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PSU I-O Psychology Newsletter

/ 2020 - 2021 /

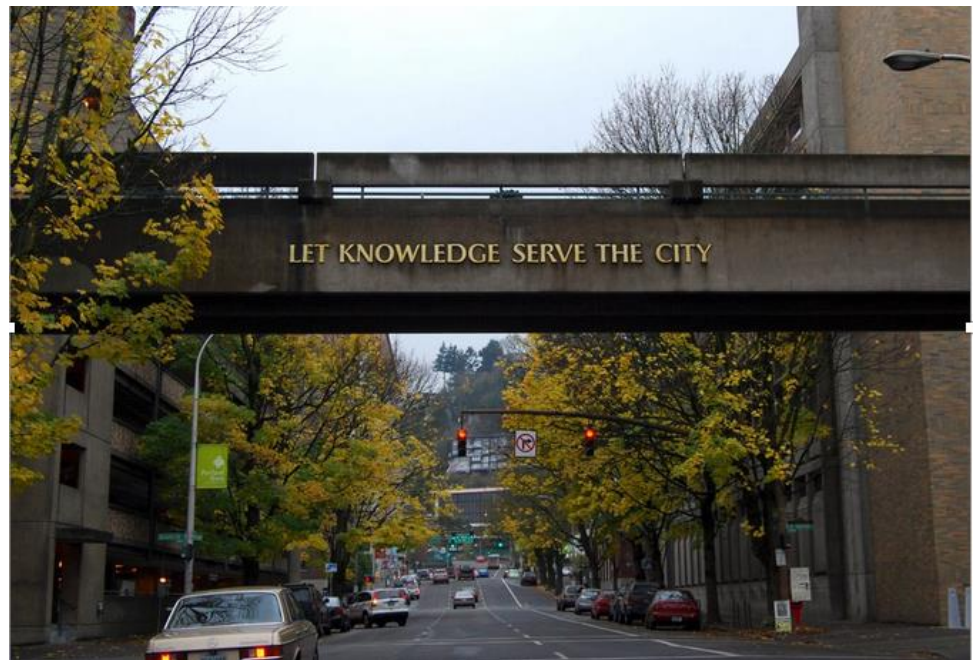
Dear Alumni, Students, and Friends of the PSU I/O Program,

Welcome to the 2020/2021 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 several new graduate students join us in fall 2019 and 2020: Shalene Allen, Jordyn Leslie, and Nicholas Zike in 2019, and Jennifer Saucedo, Erika Schemmel, and Fernanda Wolburg Martinez in 2020. You can read more about them on page 5. We look forward to their continued success in the program!

We are also excited to welcome Tori Crain and Nicholas Smith as new faculty to the I-O area! You can read more about their current research and other faculty research in the faculty updates section on page 10 of this newsletter.

Be sure to check out the alumni section on page 7. We are pleased to share what our recent graduates from the past couple of years are doing now and have many updates from alumni who are quite active in their areas of research and practice as well. Keep up the good work! We greatly appreciate hearing from you all. Few things motivate current students more than learning from you all about the exciting opportunities that await them.



It goes without saying that this last year was a challenging time for all of us! Our faculty and students, however, showed tremendous resilience and demonstrated their capacity to learn and adapt to uncertain circumstances in so many ways. In the midst of all the challenges, they published research, defended theses and dissertations, won awards and research grants, and continued to provide high-quality education. We celebrated these wins remotely to our best ability and look forward to celebrating in person. Furthermore, several faculty and graduate students have been involved in initiatives focused on understanding the role of COVID in the workplace. You can read short summaries of their work on the next page.

We are still raising funds for the SIOP party as well as for our students' attendance at next year's conference (Please see information on how you can make a tax-deductible donation on page 4).

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

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

-The PSU I/O group

COVID-19 Research



In 2020, the world, and by extension, the workplace, changed drastically and quickly in response to the COVID-19 pandemic. The living room became the office. Meetings became Zoom calls. Parents managed homeschooling and childcare on top of job demands. So how are employees, managers, and organizations coping with “the new normal?” Many PSU faculty and students have jumped on the opportunity to find out.

Dr. Leslie Hammer contributed to a commentary on occupational health during COVID, which addresses the issue of supervisor support for employees. Leslie also wrote a blog post on supporting employee wellbeing during the pandemic, and contributed to another urging employers to “lead with empathy” during this time.

Dr. Larry Martinez has been investigating the relationship between COVID safety behaviors such as mask-wearing and intergroup prejudice. Additionally, Larry has been conducting research on how managers can assist in trauma-informed care of employees.

Dr. Talya Bauer has been working on three different COVID-related research projects, including one project on the experience of transit workers, one regarding the influence of leadership during a pandemic, and one looking at virtual interviews and anxiety during the pandemic.

Dr. Liu-Qin Yang co-edited a special COVID-related issue of *Applied Psychology: An International Review*.

Finally, Dr. Jennifer Dimoff received \$469,300 funding (from the Canadian Institutes of Health Research, the New Brunswick Health Research Foundation, and Research Nova Scotia) to investigate COVID-related issues. She has presented this research at numerous virtual practitioner events, including the 2020 OHSU-PSU Fall Symposium.



SIOP 2021

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

Dr. Charlotte Fritz and Morgan Taylor will cochair a symposium titled *Optimizing the workday: Day-level research on energy management strategies at work*. This symposium presents findings from four daily diary studies examining energy management at work. This research provides new insights into the relationship between different energy management strategies that employees use throughout the workday and various wellbeing and performance outcomes at work.

Dr. Larry Martinez and Stefanie Fox will be co-chairing a symposium titled *Important but unexamined: Lessons from niche and intersectional employees*. This symposium will feature studies on underrepresented identities in organizational research, as well as intersectional identities. Presentations include "Examining hiring bias towards individuals experiencing houselessness using the stereotype-content model by Megan Snoeyink, Dr. Larry Martinez, and Dr. Nicholas Smith, as well as "Moving from successful aging to successful living: Lessons from long term survivors of HIV," by Dr. Smith, Dr. Jennifer Dimoff, and Dr. Donald Truxillo.

Larry, Kelly Hamilton, and Megan Snoeyink will present an "Ally Skill-Building Workshop" to SIOP members during a SIOP Friday Seminar.



Stefanie Fox will be cochairing another symposium with Dr. Liu-Qin Yang, titled *Uncertainty Compels Us: Uncertainty, Worker Well-Being, and Work Behaviors*. This session will examine negative and positive outcomes of uncertainty, looking at the current research and future direction of this branch of research. This symposium will feature a presentation titled, "How am I? Self-uncertainty matters for employee well-being and deviant behavior," authored by Stefanie, Liu-Qin, Katy McMahon, and colleagues.

Dr. Tori Crain will be presenting on the topic of employee sleep, including one intervention study titled "Optimizing sleep: The military employee sleep and health randomized control trial," and a methods presentation titled "Understanding when objective measures of sleep are not so objective."

Shay Allen will be presenting in the symposium *The Role of Motives and Resources in the Work and Family Domains*. Her talk is titled “Job Security as a Moderator of a Worksite Intervention on Work-Family Enrichment.”

Luke Mahoney will be presenting “The role of workforce planning in building future-ready workforces,” in a symposium called *Beyond AI and Automation: (Often Overlooked) Challenges for the Future of Work*.

Dr. Talya Bauer and Dr. Ryan Olsen will be presenting two projects on transit worker health: “Supporting new bus

operators’ health & job success: An onboarding intervention pilot,” and “Transit worker perceptions of employer COVID-19 response and mental health correlates.”

Lastly, PSU faculty will contribute to several panels. Dr. Berrin Erdogan will be on the *Q&A with Journal Editors* session as a part of the Early Career Faculty Consortium and Dr. Truxillo will be featured on a panel session titled, *Calling all professionals, students, and faculty: The Fulbright is for you!*, for researchers interested in the Fulbright program.



Interested in sponsoring student conference attendance or next year’s party? Make a tax-deductible donation at this link:

www.bit.ly/SIOPFund

Welcome to PSU!

2020 Cohort



Erika Schemmel

Advisor: Dr. Tori Crain

Research Interests: Employee health & well-being, stress, work-nonwork interface



Fernanda Wolburg Martinez

Advisor: Dr. Charlotte Fritz

Research Interests: Diversity and inclusion in the workplace, occupational health, health disparities



Jennifer Saucedo

Advisor: Dr. Tori Crain

Research Interests: Diversity and inclusion in the workplace, workplace discrimination, supervisor and coworker support

2019 Cohort



Jordyn Leslie

Advisor: Dr. Tori Crain

Research Interests: Sleep, work-nonwork interface, supervisor support, and occupational health and well-being



Nick Zike

Advisor: Dr. Liu-Qin Yang

Research Interests: employee motivation, workplace fairness, mistreatment, and safety.



Shalene Allen

Advisor: Dr. Leslie Hammer

Research Interests: Work-family interface, workplace emotions, occupational interventions, incivility, leadership, work stress, employee health, well-being and safety

Alumni Updates

Recent Graduates

Brittnie Shepherd

Brittnie joined Russell Reynolds Associates in 2019 as part of the firm's Leadership and Succession practice. Based in Atlanta, she specializes in leadership development and assessment, organizational design, and c-level succession partnering with organizations across geographies to enhance the potential and performance of executive teams. She is also a member of the firm's Culture Advisory practice helping to facilitate a deeper understanding of the behaviors and values that drive culture and support the development of the organization and the individuals within it. She has a particular focus on client work within financial services and private equity. Prior to joining RRA Brittnie was with PepsiCo on their Talent Management team developing and validating talent metrics for enterprise organizational surveys. She has co-authored several articles and a book chapter in the fields of organizational psychology and occupational health psychology.

Sarah Haverly

Sarah fully transitioned to industry and is an Employee Experience Researcher at Amazon, working to support employees through HR's Employee Services Technology organization. She works to test and improve internal tools that enhance the employee experience at Amazon. It is a permanently remote job, so she moved back to her hometown, Bend. She has become passionate about leveraging academic knowledge and training for success in the tech industry, and particularly about networking and negotiating. Please reach out if you ever want to talk!

Dana Auten

After graduating last June, Dana and her partner Andrew spent the first part of summer in Portland. They moved to Denver towards the end of July and are very happy being closer to family in such a difficult time. Dana was on the job hunt for a handful of months before securing a position as a People Scientist at The Predictive Index, a Talent Optimization company located in Boston. She has been working remotely from Denver and is loving every aspect of her role, working cross-functionally on a range of projects involving folks from engineering, product, marketing, and user experience. She serves as the Lead Scientist on four scrum teams that encompass PI's management/relational tools, experience survey, learning platform, and product insights, and essentially maintains the scientific rigor that is incorporated into PI's products, software, and offerings. Beyond her role, her company is incredibly supportive of the remote lifestyle and she has been extremely lucky to virtually meet many of her colleagues (many now friends), work flexibly and safely from home, and maintain a good sense of work-nonwork balance. She hopes everyone in our PSU IO community has stayed safe and healthy and has found glimmers of hope and silver linings over this challenging past year. Missing you all!

Lale M. Yaldiz

Lale continues to work as an Adjunct Faculty at the School of Business in Portland State University since graduating in 2018. She teaches in-person and online Organizational Behavior and Human Resource Strategy to undergraduate business students. She collaborates with PSU faculty on research projects related to fairness, inclusion, age diversity, and occupational wellbeing. During the pandemic, she, her husband and their little daughter mastered their pretend play skills –play doctor, fly overseas to visit grandma, and space travel.

Grant Brady

Grant Brady is now working in a tenure-track position in the Management department at California State University East Bay (CSUEB). Grant's position focuses on the content areas of Human Resource Management and Analytics. At CSUEB Grant is continuing to conduct research on aging, employee wellbeing, and the selection process. He continues to work on research projects with PSU alumni, as well as faculty at PSU and abroad. In his free time, Grant enjoys spending time with his family, and exploring the wonderful outdoor opportunities available in the Bay Area (while socially distancing of course).

Jacquelyn Brady

Jackie is working in a tenure track position as an Assistant Professor of Psychology in the I/O Masters program at San Jose State University in her home state of California. Jackie is enjoying teaching undergraduate and graduate students, continuing to do service work for the field, and is excited about her ongoing research collaborations with PSU faculty and graduate students. Her work is still broadly related to the intersection of work with health, wellbeing, and social relationships in and out of the workplace. She is also enjoying almost daily sunshine throughout winter, which is great for vitamin D but not so great since we know how much more rain is needed for the area. She has been engaging in her favorite leisurely activities, hiking and exploring the outdoors with her family, and is loving all the nature the Northern/Central California coastal area has to offer including the redwoods, rolling hills, and the ocean (no wetsuits needed to go swimming in the ocean during summer!).

Alumni

Adam Murry

Greetings folks of PSU I-O. I graduated in 2015 under Dr. Keith James. I did a post-doc the following year at the University of Arizona and took my current position as an assistant professor in psychology at the University of Calgary. My work before, during, and after graduate school has been focused on serving Indigenous organizations, agencies, programs, communities and causes through research and collaboration. My lab has about 12 members and continues to grow. You can check out some of our work here <https://adammurry.wixsite.com/website> I share my life with fellow PSU I-O allum, Dr. Aisha Taylor, and our two boys, Micah and Asa.

Caitlin Demsky

Caitlin Demsky (2015 alum) is currently an Assistant Professor of Management at Oakland University (Rochester, MI). She continues to work on research projects related to work-life balance, workplace mistreatment, and more recently on leadership. Caitlin and her husband welcomed their first child in late February 2021!

Cybelle Lyon

Cybelle is still enjoying her private practice and her shift from mostly selection assessment to mostly executive coaching. She has relocated several times over the last 7 years, but it has not impacted her clients, as they are all over the U.S. Working virtually during the pandemic has also been a relatively easy transition, and she is feeling very lucky for that! She is currently living in Michigan but is actively looking to move back to Oregon.

Dave Cadiz

Dave Cadiz (2010 alum) continues to be a full-time faculty member in the School of Business at Portland State after working for several years at the Oregon Nurses Foundation in an OHP practitioner role. His research continues to focus on investigating how the aging process affects people in the workplace. His family welcomed a new member, an English Cream Golden Retriever puppy named Rosalind, which has been a nice distraction during these challenging times. He is looking forward to the days of seeing everyone and catching up at the annual SIOP conference!

Gabby Burlacu

After nine years at SAP in various roles focused on workforce research, HR technology marketing, and developing best practices for SAP HR, Gabby Burlacu is taking the next step in her career and joining Accenture's Talent Research organization. In this role she will work directly with business leaders of Fortune 1000 companies to define, explore, and shape the big workforce and personnel challenges impacting businesses in 2021 and beyond. Gabby continues to live in Portland and escapes to her Oregon Coast beach house whenever possible.

Ginger Hanson

Ginger C. Hanson, PhD is an Assistant Professor at Johns Hopkins School of Nursing. She is a biostatistician, teaching statistics and research methods to Master's Entry Nursing and Doctorate of Nurse Practitioner Students. She collaborates with faculty at OHSU and PSU as part of the Oregon Health Workforce Center. She is currently studying the effects of moral injury and moral resilience on the burnout and turnover intentions of healthcare workers, both in general and as impacted by the pandemic. Another set of studies involve the effect of practice authority laws on DNP's income, entrepreneurship, and other economic outcomes. She is currently the mother of an 11-year old and 13-year old and surviving all of the work-life struggles that come with managing virtual pandemic schooling while working from home in a tiny Baltimore City row home.

Jenna LeComte-Hinely

Dr. Jenna LeComte-Hinely is the Chief Executive Officer of HARC, Inc. (Health Assessment and Research for Communities), a nonprofit research and evaluation firm in Palm Desert, CA. She has been with the organization for more than eight years; first as the Director of Research and Evaluation for two years before being promoted to CEO. Dr. LeComte-Hinely and her team conduct research and evaluation around the social determinants of health, helping communities to maximize wellness and quality of life. Dr. LeComte-Hinely is also an affiliated member of the Center for Health Disparities Research at UC Riverside where she is currently working on several studies on COVID-19 attitudes, behaviors, and vaccine uptake among underserved communities. In 2020, Dr. LeComte-Hinely was honored in the "Women in Philanthropy" issue of Desert Charities News. In 2019, Dr. LeComte-Hinely was named one of the top 50 "influencers" in the Coachella Valley by Palm Springs Life. In 2018, Dr. LeComte-Hinely was named one of Palm Springs Life's "40 Under Forty", as well as one of Desert Charities News' "Women Who Inspire Us". Dr. LeComte-Hinely also serves on the Board of Trustees of Borrego Health, and the Board of Directors of HIV + Aging Research Project – Palm Springs (HARP-PS).

Jennifer Tucker

Jen Tucker works with the U.S. Army Research Institute for the Behavioral and Social Sciences (ARI) and currently serves as the Chief of the ARI research unit in Fort Benning, GA. Her team conducts research on a variety of assessment, performance, and leader development topics supporting soldiers and leaders across the Army. She has worked in various research, teaching, and management positions for the Department of Defense since 2004.

Jeff Johnson

Jeff Johnson is the founder and principal of Leadership Advisors, LLC. This is a strategic talent management consulting firm focused on criteria discovery, as well as multi-level talent assessment/measurement, evaluation, and analytics. The overall goal is to help organizations make better "leadership investments and talent decisions" through data-driven, evidence-based methods, approaches, and systems. Jeff also serves as a "broker" of experts, solutions, and technologies to address any Talent Management challenge through a consortium of partners.

Kristi Manseth

I am currently the Vice President and Director of Research at Pacific Research and Evaluation (PRE) here in Portland. 2020 marked my 10 year anniversary at PRE and I earned the title of Vice President this year. PRE just started a nationwide evaluation working with NASA in the evaluation of their Science Activation Grants which I am really proud of for my organization and excited about. I've had the opportunity over the past couple of years to collaborate with alum MacKenna Perry on projects for my company and hers. I am so grateful the I/O program brought us together even though we were not in school at the same time. 2020 brought a lot of family time with my 4 and 6 year old children and my years of research on work life balance became more real than ever!

Lauren Murphy

Since graduating from PSU in 2011, I was lucky enough to have a joint postdoctoral fellowship at the Liberty Mutual Research Institute for Safety (LMRIS) and the Harvard School of Public Health studying safety climate and human factors/ergonomics with an amazing group of people. After the postdoc ended, I started a job at SHARP (Safety & Health Assessment & Research for Prevention) within Washington State's Department of Labor & Industries. After about a year there, we moved back to the east coast and I started a position as an assistant clinical professor in the Department of Physical Therapy, Movement and Rehabilitation Sciences at Northeastern University in Boston. After about three years at Northeastern, I switched to industry and became a user researcher at Spotify. I've been working at Spotify for about a year and a half, and I love what I do. I also stay connected to I/O- and OHP-related work by collaborating with researchers I've worked with through the years and teaching org behavior at Northeastern. Personally, my husband, Kweku, and I have been married for over 8 years and we have two young and energetic kids, Cameron (5 years old) and Camille (2 years old).

Lindsay Sears

I am currently in my third year as Senior Director of Outcomes and Population Science for HCA Research Institute, the research institute for HCA Healthcare. I lead a team that conducts retrospective research studies, clinical analytics and provides real world evidence support for clinical trials that impact the physical and psychological outcomes of the patients we serve. Following a multidisciplinary approach, we partner closely with physicians and other clinical experts to design, analyze and publish studies that may impact patient quality of care and outcomes.

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

Connect with faculty and students

Post jobs and internships

Share your news!

Faculty Updates

PSU 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.



Jennifer Dimoff

Jenn has been on leave from PSU since Summer 2019 to be closer to family in Canada, where she is continuing her research on workplace mental health, leadership, and interventions as an Assistant Professor in OB/HR at the Telfer School of Management at the University of Ottawa. She remains very close to her research in Portland, collaborating with Dr. Leslie Hammer (and Drs. Cynthia Mohr and Todd Bodner) on the RESULT intervention study with the U.S. military. Jenn also maintains her status as an Affiliate Assistant Professor at Oregon Health & Science University; in Fall 2020, she spoke at the OHSU-PSU Fall Symposium, discussing her COVID-19 research. In 2019, Jenn was recognized as the youngest recipient of the Society of Industrial/ Organizational Psychology (SIOP) Scientist-Practitioner Presidential Recognition Award and is looking forward to continuing her applied research in 2021 and beyond. On a personal note, Jenn and her husband Ben have welcomed their second child in March 2021.



Charlotte Fritz

Charlotte has been continuing her research in positive organizational psychology including topics such as recovery from work, energy management strategies at work, 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. More recently, she has started studying ways in which employees can savor positive experiences at work and links with employee well-being. 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

Leslie continues her work as a Professor in the Oregon Institute of Occupational Health Sciences at Oregon Health & Science University, Co-Director of the Oregon Healthy Workforce Center and a Professor of Psychology at Portland State University and Associate Director of the Portland State University Occupational Health Psychology graduate training program. Dr. Hammer and her team are currently continuing their ever-expanding grant-funded research programs, including RESULT, which continue to involve faculty, graduate and undergraduate students, and collaborators in the broader community.

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 was promoted to Associate Professor with tenure last year 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 is beginning 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.



Nicholas Smith

Nicholas' research & applied work examines the barriers that workers with underrepresented, at-risk, and/or minoritized identities face in the workplace. Additionally, he investigates the interplay between stigmatized workers and their organizational environments with a focus on how organizations can design positive workplaces that support employees' psychological health. Finally, he is interested in research on research methods, measurement, and research design. To this end, he regularly engages with organizational, nonprofit, and community partners to provide evidence based solutions, including focus groups, surveys, trainings, and interventions to enhance the employee experience and wellbeing with the goal of positively impacting culture and bottom-line outcomes.



Donald Truxillo (Emeritus)

Donald is at the Kemmy Business School at the University of Limerick in Ireland. He is currently a special issue editor on age at work for *Personnel Psychology*. He serves on nine journal editorial boards and as associate editor at *Work, Aging and Retirement*. His forthcoming co-authored, book, *Ageless Talent*, will be published in April 2021.



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 well-being and performance among healthcare and IT employees, a multiple-year 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 or daily diary research. Liu-Qin is particularly excited for the Cambridge Handbook of Workplace Affect that she and colleagues edited and published in 2020. She is now the Director of the OHP training program and a core faculty member of the new quantitative psychology program at PSU. She is also a Member-At-Large for the Society for Occupational Health Psychology, and continues serving as the associate editor for the *Journal of Applied Psychology: An International Review* and serving on the editorial boards of *Journal of Applied 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 2019 and 2020 including at *Journal of Management*, *Personnel Psychology*, *Journal of Applied Psychology*, *Journal of Organizational Behavior*, and *Journal of Vocational Behavior*. 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*.



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.



Ryan Olson

Ryan continues to lead grant-funded work, including the Oregon Fatality Assessment and Control Evaluation (OR-FACE) program. 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, and the SHIFT Onboard intervention to protect health and support the job success of new bus operators. 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 worked 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.

Publications

These are most of the publications from current faculty and graduate students from 2019 – 2021.

Books & Edited Books

Bauer, T. N., Erdogan, B., Caughlin, D., & **Truxillo, D. M.** (January 2020). *Fundamentals of Human Resource Management*. Sage.

Cleveland, J., & **Truxillo, D.**, Applied Psychology Series (2019-present), Taylor & Francis/Routledge.

Finkelstein, L., **Truxillo, D. M.**, Fraccaroli, F., & Kanfer, R. (2021). *Ageless Talent: Enhancing the Performance and Well-being of Your Age-Diverse Workforce*. Taylor & Francis/Routledge.

Yang, L.-Q., Cronpanzano, R., Daus, C., & Martinez-Tur, V. (Eds, 2020). *The Cambridge Handbook of Workplace Affect*. Cambridge Handbook Series of Industrial and Organizational Psychology.

Refereed Publications

Alessandri, G., **Truxillo, D.**, Tisak, J., Fagnani, C., & Borgogni, L. (2020). Within-individual age-related trends, cycles, and event-driven changes in job performance: A career-span perspective. *Journal of Business and Psychology*, 35, 643-662.

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

Auten, D. & Fritz, C. (2019). Mental health at work: How mindfulness adds in more ways than one. *Organizational Dynamics*, 48, 98-104.

Bauer, T. N., Erdogan, B., Caughlin, D., Ellis, A. M., & Kurkoski, J. (in press). Jumpstarting the socialization experience: The longitudinal role of day one newcomer resources at organizational entry and subsequent adjustment. *Journal of Management*.

Bauer, T. N., Perrot, S., Liden, R. C., & **Erdogan, B.** (2019). Understanding the consequences of newcomer proactive behaviors: The moderating contextual role of servant leadership. *Journal of Vocational Behavior*, 112, 356-368.

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

Brady, G. M., **Truxillo, D. M.**, Cadiz, D. M., Rineer, J. R., Caughlin, D. E., & Bodner, T. (2020). Opening the black box: Examining the nomological network of work ability and its role in organizational research. *Journal of Applied Psychology*, 105, 637-670.

Brady, J. M., **Hammer, L. B.**, Mohr, C.D., & Bodner, T. (in press). Supportive Supervisor Training Improves Marital Relationship Quality among Employee and Spouse Dyads. *Journal of Occupational Health Psychology*.

- Brossoit, R. M., **Crain, T. L., Hammer, L. B.**, Lee, S., Bodner, T. E., & Buxton, O. M. (2020). Associations Among Patient Care Workers' Schedule Control, Sleep, Job Satisfaction, and Turnover Intentions. *Stress & Health*, 1–15. doi: 10.1002/smi.2941
- Brossoit, R. M., **Crain, T. L.**, Leslie, J. J., **Hammer, L. B., Truxillo, D. M.**, & Bodner, T. E. (2019). The effects of sleep on workplace cognitive failure and safety. *Journal of Occupational Health Psychology*, 24, 411-422. doi: 10.1037/ocp0000139
- Cadiz, D. M., Brady, G., Rineer, J. R., & **Truxillo, D. M.** (2019). A review and synthesis of the work ability literature. *Work, Aging and Retirement*, 5, 114-138.
- Cadiz, D. M., Brady, G. M., & **Truxillo, D. M.** (2020). Workability: A metric to inform policy for an aging workforce. *Public Policy and Aging Report*, 30, 89-94
- Chang, C.-H., **Yang, L.-Q.**, & Lauricella, T. K. (2020). Social support exchange and nurses' musculoskeletal injuries in a team context: Anger as a mediator. *Work & Occupations*, 47, 144-172. DOI: 10.1177/0730888419826622
- Crain, T. L.**, Brossoit, R. M., Roblez-Saenz, F., & Tran, M. (in press). Fighting fatigue: A conceptual model of driver sleep in the gig economy. *Sleep Health*.
- 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. doi:10.1037/ocp0000122
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