PSU.

Publications

These are most of the publications from faculty from 2018-19.

Books & Edited Books

Bauer, T. N., Erdogan, B., Caughlin, D., & **Truxillo, D. M.** (2019). *Human resource management: People, data, and analytics*. Thousand Oaks: Sage.

Refereed Publications

Anger, W. K., Kyler-Yano, J., Vaughn, K., Wipfli, B., **Olson, R.**, & Blanco, M. (2018). Total Worker Health® intervention for construction workers alters safety, health, well-being measures. *Journal of occupational and environmental medicine*, 60, 700-709.

Arpin, S. N., Starkey, A., Mohr, C. D., Greenhalgh, A., & **Hammer, L. M.** (in press). A well spent day brings happy sleep: Findings from a dyadic study of capitalization support, loneliness, and sleep outcomes. *Journal of Family Psychology*.

Auten, D. & **Fritz, C.** (in press). Mental health at work: How mindfulness adds in more ways than one. *Organizational Dynamics*.

Bouville, G., Dello Russo, S., & **Truxillo, D. M.** (2018). The moderating role of age in the job characteristics-absenteeism relationship: A matter of occupational context?. *Journal of Occupational and Organizational Psychology*, 91, 57-83.

Brossoit, R. M., Crain, T. L., Leslie, J. J., **Hammer, L. B.**, Truxillo, D. M., & Bodner, T. E. (in press). The effects of sleep on workplace cognitive failure and safety. *Journal of Occupational Health Psychology*.

Brown, N. D., **Martinez, L. R.**, & Hebl, M. R. (2018). Prejudice in perceptions of physicians?: The influence of race and gender on evaluations of medical errors. *Journal of General Internal Medicine*, 33, 807-808. doi:10.1007/s11606-018-4385-y

Cadiz, D. M., Rineer, J. R., & **Truxillo, D. M.** (2019). Lifespan Perspectives on Job and Work Design. In *Work Across the Lifespan*. Academic Press.

Cadiz, D. M., Brady, G., Rineer, J. R., & **Truxillo, D. M.** (2018). A review and synthesis of the work ability literature. *Work, Aging and Retirement*, 5, 114-138.

Chang, C.-H., **Yang, L.-Q.**, & Lauricella, T. K. (Accepted). Social support exchange and nurses' musculoskeletal injuries in a team context: Anger as a mediator. *Work & Occupations*.

Crain, T. L., **Hammer, L. B.**, Bodner, T., Olson, R., Kossek, E. E., Moen, P., & Buxton, O. M. (2019). Sustaining sleep: Results from the randomized controlled Work, Family, and Health Study. *Journal of Occupational Health Psychology*, 24, 180-197.

<https://psycnet.apa.org/doi/10.1037/ocp0000122>

Crom, D. B., Ness, K. K., **Martinez, L. R.**, Hebl, M. R., Robison, L. L., Hudson, M. M., & Brinkman, T. (2018). Workplace experiences and turnover intention among adult survivors of childhood cancer. *Journal of Cancer Survivorship, 18*, 468-478. doi:10.1007/s11764-018-0686-8

Debus, M., **Fritz, C.**, & Philipp M. (in press). A story of gains and losses: Intra-individual shifts in job characteristics and well-being when transitioning to a managerial role. *Journal of Business and Psychology*.

Demsky, C. A., **Fritz, C.**, **Hammer, L. B.**, & Black, A. (in press). Workplace incivility and employee sleep: The role of rumination and recovery experiences. *Journal of Occupational Health Psychology*. doi: 10.1037/ocp0000116

Deng, H., Guan, Y., Wu, C. H., **Erdogan, B.**, **Bauer, T. N.**, & Yao, X. (2018). A relational model of overqualification: The role of interpersonal influence on social acceptance. *Journal of Management, 44*, 3288-3310.

DePasquale, N., Polenick, C.A., Hinde, J., Bray, J., Zarit, S.H., Moen, P., **Hammer, L. B.**, & Almeida, D.M (2018). Health behavior among men with multiple family roles: The moderating effects of perceived partner relationship quality. *American Journal of Men's Health, 12*, 2006-2017. doi: 10.1177/1557988316660088

DePasquale, N., Zarit, S.H., Mogle, J., Moen, P., **Hammer, L. B.**, & Almeida, D.M. (2018). Double- and triple-duty caregiving men: An examination of subjective stress and perceived schedule control. *Journal of Applied Gerontology, 37*, 464-492. doi: 10.1177/0733464816641391

Dimoff, J. K. & Kelloway, E. K. (in press). Mental health awareness training for leaders: A longitudinal study of employee outcomes after a leader-focused intervention. *Journal of Occupational Health Psychology*.

Dimoff, J. K. & Kelloway, E. K. (in press). What do you know and where do you go? How leaders can and should provide practical support for employee mental health in the workplace. *Organizational Dynamics*.

Dimoff, J. K. & Kelloway, E. K. (2018). Workplace warning signs of employee ill-health: The development and validation of the signs of struggle (SOS) scale for leaders. *Work & Stress*.

Ellis, A., **Bauer, T. N.**, **Erdogan, B.**, & **Truxillo, D. M.** (in press). Daily perceptions of relationship quality with leader: Implications for follower well-being. Special Issue, *Work & Stress*.

Erdogan, B., Karaeminogullari, A., **Bauer, T. N.**, & Ellis, A. M. (in press). Perceived overqualification at work: Implications for extra role behaviors and advice network centrality. *Journal of Management*.

Erdogan, B., Ozyilmaz, A., **Bauer, T. N.**, & Emre, O. (2018). Accidents happen: Psychological empowerment as a moderator of accident involvement and its outcomes. *Personnel Psychology, 71*, 67-83.

- Fan, W., Moen, P., Kelly, E. L., **Hammer**, L. B., & Berkman, L. F. (2019). Job strain, time strain, and well-being: A longitudinal, person-centered approach in two industries. *Journal of Vocational Behavior*, *110*, 102-116. <https://doi.org/10.1016/j.jvb.2018.10.017>
- Fritz, C., Hammer**, L. B., Guros, F., & Shepherd, B. R., & Maier, D. (2018). On Guard: The Costs of Work-Related Hypervigilance in the Correctional Setting. *Occupational Health Science*. <https://doi.org/10.1007/s41542-018-0010-z>
- Fritz, C.**, Park, Y., & Shepherd, B. R. (in press). Workplace incivility ruins my sleep and yours: The costs of being in a work-linked relationship. *Occupational Health Science*.
- Grand, J. A., Rogelberg, S. G., Allen, T. D., Landis, R. S., Reynolds, D. H., Scott, J. C., ... & **Truxillo, D. M.** (2018). A systems-based approach to fostering robust science in industrial-organizational psychology. *Industrial and Organizational Psychology*, *11*, 4-42.
- Hamilton, K. M., Park, L. S., Carsey, T. A., & **Martinez, L. R.** (2019). "Lez be honest:" Gender expression impacts workplace disclosure decisions. *Journal of Lesbian Studies*. doi:10.1080/10894160.2019.1520540
- Hamilton, K. M., Snoeyink, M. & **Martinez, L. R.** (in press). Blurred lines: How to approach sexual harassment training when sexual harassment isn't always about sex. *Industrial & Organizational Psychology: Perspectives in Science & Practice*.
- Hammer, L. B., Truxillo, D. M.**, Bodner, T., Pytlovany, A. C., & Richman, A. (in press). Exploration of the impact of organizational context on a workplace safety and health intervention. *Work and Stress*.
- Hammer, L. B.**, Wan, W. H., Brockwood, K., Bodner, T., & Mohr, C. D. (2019). Supervisor support training effects on veterans in the workplace: Effects on health and work outcomes. *Journal of Applied Psychology*, *104*, 52-69. <https://psycnet.apa.org/doi/10.1037/apl0000354>
- hernandez, t., Bernard, K. L., & **Martinez, L. R.** (2018). Let the pigs fly: What we say and how we say it when we talk about gender. *Industrial & Organizational Psychology: Perspectives in Science & Practice*. doi:10.1017/iop.2018.93
- Hu, J., Erdogan, B., Jiang, K., & **Bauer, T. N.** (2018). Leader humility and team creativity: The role of information sharing, psychological safety, and power distance. *Journal of Applied Psychology*, *103*, 313-323.
- Johnson, R. C., Eatough, E. M., Chang, C.-H., **Hammer, L. B.**, & **Truxillo, D. M.** (2019). Home is where the mind is: Family interference with work and safety performance in two high risk industries. *Journal of Vocational Behavior*, *110*, 117-130. <https://doi.org/10.1016/j.jvb.2018.10.012>
- Karaeminogullari, A., **Erdogan, B.**, & **Bauer, T. N.** (2018). Biting the hand that heals: Patient injustice and the health and well-being of health care workers. *Personnel Review*, *47*, 572-591.
- Kossek, E. E., Petty, R. A., Bodner, T. E., Perrigino, M. B., **Hammer**, L. B., Yragui, N. L., &

Michel, J. S. (2018). Lasting Impression: Transformational Leadership and Family Supportive Supervision as Resources for Well-Being and Performance. *Occupational Health Science*. <https://doi.org/10.1007/s41542-018-0012-x>.

Kossek, E. E., Thompson, R. J., Lawson, K. M., Bodner, T., Perrigino, M., **Hammer, L. B.**, Buxton, O. M., Almeida, D. M., Moen, P., Hurtado, D., Wipfli, B., Berkman, L. F., Bray, J. W. (2019). Caring for the Elderly at Work and Home: Can a Randomized Organizational Intervention Improve Psychological Health? *Journal of Occupational Health Psychology*, 24, 34-54. <https://psycnet.apa.org/doi/10.1037/ocp0000104>

Kudret, S., **Erdogan, B.**, & **Bauer, T. N.** (in press). Self-monitoring personality trait at work: An integrative narrative review and future research directions. *Journal of Organizational Behavior*.

Lapierre, L. M., Matthews, R. A., Eby, L. T., **Truxillo, D. M.**, Johnson, R. E., & Major, D. A. (2018). Recommended practices for academics to initiate and manage research partnerships with organizations. *Industrial and Organizational Psychology*, 11, 543-581.

Liu, C., Nauta, M. M., **Yang, L.-Q.**, & Spector, P. E. (2018). How do coworkers 'make the place'? Examining coworker conflict and the value of harmony in China and the United States. *Applied Psychology: An International Review*, 67, 30-60. doi: 10.1111/apps.12119

Lyons, B., **Martinez, L. R.**, Ruggs, E. N., Hebl, M. R., Ryan, A. M., O'Brien, K. R., & Roebuck, A. (2018). To say or not to say: Different strategies of acknowledging a visible disability. *Journal of Management*, 44, 1980-2007. doi:10.1177/0149206316638160

Mabry, L., Parker, K. N., Thompson, S. V., Bettencourt, K. M., Haque, A., Luther Rhoten, K., ... & **Olson, R.** (2018). Protecting workers in the home care industry: workers' experienced job demands, resource gaps, and benefits following a socially supportive intervention. *Home health care services quarterly*, 37, 259-276.

McCabe, C. T., Mohr, C. D., **Hammer, L. B.**, & Carlson, K. C. (2018). PTSD symptomology and motivated alcohol use among military service members: Testing a conditional indirect effect model of social support. *Substance Use and Misuse*. doi:10.1080/10826084.2018.1517176

McCarthy, J. M., **Bauer, T. N.**, **Truxillo, D. M.**, Campion, M. C., Van Iddekinge, C. H., & Campion, M. A. (2018). Improving the candidate experience: Tips for developing and testing 'wise' organizational interventions. *Organizational Dynamics*, 47, 147-154.

McGinley, S., & **Martinez, L. R.** (in press). The moderating role of career progression on job mobility: A study of work-life conflict. *Journal of Hospitality & Tourism Research*. doi:10.1177/1096348016678449

Mohr, C. D., McCabe, C. T., Haverly, S. N., **Hammer, L. B.**, & Carlson, K. F. (2018). Drinking motives and alcohol use: The SERVe study of U.S. current and former service members. *Journal of Studies on Alcohol and Drugs*, 79, 79-87.

O'Donnell, E., Berkman, L. F., Kelly, E., **Hammer, B.**, Marden, J. & Buxton, O. M. (2018). Cardiometabolic risks associated with work-to-family conflict: findings from the Work Family Health Network, *Community, Work & Family*, DOI: 10.1080/13668803.2018.1440193

- Oakie, T., Smith, N. A., **Dimoff, J. K.**, & Kelloway, E.K. (2018). Coworker health awareness training: An evaluation. *Journal of Applied Biobehavioral Research*.
- Olson, R.**, Hess, J., Parker, K., Thompson, S., Rameshbabu, A., Luther Rhoten, K., & Marino, M. (2018). From Research-to-Practice: An Adaptation and Dissemination of the COMPASS Program for Home Care Workers. *International journal of environmental research and public health*, *15*, 2777.
- Perry, M. L., **Hammer, L. B.**, Bodner, T. E., Anger, W. K., & Brockwood, K. (2018). Development and validation of a veteran-supportive supervisor behavior measure. *Military Behavioral Health*. DOI: 10.1080/21635781.2018.1460284
- Shepherd, B. R., **Fritz, C., Hammer, L. B.**, Guros, F., & Meier, D. (2018). Emotional demands and alcohol use in corrections: A moderated mediation model. *Journal of Occupational Health Psychology*. <http://dx.doi.org/10.1037/ocp0000114>
- Simon, L., **Bauer, T. N., Erdogan, B.**, & Shephard, W. (In press). Built to last: Interactive effects of perceived overqualification and proactive personality on new employee adjustment via broaden and build processes. *Personnel Psychology*.
- Smith, N. A., & **Martinez, L. R.** (in press). Development of a scale to measure heterosexual identity. *Psychology of Sexual Orientation & Gender Diversity*. doi:10.1037/sgd0000313
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