

ASHLEY E. NIXON
ASSISTANT PROFESSOR

Human Resources/Organizational Behavior
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EDUCATION

University of South Florida, Tampa, FL May 2011
Doctor of Philosophy, Industrial/Organizational Psychology
Occupational Health Psychology Concentration
Dissertation: *Charting a semantic jungle: A novel method for examining the moderators of workplace aggression.*
Chair: Dr. Paul E. Spector

University of South Florida, Tampa, FL May, 2007
Master of Arts, Industrial/Organizational Psychology
Occupational Health Psychology Concentration
Thesis: *The impact of fidelity and innovations on Healthy Family America programs.*
Advisor: Dr. Carnot E. Nelson

University of Florida, Gainesville, FL August, 2002
Bachelor of Science in Psychology, With Honors

MAJOR RESEARCH AREAS OF INTERESTS

Occupational stress:

- Workplace aggression and social stressors, including mistreatment and interpersonal conflict, measurement
- Emotional responses to stressors, including emotional labor and emotion regulation
- Employee strain, well-being, job satisfaction, occupational health and safety

PEER REVIEWED PUBLICATIONS

Nixon, A. E., Lanz, J., Manapragada, A., Bruk-Lee, V., Sanchez, A., & Rodriguez, R.J., (In Press). Nurse safety: What does affect and attitude have to do with it? *Work & Stress*.

Quigley, R., Claus, L. & **Nixon, A. E.** (In Press). Behavioral health morbidity for those studying or working internationally: A U.S. exploratory duty of care study. *Journal of Global Mobility*.

Nixon, A. E., & Spector, P. E. (2015). Seeking clarity in a linguistic fog: Can moderators unify workplace aggression research? *Human Performance*, 28(2), 137-164. DOI: 10.1080/08959285.2015.1006325.

- Brook-Lee, V., **Nixon, A. E.**, & Spector, P. E. (2013). An expanded typology of conflict at work: Task, relationship and non-task organizational conflict as social stressors. *Work & Stress*, 27(4), 339-350. DOI: 10.1080/02678373.2013.841303.
- Nixon, A. E.**, Yang, L., Spector, P. E., Zhang, X. (2011). Emotional labor in China: Examining moderators and consequences of the emotional labor process. *Stress & Health*, 27, 289-305.
- Nixon, A. E.**, Mazzola, J. J., Bauer, J., Krueger, J. R., Spector, P. E. (2011). Can work make you sick?: A meta-analysis of job stressor-physical symptom relationships. *Work & Stress*, 25, 1-22.
- Brook-Lee, V., Khoury, H., **Nixon, A. E.**, Goh, A., & Spector, P. E. (2009). Replicating and extending past personality/job satisfaction meta-analyses. *Human Performance*, 22(2), 156-189.
- Kessler, S. R., **Nixon, A. E.**, & Nelson, C. E. (2008). Don't throw out the baby with the bath water: A novel way of evaluating outcomes in the Healthy Families America Programs. *American Journal of Evaluation*, 29(3), 288-300.
- Hardin, E. E., Bayer, I., Robitschek, C., & **Nixon, A. E.** (2007). Self discrepancy and distress: The role of personal growth initiative. *Journal of Counseling Psychology*, 54, 86-92.
- Nixon, A. E., Meikle, H., and Borman, K. (2007). The urgent need to encourage aspiring engineers: Effects of college degree program culture on female and minority student STEM participation. *Latin American and Caribbean Journal of Engineering Education*, 1(2), 57-63.

MANUSCRIPTS UNDER REVIEW

- Kessler, S. R., **Nixon, A. E.** & Nord, W. (Conditionally Accepted). Advancing the theory behind organic/mechanistic structures: Why we don't know as much as we thought! *International Journal of Management Reviews*.
- Nixon, A. E.**, Brook-Lee, V., & Spector, P. E. (Under Review). Grin and bear it?: Employees' use of emotional labor during coworker conflict. *Stress & Health*.

BOOK CHAPTERS

- Nixon, A. E.** & Claus, L. (2014). Global work-life balance and stress management: Global HR strategies and tactics for a healthy and productive workforce. In Claus, L. (ed.) *Global HR Practitioner Handbook, Volume 2*. Global Immersion Press.

Nixon, A. E. & Spector, P. E. (2013). The impact of technology of employee stress, health, and well-being. In Coover, M.D., & Thompson, L.F. (eds.) *Psychology of Workplace Technology*, (pp. 238-269). Oxford, UK: Routledge Academic.

CURRENT RESEARCH

Wright, R.R., **Nixon, A. E.**, Thompson, S., Olson, R., Wilhite, J., Graves, A., Broadbent, C. (Editing). Assessing interpersonal conflict in the workplace: A validation of the Workplace Interpersonal Conflict Scale (WICS).

Johnson, R., **Nixon, A.E.**, Eatough, E. (Conceptual design). Thinking about work and family: Rumination, guilt, and gender roles.

Nixon, A. E., Arvan, M., Spector, P. E. (Editing). Examining the underlying assumptions and measurement of incivility and bullying.

Nixon, A. E. & Spector, P. E. (Beginning data collection). Can supervisor aggression ever be okay? Workplace aggression in dyadic relationships.

Nixon, A. E., Arvan, M., & Spector, P. E. (Beginning data collection). Did you see that?: How visibility impacts workplace aggression–strain relationships.

Nixon, A. E., Bruk-Lee, V., & Spector, P. E. (Drafting). Interpersonal conflict and conflict management: Does interpersonal LOC play a role? A cross-national examination.

Nixon, A. E. & Walker, R. (Data analysis). Civility climate, social support and social burden, and MSDs in nurses.

Nixon, A. E., Epstein, P. & Spector, P. E. (Data collection). Understanding emotional responses and regulation during interpersonal conflict for healthcare workers through event sampling.

Omuris, E., **Nixon, A. E.**, & Nelson, C. (Drafting). Paternalism, emotional labor, and well-being in Turkey.

CONFERENCE PRESENTATIONS

Johnson, R., **Nixon, A.E.**, Eatough, E. (2016, March). Thinking about work and family: Rumination, guilt, and gender roles. Developmental paper accepted at the annual meeting of the Western Academy of Management, Portland, OR.

Nixon, A. E., Arvan, M., Spector, P. E. (2016, April). Examining the underlying assumptions and measurement of incivility and bullying. Poster accepted at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

- Nixon, A. E.,** Ceylan, S., Ceylan, S., Nelson, C. E. (2016, April). Emotional labor: Response difference between Turkish and American workers. Poster accepted at the annual meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.
- Brook-Lee, V. & **Nixon, A. E.** (2015). The role of conflict types on nurses' engagement and safety workarounds. Poster presented at the annual meeting of the Work, Stress, and Health Atlanta, GA.
- Lanz, J. J., **Nixon, A. E.,** Manapragada, A. (2015). Beyond Safety: Safety climate's influence on contextual performance. In S.A. Andel & P.E. Spector (Co-chairs), Antecedent of Workplace Safety. Symposium submitted at the annual meeting of the Work, Stress, and Health Atlanta, GA.
- Nixon, A. E.** & Brook-Lee, V. (2014). Grin and Bear it? Employee's use of emotional labor during coworker conflict. Poster presented at the annual meeting of the Southern Academy of Management, Savannah, Georgia.
- Lanz, J., Manapragada, A., **Nixon, A. E.,** Brook-Lee, V., Sanchez, A., & Rodriguez, R.J., (2014). The safety dance: Outcomes of psychological safety climate. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Nixon, A. E.,** & Spector, P. E. (2014). Seeking clarity from confusion: Moderators of workplace aggression-strain relationships. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
- Nixon, A. E.,** Rodriguez, R.J., & Brook-Lee, V. (2013, August). Mitigating CWBs: Roles of interpersonal locus of control and conflict. In M.K. Shoss & L.M. Penney (Co-chairs), Understanding Motives for Counterproductive Work Behaviors. Symposium presented at the annual meeting of the Academy of Management, Orlando, FL.
- Ceylan, S., Omuris, E., Newel, R., Ruiz de Huydobro, G., Manukayan, A., **Nixon, A. E.,** & Nelson, C. E. (2013, July). Individualism, collectivism, paternalistic leadership and job attitudes: A cross-national study. Presentation presented at the 13th European Congress of Psychology, Stockholm, Sweden.
- Nixon, A. E.** & Brook-Lee, V. (2013, May). Psychology safety climate, job-related affective strain, and safety workarounds. In L. Hammer & W. E. Van Dyck (Co-chairs), Stress and Well Being among Health Sector Employees. Symposium presented at the annual meeting for the Work, Stress, & Health Conference, Los Angeles, CA.
- Nixon, A. E.,** Ceylan, S., Omuris, E., Newel, R., Ruiz de Huydobro, G., Manukayan, A., Nelson, C. E. (2013, May). Cross-national examination of emotional labor, perceived organizational support, and sex: Armenia, Turkey, and the US. Poster presented at the annual meeting for the Work, Stress, & Health Conference, Los Angeles, CA.

- Brook-Lee, V., **Nixon, A. E.**, Wittgenstein, J., Allen, J. (2013, May). Task and relationship conflict at work and psychological strain: A meta-analysis. Poster presented at the annual meeting for the Work, Stress, & Health Conference, Los Angeles, CA.
- Wittgenstein, J., Brook-Lee, V., **Nixon, A. E.**, Allen, J. (2013, May). Clowns to the left of me, conflict to the right: Stuck with relationship conflict. Poster presented at the annual meeting for the Work, Stress, & Health Conference, Los Angeles, CA.
- Allen, J. Wittgenstein, J., Brook-Lee, V., **Nixon, A. E.**, (2013, May). What's task conflict got to do with it? A meta-analytical review. Poster presented at the annual meeting for the Work, Stress, & Health Conference, Los Angeles, CA.
- Lanz, J., Brook-Lee, V., **Nixon, A. E.**, Rodriguez, J. R. (2013, May). Expanding safety climate research: The mediating effect of job attitudes on turnover intentions. Poster presented at the annual meeting for the Work, Stress, & Health Conference, Los Angeles, CA.
- Nixon, A. E.**, & Spector, P. E. (2012). What role do the nuances of workplace aggression really play?: Testing a proposed model with Nurses. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
- Nixon, A. E.** (2012). Charting a semantic jungle: Novel method for examining workplace aggression. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Nixon, A. E.**, Brook-Lee, V. & Spector, P. E. (2012). Forgotten emotions at work: Investigating interpersonal conflict and emotional labor. Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Diego, CA.
- Nixon, A. E.**, & Spector, P. E. (2011, May). Examining the assumption of workplace incivility. In N. C. Johnson, & V. J. Magley (Co-chairs), Adding Clarification to Processes Associated with Workplace Incivility. Symposium presented to the annual meeting for the Work, Stress, and Health Conference, Orlando, FL.
- Ford, P. & **Nixon, A. E.** (2011, May). Patient care provider safety: Examining of intervention to reduce patient and visitor violence in a hospital. Paper presented to the annual meeting for the Work, Stress, & Health Conference, Orlando, FL.
- Brook-Lee, V., & **Nixon, A. E.** (2011, May). Non-task Organizational Conflict: An Understudied Source of Social Stress at Work. Paper presented to the annual meeting for the Work, Stress, & Health Conference, Orlando, FL.
- Nixon, A. E.**, Tabak, A., Spector, P. E. (2010). Agreement or Frequency? Does this decision affect occupational stress research? Poster presented at the annual meeting of the Society of Industrial and Organizational Psychology, Atlanta, GA.

- Nixon, A. E.,** Mazzola, J., Bauer, J., Spector, P. E., James, J. (2009). Are all symptoms created equally? A meta-analytic investigation of occupational stressors and physical symptoms inventories. Paper presented at the Eighth Work, Stress, & Health Conference. San Juan, PR.
- Kessler, S. R., Nord, W., **Nixon, A. E.,** James, J. (2009). What Do We Know About Organic/Mechanistic Structures? Not As Much As We Thought! Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
- Yang, L. Q., **Nixon, A. E.,** Spector, P.E., & Zhang, X. C. (2009). Incivility and stress: The role of perceived organizational support. Paper in Vicky Magley, Alyssa McGonagle, & Jessica Gallus (Chairs). *Rude Awakenings: New Research on Experiences of Workplace Incivility*. Symposium presented at the annual meeting of Society of Industrial and Organizational Psychology, New Orleans, LA.
- Nixon, A. E.** (Chair) (2008). The Individual and International Context: New Frontiers in Social Stressors Research. Symposium presented at the annual meeting of the Academy of Management, Anaheim, California.
- Nixon, A. E.,** Yang, L., Spector, P. E., Zhang, X. (2008). Emotional Labor in China: Examining moderators and consequences of the emotional labor process. Paper presented at the annual meeting of the Academy of Management, Anaheim, California.
- Nixon, A. E.,** Mazzola, J., Spector, P. E., (2008). Occupational Stressors and Physical Symptoms: A Meta-Analysis. Paper presented at the Seventh Work, Stress, & Health Conference. Washington DC.
- Nixon, A. E.,** Jackson, E., Johnson, R., Chang, C., Rosen, C. (2008). Politics, Justice, and Citizenship: Does Justice Make Workers More Considerate? Poster presented at the annual meeting of Society for Industrial and Organizational Psychology. San Francisco, California.
- Khoury, H., **Nixon, A. E.,** Bruk-Lee, V., Goh, A., & Spector, P.E. (2007). Beyond the big five: A meta-analysis of personality factors and job satisfaction. Poster presented at annual meeting of Society for Industrial and Organizational Psychology. New York, New York.
- Nixon, A. E.,** Nelson, C., & Kessler, S. R. (2007). Participant Retention in Home Visitation Programs. Poster presented at annual meeting of American Psychological Association. San Francisco, California.
- Taylor, A. M., **Nixon, A. E.,** & Lee, R. (2007). Women and Minorities in Engineering Programs: A Multilevel Examination. Poster presented at annual meeting of American Psychological Association. San Francisco, California.

Nixon, A. E., Nelson, C., & Kessler, S. R. (2007). The Impact of Fidelity in Implementation on Program Quality of Home Visiting Programs. Poster presented at annual meeting of American Psychological Association. San Francisco, California.

Taylor, A. M., **Nixon, A. E.**, & Boyer, S. L. (2006). Effects of Classroom Diversity on Underrepresented Student Graduation Rates within Science, Technology, Engineering, and Mathematics Programs. Interactive Poster presented at annual meeting of Florida Education Research Association. Jacksonville, Florida.

Borman, K., Tyson, W., Hanson, M. A., Fernandez, E., Meikle, H., **Nixon, A. E.** (2006). Effects of College Degree Program Culture on Female and Minority Student Science, Technology, Engineering and Mathematics (STEM) Participation. Poster presented at annual meeting of Latin American and Caribbean Consortium of Engineering Institutions. Mayaguez, Puerto Rico.

Hardin, E. E., Bayer, I., **Nixon, A. E.**, Robitschek, C. (2003). Self Discrepancy and Distress: The Role of Personal Growth Initiative. Poster presented at annual meeting of American Psychological Association. Toronto, Canada.

RESEARCH SUPPORT

A unified measure of workplace aggression, its moderators and consequences. Pilot Project Grant for Sunshine Education and Research Center, University of South Florida (Submitted Sep. 2009). Status: Funded (\$8,000). PI: **A.E. Nixon**; Co-PI: P.E. Spector.

Did You See That?: How Visibility Impacts Workplace Aggression–Strain Relationships. Dean’s Research Grant. (Submitted April. 2014). Status: Funded (\$4,000.00). PI: **A.E. Nixon**.

TEACHING EXPERIENCE

Courses

GSM 6010: Managerial and Interpersonal Strategy (Fall 2015)

ROLE: Course Instructor

DESCRIPTION: Success in the modern work environment is often driven by interpersonal success, or our ability to understand and manage human behavior. This course will focus on understanding and managing your own behavior, as well as how you may be able to manage the behavior of those around you. This course will cover the managerial skills to successfully address and the psychological processes underlying personality, reasoning, stress, conflict, diversity, communication, group interactions, motivation, and influencing others. This course will prepare you, through class discussions and activities, to apply knowledge and best practices to the management of yourself and others across public, not-for-profit, or for-profit organizations.

GSM 621: LEAD: Leadership Effectiveness and Development (Fall 2014, Fall 2015, Spring 2016)

ROLE: Course Instructor

DESCRIPTON: Leadership Effectiveness and Development embraces the necessity for self-discovery and change to encounter the escalating necessity to develop resonant leaders in diverse organizational settings. Before entering the MBA program many of your successes related to your individual accomplishments came as a result of your cognitive intelligence. LEAD is designed to allow you to frame future successes in organizational environments as a result of your emotional, social, and cultural intelligences. LEAD will provide you with critical concepts and essential competencies for managing and leading people. These include assessing your personal balance sheet and SWOT; leading, managing, and influencing group and individual behavior and performance; coaching and mentoring others; inspiring others to embrace organizational vision and mission; communicating effectively in both oral and in written form; and establishing negotiation skills that allow effective and sustainable organizational change. LEAD, will help you transition from an individual contributor to a manager and leader whose accomplishments are measured by the success of others.

GSM 6248: Human Resource Development: Creating Competitive Advantage (Fall 2013, Spring, 2015, Spring 2016)

ROLE: Course Instructor

DESCRIPTON: Human resources are an often-under utilized source of sustained competitive advantage. Competency management and human resource development are essential components of an organization's success. This course focuses on enhancing employee and organizational effectiveness through human resource development. Utilizing the ADDIE (analysis, design, development, implementation, and evaluation) design process, this course will provide students with an in-depth study of the concepts, processes, statistical analytics, and common pitfalls associated with employee competency development and management.

GSM 5102: Managing Organizations: Design and Change (Fall 2013, Fall 2014)

ROLE: Course Instructor

DESCRIPTION: GSM 5102 and 5101 focus on human resources and organizational dynamics management issues as they apply to the private, public and not-for-profit sectors. GSM 5102 examines the behaviors of large formal organizations – whether public, private, or not-for-profit – in terms of their functioning, performance and accountability to their various stakeholders. The broad goal of the course is to sharpen your critical thinking regarding the intertwining relationships between: 1) organizations and society at large, and 2) between organizations and our personal biographies. Developing a keen appreciation of these connections and deepening your understanding of how organizations “really” work and change will inevitably improve your effectiveness both as a manager and as a member of an organization. To succeed in the world ruled and governed by formal organizations, one must possess a diversity of skills including how to work with other people, for other people, and through other people; how to set up structures that facilitate work; and how to deal with and accommodate change.

GSM 6236: HR Principles and Practices (Spring 2013)

ROLE: Course Instructor

DESCRIPTION: The course integrates critical new HR competencies, personnel skills and the application of business and policy knowledge along three HR processes: (1) acquiring and developing talent; (2) managing the employment relationship; and (3) strategic HRM. This course prepares you to assume an HR generalist role in an organizational setting by developing your proficiency in the basic body of HR knowledge. Responsible for preparing and presenting lecture material, constructing and grading exams, developing class discussion and activity materials, developing and leading class demonstrations and interactive exercises, and grading homework assignments and papers.

GSM 5101: Managing Organizations: Individuals, Teams, and Human Resources (Fall 2012, Fall 2013, Fall 2014)

ROLE: Course Instructor

DESCRIPTION: GSM 5101 and GSM 5102 focus on human resources and organizational dynamics management issues as they apply to the private, public and not-for-profit sectors. GSM 5101 uses a micro/meso approach and focuses on individuals and groups in organizations and related HR management processes. The goal of GSM 5101 is to enhance your knowledge of management concepts and theories so that you can increase organizational effectiveness by better managing yourself, other individuals, teams and stakeholders of the organization. This course also focuses on how to diagnose and analyze individual and group behavior from different perspectives (using strategic, political and cultural lenses) and how to prescribe appropriate courses of managerial action. As part of this course, you will also become familiar with a number of assessment tools and use interactive class exercises to develop your managerial skills. Selected cases and real life vignettes are used to apply management concepts to real-world applications. You will learn from your own pre-class readings and your interactions with a diverse group of peers.

GSMPR 624B: Managing Organizations: Design and Change (Summer 2012, Summer 2014)

ROLE: Course Instructor

DESCRIPTION: The course focuses on management issues as they apply to the private, public and not-for-profit sectors. The course uses a macro approach and focuses on organizational design, change processes, and the broader context in which organizations operate. Responsible for preparing and presenting lecture material, constructing and grading exams, developing class discussion and activity materials, developing and leading class demonstrations and interactive exercises, and grading homework assignments and papers.

GSMPR 624A: Managing Organizations: Individuals, Teams, and Human Resources (Summer 2012, Spring 2012, Summer 2013, Summer 2014)

ROLE: Course Instructor

DESCRIPTION: GSM 5101 and GSM 5102 focus on human resources and organizational dynamics management issues as they apply to the private, public and not-for-profit sectors. GSM 5101 uses a micro/meso approach and focuses on individuals and groups in organizations and related HR management processes. The goal of GSM 5101 is to enhance your knowledge of management concepts and theories so that you can

increase organizational effectiveness by better managing yourself, other individuals, teams and stakeholders of the organization. This course also focuses on how to diagnose and analyze individual and group behavior from different perspectives (using strategic, political and cultural lenses) and how to prescribe appropriate courses of managerial action. As part of this course, you will also become familiar with a number of assessment tools and use interactive class exercises to develop your managerial skills. Selected cases and real life vignettes are used to apply management concepts to real-world applications. You will learn from your own pre-class readings and your interactions with a diverse group of peers.

GSM 636: HR Principles and Practices (Spring 2012)

ROLE: Course Instructor

DESCRIPTION: The course integrates critical new HR competencies, personnel skills and the application of business and policy knowledge along three HR processes: (1) acquiring and developing talent; (2) managing the employment relationship; and (3) strategic HRM. This course prepares you to assume an HR generalist role in an organizational setting by developing your proficiency in the basic body of HR knowledge. Responsible for preparing and presenting lecture material, constructing and grading exams, developing class discussion and activity materials, developing and leading class demonstrations and interactive exercises, and grading homework assignments and papers.

GSM 615: Compensation and Rewards (Spring 2012)

ROLE: Course Instructor

DESCRIPTION: Introduces the "art" of managing compensation including internal consistency, external competitiveness, employee contributions, employee benefits, government role and compliance, and managing a compensation system. While offering an overview and theory of base-pay compensation, it is primarily designed to address the practical issues faced by practitioners in creating and administering a compensation program. Responsible for preparing and presenting lecture material, constructing and grading exams, developing class discussion and activity materials, developing and leading class demonstrations and interactive exercises, and grading homework assignments and papers.

GSM 648: Training and Development (Fall 2011)

ROLE: Course Instructor

DESCRIPTION: This course focuses on HRD (human resource development) and, more specifically, the ability to enhance employee and organizational effectiveness through HRD. The course utilizes the ADDIE (analysis, design, development, implementation, and evaluation) instructional design process. This course is designed to provide students with an in-depth study of the concepts, processes, and issues associated with training and developing human resources. Responsible for preparing and presenting lecture material, constructing and grading exams, developing class discussion and activity materials, developing and leading class demonstrations and interactive exercises, and grading homework assignments and papers.

INP 4004: Industrial Psychology (Spring 2009, Fall 2010)

ROLE: Course Instructor

DESCRIPTION: Applications of psychological principles to industry. Topics include: research methods, selection, training, motivation, job satisfaction, supervision, and occupational health psychology. Responsible for preparing and presenting lecture material, constructing and grading exams, developing class discussion materials, developing and leading class demonstrations, and grading homework assignments and papers.

PSY 3213: Research Methods in Psychology (Fall 2005, Spring 2006)

ROLE: Teaching Assistant, Lab Instructor

DESCRIPTION: This course considers the logic of experimental design, concept of control and the analysis of experimentally obtained data. The laboratory section provided experience applying the concepts discussed in lecture, as well as training and experience conducting research and writing a research article. Responsible for preparing and presenting lab materials, developing class discussion materials, and grading students' homework assignments and papers.

PSY 2012: Introduction to Psychological Science (Fall 2007, 2008, 2009)

ROLE: Teaching Assistant, Lab Instructor

DESCRIPTION: Introduction to the science of psychology for majors and nonmajors, present theory and methods in broad survey of various areas of psychology including clinical, cognitive, developmental health, industrial/organizational, social and neuropsychology. Responsible for preparing and presenting lecture material, developing class discussion materials, developing and leading class demonstrations, and grading homework assignments and papers.

Instructors manual and test bank revisions for Industrial and Organizational Psychology: Research and Practice, 5th edition

Responsible for revising and updating the instructors manual and test bank for Dr. P. Spector's Industrial and Organizational Psychology: Research and Practice, 5th edition.

The Center for 21st Century Teaching Excellence Training

Workshops Completed:

- Creating digital content to enhance courses
- Developing and using rubrics
- Working with students in interdisciplinary courses
- New technologies for instruction
- Creating a teaching portfolio

Tutorials:

- Making the case against plagiarism
- Blackboard tutorial for instructors
- Synchronous software (Elluminate Live!) instructions
- Atomic learning tutorials

EDITORIAL REVIEW AND SERVICE

Reviewer for Journals

Administration and Policy in Mental Health and Mental Health Services Research
 Applied Psychology: An International Review
 International Journal of Organizational Theory
 International Public Management Journal
 Journal of Business and Psychology
 Journal of Family Issues
 Journal of Immigrant and Minority Health
 Journal of Managerial Psychology
 Sleep Medicine
 Stress & Health
 Work & Stress

Reviewer for Conferences

Academy of International Business
 Academy of Management Annual Conference
 Society for Industrial and Organizational Psychology Annual Conference
 Work, Stress, & Health Annual Conference

APPLIED RESEARCH AND PROFESSIONAL EXPERIENCE**Talent Management Consulting**

2014 – Present

Portland, OR

Provide consulting services for not-for-profit and corporate-for-profit organizations. Services include talent management analytics (assessment, interpretation, and developmental recommendations), management training (self, team, and upward management skills), executive and employee coaching, and psychometric services (scale development and validation).

Organizational Behavior Junior Faculty Workshop*Academy of Management, Boston, MA*

2012

Accepted and attended a two-day workshop focused on developing quality instructional curriculum, contributing high-impact research contributions, and successfully pursuing a career in academia along with balancing various career demands.

Patient and Visitor Violence Research Team Collaborator*Tampa General Hospital, Tampa, FL*

2010 – Present

Assist in the analysis of the effects of and documenting of a violence de-escalation and self-defense intervention for nurses in targeted units that experience high rates of aggressive behavior.

Emergency Preparation Seminar*New Mexico Department of Health, Las Cruces, NM*

2010

Identify and incorporate academic information on emergency responses to pandemics, particularly influenza. The seminar is intended to education medical and public health

professionals as well as the general public on psychological responses to medical pandemics.

Safety and Sleep Research Project

Tampa Electric Company, Tampa, FL 2008
Literature review, data collection, analysis, and technical report construction examining the how sleep restrictions due to long and inconsistent hours affect a team of engineers.

Undergraduate Advisor

Department of Psychology, University of South Florida, Tampa, FL 2008 – Present
Supervise undergraduate research projects and graduate school admission advisement.

Survey Development Project

College of Public Health, University of South Florida, Tampa, FL 2007
Assist occupational medicine faculty members, Drs. Tom Truncale and Stewart Brooks, in developing a self-report scale to assess asthma symptoms in the general public.

Occupational Health Psychology Trainee

Department of Psychology, University of South Florida, Tampa, FL 2006 – 2011
NIOSH funded OHP training grant recipient. Program includes interdisciplinary training, course work, and research experience.

Doctoral Student Consortium Participant

Southern Management Association Annual Meeting, Clearwater Beach, FL 2006
Selected to attend the Southern Management Association's 17th annual doctoral student consortium 2 day training event.

Graduate Research Assistant

Department of Anthropology, University of South Florida, Tampa, FL 2006 – 2007
Supervisor: Dr. Kathryn Borman
Study: Examining deferential effects of cultural and climate in engineering and science departments in Florida Universities on women and minorities.
Duties: Literature review, methodological development, qualitative and quantitative data collection and analysis.

Coordinator of Student Services

Goshen College, Sarasota, FL 2003 - 2004
Designed and monitored individual student graduation plans; Organized and lead commencement, orientation, campus community service projects, and social events; All academic advising; Instructed CLEP and DANTE test preparation for adult learners; scheduled courses; arranged contracts with adjunct professors; registrar for local campus; lead recruitment activities; created, distributed, analysis of, and final distribution of professor and course evaluations.

Graduate Research Assistant

Department of Psychology, Texas Tech University, Lubbock, TX 2002 - 2003

Supervisors: Drs. Erin Hardin and Christine Robitschek
Study: Examined relationship between Self Discrepancy and Personal Growth Initiative
Duties: Assisted in preparing documents for publication and poster presentations for annual meeting of APA; Assisted in all aspects of research development, collection, and analysis; Trained and supervised undergraduate assistants.

Independent Study

Department of Psychology, University Florida, Gainesville, FL 2001 - 2002
Supervisor: Dr. Dolores Albarracin
Study: Effect of sensation seeking and social support in adolescent substance use
Duties: Literature review, conceptual design, execution, analysis, and preparation of final document for review.

Undergraduate Research Assistant

Department of Psychology, University of Florida, Gainesville, FL 2000 - 2001
Supervisor: Dr. Dolores Albarracin
Study: Cognitive and social psychological influences on attitude formation
Duties: Conducted library research for a review of the empirical literature on Attitude development. Assisted in data collection and coding; Conducted data analysis in SPSS.

ACHEIVEMENTS AND HONORS

Certified Senior Professional in Human Resources
Beta Gamma Sigma
Student Government Conference Presentation Grant, 2006 - 2010
Chancellor's Fellowship, Texas Tech University, 2003-2004
Graduate Student Government Association Travel Award, 2003
Psi Chi Honors Society
National Collegiate Honors Society
Golden Key Honors Society
President's List at the University of Florida, 1999-2002
Dean's List at the University of Florida, 1998-1999

PROFESSIONAL AFFILIATIONS

Academy of Management
 Organizational Behavior Division
 Human Resources Division
 Research Methods Division
American Psychological Association
European Association of Work and Organizational Psychology
Society for Human Resource Management
Society for Industrial and Organizational Psychology
Society for Occupational Health Psychology
Southern Management Association

