

# RACHEL WILLIAMSON SMITH, PH.D.

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## Academic Employment

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Georgia Southern University Parker College of Business	2021-Present
Associate Professor of Management, 2024-Present	
Assistant Professor of Management, 2021-2024	
Louisiana State University	2018-2021
Industrial/Organizational Psychology Ph.D. Program Director, 2019-2021	
Assistant Professor of Industrial/Organizational Psychology, 2018-2021	

## Education

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Ph.D.	University of Georgia Industrial/Organizational Psychology	2018
M.S.	University of Georgia Industrial/Organizational Psychology	2015
B.A.	University of South Carolina Experimental Psychology	2012

## Research Interests

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The Work-Life Interface; Employee Well-Being; Research Methods

## Peer-Reviewed Publications

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**Note:** Name change as of May 2018 – all prior publications are under Rachel L. Williamson.

27. Huynh, T., McDonald, J., & **Smith, R. W.** (2024). The effect of telework conditions and family-supportive supervisor behaviors on work-family outcomes. *Current Psychology*, 43, 17065-17078. <https://doi.org/10.1007/s12144-024-05675-5>
26. Jang, S. R., Butler, A., & **Smith, R. W.** (2024). Latent profiles of organizational citizenship behavior motives: A latent profile analysis. *Occupational Health Science*, 8, 191-210. <https://doi.org/10.1007/s41542-023-00166-8>
25. Zhang, D. C., Barratt, C., & **Smith, R. W.** (2024). Are risk seekers “good soldiers” or “bad apples”? Risk propensity as a common antecedent for OCBs and CWBs. *Journal of Business & Psychology*, 39, 275-294. <https://doi.org/10.1007/s10869-023-09872-0>
  - **Received Editor Commendation**

24. DeNunzio, M. M., **Smith, R. W.**, & Naidoo, L. J. (2023). The development and validation of an ideal point measure of work engagement. *Journal of Business & Psychology*, 39, 345-368. <https://doi.org/10.1007/s10869-023-09901-y>

23. **Smith, R. W.**, Min, H., Ng, M. A., Haynes, N. J., & Clark, M. A. (2023). A content validation of work passion: Was the passion ever there? *Journal of Business & Psychology*, 38, 191-213. <https://doi.org/10.1007/s10869-022-09807-1>

22. Baranik, L. E., Wright, N. A., & **Smith, R. W.** (2022). Desired and obtained work values across 37 countries: A psychology of working theory perspective. *International Journal of Manpower*, 43, 1338-1351. <https://doi.org/10.1108/IJM-12-2020-0555>

21. Howard, G. J., **Smith, R. W.**, Haynes, N. J., & Clark, M. A. (2022). Being mindful about workaholism: Associations between workaholism and mindfulness. *Occupational Health Science*, 6, 295-311. <https://doi.org/10.1007/s41542-022-00113-z>

20. **Smith, R. W.**, DeNunzio, M. M., Haynes, N. J., & Thiele, A. (2022). The importance of appraisal in stressor-well-being relationships and the examination of personality traits as boundary conditions. *Journal of Managerial Psychology*, 37, 425-443. <https://doi.org/10.1108/JMP-11-2019-0649>

19. **Smith, R. W.**, Davison, H. K., Hendy, N., Hulett, A. L., Antonik, C. W., Cawman, M. W. & McAiley, L. K. (2021). Diversity, equity, and inclusion: Where do SIOP members stand? Evidence from the 2019 SIOP salary survey. *The Industrial Organizational Psychologist*, 59(2).

18. **Smith, R. W.**, Kim, Y.-J., & Carter, N. T. (2020). Does it matter *where* you're helpful? Organizational citizenship behavior from work and home. *Journal of Occupational Health Psychology*, 25, 450-468. <https://doi.org/10.1037/ocp0000181>

17. Clark, M. A., **Smith, R. W.**, & Haynes, N. J. (2020). The multidimensional workaholism scale: Linking the conceptualization and measurement of workaholism. *Journal of Applied Psychology*, 105, 1281-1307. <https://doi.org/10.1037/apl0000484>

16. Carter, N. T., Lowery, M. R., **Smith, R. W.**, Conley, K. M., Harris, A. M., Listyg, B., Maupin, C. K., King, R. T., & Carter, D. R. (2020). Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology*, 105, 959-993. <https://doi.org/10.1037/apl0000469>

- **Recipient of an honorable mention for the 2022 Society for Industrial and Organizational Psychology (SIOP) William A. Owens Scholarly Achievement Award (Paper that has the highest potential to significantly impact the field of I-O psychology)**

15. Zhang, D., **Smith, R. W.**, & Lobo, S. (2020). Should you sign your review? Open peer-review and review quality. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13, 45-47. <https://doi.org/10.1017/iop.2020.5>

14. **Smith, R. W.**, Baranik, L. E., & Duffy, R. D. (2020). Psychological ownership within psychology of working theory: A three-wave study of gender and sexual minority employees. *Journal of Vocational Behavior*, 118, 103374.  
<https://doi.org/10.1016/j.jvb.2019.103374>
13. **Smith, R. W.**, & DeNunzio, M. M. (2020). Examining personality-job characteristic interactions in explaining work outcomes. *Journal of Research in Personality*, 84, 103884. d  
<https://doi.org/10.1016/j.jrp.2019.103884>
12. Eby, L. T., Mitchell, M. E., **Williamson, R. L.**, & Maupin, C. K. (2020). The development and test of a framework linking strain-based gambling interference with work and nonwork to cognitive disengagement and reduced role performance. *Community, Work & Family*, 23, 201-223. <https://doi.org/10.1080/13668803.2018.1473336>
11. Castille, C. M., Castille, A.-M. R., & **Smith, R. W.** (2019). Assessing ideal personalities at work: Is it all just a little bit of history repeating? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 133-137. <https://doi.org/10.1017/iop.2019.25>
10. **Smith, R. W.**, Hulett, A. L., & Maples-Keller, J. L. (2019). Personality testing and the Americans with Disabilities Act: An applicant/employee perspective. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 12, 167-171.  
<https://doi.org/10.1017/iop.2019.33>
9. Harris, A. M., **Williamson, R. L.**, & Carter, N. T. (2019). A conditional threshold hypothesis for creative achievement: On the interaction between intelligence and openness. *Psychology of Aesthetics, Creativity, and the Arts*, 13, 322-337. <https://doi.org/10.1037/aca0000182>
8. Eby, L. T., Allen, T. D., Conley, K. M., **Williamson, R. L.**, Henderson, T. G., & Mancini, V. S. (2019). Mindfulness-based training interventions for employees: A qualitative review of the literature. *Human Resource Management Review*, 29, 156-178.  
<https://doi.org/10.1016/j.hrmr.2017.03.004>
7. Maples-Keller, J. L., **Williamson, R. L.**, Sleep, C. E., Carter, N. T., Campbell, W. K. & Miller, J. D. (2019). Using item response theory to develop a 60-item version representation of the NEO-Five Factor Inventory using the International Personality Item Pool: Development of the IPIP-NEO-60. *Journal of Personality Assessment*, 101, 4-15.  
<https://doi.org/10.1080/00223891.2017.1381968>
6. **Williamson, R. L.**, Beiler-May, A., Locklear, L., & Clark, M. A. (2017). Bringing home what I'm hiding at work: The impact of sexual orientation disclosure at work for same-sex couples. *Journal of Vocational Behavior*, 103, 7-22.  
<https://doi.org/10.1016/j.jvb.2017.08.005>

5. Beiler-May, A., **Williamson, R. L.**, Clark, M. A., & Carter, N. T. (2017). Gender bias in the measurement of workaholism. *Journal of Personality Assessment*, 99, 104-110.  
<https://doi.org/10.1080/00223891.2016.1198795>
4. Carter, N. T., Guan, L., Maples, J. L., **Williamson, R. L.**, & Miller, J. D. (2016). The downsides of extreme conscientiousness for psychological well-being: The role of obsessive compulsive tendencies. *Journal of Personality*, 84, 510-522.  
<https://doi.org/10.1111/jopy.12177>
3. Griggs, T. D., Eby, L. T., Maupin, C. K., Conley, K. M., **Williamson, R. L.**, Vande Griek, O. H., & Clauson, M. G. (2016). Who are these workers, anyway? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 114-121.  
<https://doi.org/10.1017/iop.2015.123>
2. Allen, T. D., Eby, L. T., Conley, K. M., **Williamson, R. L.**, Mancini, V. S., & Mitchell, M. E. (2015). What do we *really* know about the effects of mindfulness-based training in the workplace? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 652-661. <https://doi.org/10.1017/iop.2015.95>
1. Maples, J. L., Carter, N. T., Few, L. R., Crego, C., Gore, W. L., Samuel, D. B., **Williamson, R. L.**, Lynam, D. R., Widiger, T. A., Markon, K. E., Krueger, R. F., & Miller, J. D. (2015). Testing whether the DSM-5 personality disorder trait model can be measured with a reduced set of items: An item response theory investigation of the Personality Inventory for DSM-5. *Psychological Assessment*, 27, 1195-1210. <https://doi.org/10.1037/pas0000120>

## **Other Publications**

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**Smith, R. W.**, Maupin, C. K., & Clark, M. A. (in press). Building research networks: A guide for graduate students and junior faculty members. In N. Bowling, M. K. Shoss, & Z. Zhou (Eds.), *How to Get Published in the Best Industrial-Organizational Psychology Journals*. Edward Elgar Publishing [invited].

Howard, G. J., Green, S. N., Traylor, H., Stark, H. P., & **Smith, R. W.** (2022). The composition of multidisciplinary theories to achieve organizational equity and inclusion. In E. King, Q. Roberson, & M. Hebl (Eds.), *Research on Social Issues in Management (Volume 4): The Future of Scholarship on Diversity and Inclusion* (pp. 301-325). Information Age Publishing.

Green, S. N., Howard, G. J., Stark, H. P., Traylor, H., & **Smith, R. W.** (2022). The impact of mega-threats and political ideology on African American employees. In E. King, Q. Roberson, & M. Hebl (Eds.), *Research on Social Issues in Management (Volume 3): The Future of Scholarship on Diversity and Inclusion* (pp. 119-136). Information Age Publishing.

Maupin, C., & **Smith, R. W.** (2021). Academics' forum: On what we wish we knew while on the academic job market. *The Industrial-Organizational Psychologist*, 59(2).

Castille, C. M., Zhang, D., & **Smith, R. W.** (2020). Opening up: How do I conduct peer review with open science in mind? *The Industrial-Organizational Psychologist*, 58(2).

Vincent, R., Weist, M.D., Dennis, M., Miller, E., Splett, J., Taylor, L., **Williamson, R.**, Riffe, E., Moreno-Tuohy, C., Gotham, H., Kilmer, J., Campain, J., Burkholder, J., Winters, K., Balilie, S., & Kesner, P. (2019). *Student assistance: A guide for school administrators*. Rockville, MD, Substance Abuse and Mental Health Services Administration (SAMSHA Publication No. PEP19-03-01-001).

**Williamson, R. L.**, & Clark, M. A. (2017). Workaholism and work-family conflict: Theoretical perspectives, empirical findings, and directions for future research. In J. Nicklin (Ed.), *Work-Life Balance in the 21<sup>st</sup> Century: Perspectives, Practices, and Challenges*. [invited]

**Williamson, R. L.**, & Clark, M. A. (2016). Book review of “The work-family interface: An introduction.” *Academy of Management Learning and Education*, 15, 394-397. doi: 10.5465/amle.2016.0100

### **Manuscripts Under Review**

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Sproul, C. R., Charlier, S. & **Smith, R. W.** (Revise & Resubmit). Totally (Savannah) Bananas: The benefits of a mission-driven culture. *Organizational Dynamics*.

Stark, H. P., **Smith, R. W.**, & Carter, N. T. (Revise & Resubmit). Organizational commitment profiles and employee well-being: Exploratory and confirmatory profile analyses. *Occupational Health Science*.

Min, H., **Smith, R. W.**, & Gonzalez, C. (Under review). Recommender systems in organizations: A systematic review. *Journal of Business & Psychology*.

Green, S. N., Traylor, H., Howard, G. J., & **Smith, R. W.** (Under review). A multi-study qualitative analysis of Black women’s experiences in the workplace. *Journal of Managerial Psychology*.

Zhang, D. & **Smith, R. W.** (Under review). Development and Validation of the Calculated and Spontaneous Risk-Taking Scale (CASPRT). *Personality and Social Psychology Bulletin*.

### **Selected Works in Progress**

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**Smith, R. W.**, Zhang, Q., Mills, M., & Stark, H. P. (Study 1 completed. Study 2 data collected, analyzing). Birds of a feather? The impact of couple’s work-family conflict (in)congruence on family outcomes. Target journal: *Journal of Applied Psychology*.

**Smith, R. W.**, Eby, L. T., Allen, T. D., Clark, M. A., & Haynes, N. J. (Data analysis). Mindfulness and workaholism: Test of a brief intervention. Target journal: *Journal of Applied Psychology*.

**Smith, R. W.**, Hu, X., Wang, Y.-R., Fila, M., Jang, S., Kern, M., Park, H. I., & Yang, B. (Finalizing manuscript). The paradoxical effects of ICT demands on rumination through

FoMO: Longitudinal evidence from three countries. Target journal: *Journal of Applied Psychology*.

Baranik, L. E., **Smith, R. W.**, Mills, M. J., & Eby, L. E. (Writing manuscript). Chronic pain at work: A systematic review and conceptual framework. Target journal: *Journal of Applied Psychology*.

Landay, K., **Smith, R. W.**, DeSimone, J. A., & Harms, P. D. (Writing manuscript). “I feel it” or “I see it”: Measuring felt and displayed work passion. Target journal: *Journal of Applied Psychology*.

Howard, G. H., **Smith, R. W.**, & Carter, N. T. (Revising manuscript). Is every day a new day? A within-person approach to workaholism. *Journal of Vocational Behavior*.

Green, S. G., & **Smith, R. W.**, Long, A., & Caleo, S. (Study 1 and 2 completed, writing manuscript). Racial dissimilarity and employee attitudes and behaviors: The moderating role of competitive work environment and social support.

## **Conference Presentations**

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### Chaired Symposia and Invited Panel Discussions

Van Egdom, D. (Co-Chair) & **Smith, R. W.** (Co-Chair), Arena, D., Bauer, T.N., Crayne, M., Johnson, L., Matthews, R. & Maupin, C.K. (April 2024). Succeeding on the business school job market: An insider’s perspective. Panel presented at the Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.

Hu, X. (Co-Chair), Jang, S. (Co-Chair), Baranik, L., Gabrenya, W. K., Glazer, S, Ion, A., Jiang, L., Fila, M., **Smith, R. W.**, & Wang, Y.-R. (April 2023). Alliance: Crossing the line without crossing the line: Best practice in cross-cultural research [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

Hulett, A. (Co-Chair), **Smith, R. W.** (Co-Chair), Ellis, B. (Panelist), Richard, E. (Panelist), Cunningham, A. (Panelist). (April 2023). The 2022 SIOP Salary Survey: A Deeper Dive and Interactive Discussion. [Alternative Session Type] Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

**Smith, R. W.**, & Baranik, L. E. (Co-Chair). August 2021. *Unexpectedly pursuing employment in a new country: How refugees overcome vocational barriers*. Symposium presented at the annual Academy of Management Conference: Virtual.

**Smith, R. W.**, & Horvath, M. (Co-Chair). April 2021. *On the same page: Employee-partner congruence on work-family constructs*. Symposium presented at the annual Society for Industrial and Organizational Psychology Conference: New Orleans, LA.

**Smith, R. W.**, Huffman, A. H., Languilaire, J. C. E., Lindsey, A. P., & Thoroughgood, C. N. (Panelists, June 2020) In L. Murphy & C. Thomas (Co-Chairs), *Where do we go from here?*

*Creating a research agenda for LGBTQ+ and work-life.* Society for Industrial and Organizational Psychology Conference (session canceled due to COVID-19).

**Smith, R. W.**, Shockley, K., Matthews, R., & Ford, M. (Panelists, February 2020). In M. Mills (Chair), *Ask the experts: Methods and analytics in work-family*. Session presented at the Crimson Conference on Work and Family at the University of Alabama: Tuscaloosa, AL. [Invited for my expertise on dyadic work-family methodology].

**Smith, R. W.**, Stowers, K., Kramer, W., French, K., Black, K. J., & Newlin, A. B. (IGNITE! Presenters, April 2019). In K. J. Black & A. B. Newlin (Co-Chairs), *Leaving the nest: Surviving the academic job hunt and your first year*. Society for Industrial and Organizational Psychology Conference: National Harbor, MD

**Williamson, R. L.**, Castille, C. M., & Harris, A. M. (Co-Chair). (April 2017). *Ideal point IRT modeling: Advances in personality assessment*. Society for Industrial and Organizational Psychology Conference: Orlando, FL.

**Williamson, R. L.**, Castille, C. M., & Harris, A. M. (Co-Chair). (April 2017). *Practical guidance for developing and implementing ideal point measurement models*. Society for Industrial and Organizational Psychology Conference: Orlando, FL.

Carter, N. T., **Williamson, R. L.**, & King, R. T. (Co-Chair). (April 2016). *Exciting new adventures in thurstonian measurement for self-report data*. Society for Industrial and Organizational Psychology Conference: Anaheim, CA.

Carter, N. T., **Williamson, R. L.**, & LaPalme, M. L. (Co-Chair). (April 2015). *Adventures in unfolding measurement models: Applications to important work-related constructs*. Society for Industrial and Organizational Psychology Conference: Philadelphia, PA.

### Paper Presentations

**Smith, R. W.**, Hu, X., Wang, Y.-R., Fila, M., Jang, S., Kern, M., Park, H. I., & Yang, B. (October 2024). *The paradoxical effects of ICT demands on rumination through FoMO: Longitudinal evidence from three countries*. Paper to be presented at the annual Southern Management Association Conference: San Antonio, TX.

Zhang, D. C., & **Smith, R. W.** (April 2024). Calculated and spontaneous risks tyles: Implications for work. In K. Reeves & D. C. Zhang (Co-Chairs), *Daredevils and trailblazers: Understanding risk-takers at work*. Symposium presented at the annual Society for the Industrial and Organizational Psychology Conference: Chicago, IL.

**Smith, R. W.**, Eby, L.T., Allen, T.D., Clark M. A. & Hayes, N.J. (April 2024). Combatting workaholism: The test of a brief mindfulness intervention. In J. Hernandez (Chair), *Work is on my mind: Examining the role of cognition in the workaholism experience*. Symposium at the annual Society for Industrial and Organizational Psychology Conference: Chicago, IL.

**Smith, R. W.**, Zhang, Q., Mills, M. J., & Stark, H. P. (October 2023). *Birds of a feather? The impact of couple's work-family conflict (in)congruence on family outcomes*. Paper presented at the annual Southern Management Association (SMA) Conference: St. Pete Beach, FL.

**Smith, R. W.**, & Charlier, S. D. (October 2023). A human resource management simulation for undergraduate courses: Best practices and lessons learned. Paper to be presented at the annual Southern Management Association (SMA) Conference: St. Pete Beach, FL.

**Smith, R. W.**, & MacDougall, A. (October 2022). *OCBs...from home? Examining why employees go the extra mile while physically at home*. Paper presented at the annual Southern Management Association (SMA) Conference: Little Rock, AR.

Hulett, A. L., LeFevre-Levy, R., **Smith, R. W.**, Haynes, N. J., & Kuhnert, K. W. (April 2022). The disclosure dilemma: The influence of identity, identity management, and disability visibility on workplace disclosure. In M. Ezerins (Chair), *Voices of the (in)visible: Incorporating disability identity in employee selection*. Symposium presented at the annual Society for Industrial and Organizational Psychology Conference: Seattle, WA.

Zhang, D., Barratt, C., & **Smith, R. W.** (August 2021). *Risk propensity as a common antecedent for OCBs and CWBs*. Paper presented at the annual Academy of Management Conference: Virtual.

Hanson, M., Baranik, L. E., **Smith, R. W.**, & Fan, L. (August 2021). Development of the refugee job search stressor scale. In **Smith, R. W.**, & Baranik, L. E. (Co-Chairs), *Unexpectedly pursuing employment in a new country: How refugees overcome vocational barriers*. Symposium presented at the annual Academy of Management Conference: Virtual.

Traylor, H., Green, S., Howard, G., & **Smith, R. W.** (April 2021). Illustrating the narrative of Black Women in supervisory positions in the workplace. In D. Burrows, A. Melson-Silimon, & D. D. King (Co-Chairs), *Intersectionality at work: Navigating multiple stigmatized identities*. Symposium presented at the annual Society for Industrial and Organizational Psychology Conference: New Orleans, LA.

Stark, H. P., **Smith, R. W.**, Zhang, Q., & Mills, M. (April 2021). (In)congruence in couples: The impact of role salience and work stress on well-being. In **R. W. Smith** & M. Horvath (Co-Chairs), *On the same page: Employee-partner congruence on work-family constructs*. Symposium presented at the annual Society for Industrial and Organizational Psychology Conference: New Orleans, LA.

Baranik, L. E., Fan, L., & **Smith, R. W.** (August 2020). Developing privacy technology to responsibly collect smartphone data among refugees. In K. Wehrle (Chair), *Examining best practices in fostering refugees' careers and labor market integration*. Academy of Management Conference: Virtual (due to COVID-19).

Conley, K. M., Lowery, M. R., **Smith, R. W.**, & Carter, N. T. (April 2019). The politeness paradox: Considering curvilinear effects of agreeableness in selection. In X. S. Zhu and K.

Impelman (Co-Chairs), *Understanding curvilinear relationships in selection research and practice*. Society for Industrial and Organizational Psychology Conference: National Harbor, MD.

Clark, M. A., & **Williamson, R. L.**, (April 2018). Development of a multidimensional assessment of workaholism. In N. J. Haynes & M. A. Clark (Chairs), *Workaholism around the world: An exploration using diverse research methods*. Society for Industrial and Organizational Psychology Conference: Chicago, IL.

**Williamson, R. L.**, & Carter, N. T. (May 2017). *Form, structure, situation: Integrating three theoretical perspectives to elucidate the relation between extraversion and extrarole performance*. European Association of Work and Organizational Psychology Conference: Dublin, IE.

Robertson, S. A., **Williamson, R. L.**, Stettler, B., & Pury, C. L. S. (April 2017). *An unfolding analysis of the personality inventory for the DSM-5*. In **R. L. Williamson**, C. M. Castille, and A. M. Harris (Chairs), *When is ideal to use an ideal point model? Applications and future directions*. Society for Industrial and Organizational Psychology Conference: Orlando, FL.

Harris, A. M., **Williamson, R. L.**, & Carter, N. T. (April 2017). *Investigating curvilinearity with an ideal-point measure of openness*. In **R. L. Williamson**, C. M. Castille, and A. M. Harris (Chairs), *When is ideal to use an ideal point model? Applications and future directions*. Society for Industrial and Organizational Psychology Conference: Orlando, FL.

**Williamson, R. L.**, Eby, L. T., & Mitchell, M. E. (June 2016). *A new perspective on work-nonwork interference: The role of addictive behaviors*. Work and Family Researchers Network Conference: Washington, D.C.

Siedor, L. E., **Williamson, R. L.**, Harris, A. M., & Carter, N. T. (April 2016). *Gender bias in measurement of the Narcissistic Personality Inventory*. In N. T. Carter and L. Guan (Chairs), *Measurement equivalence of psychological measures: gender, culture, and sampling sources*. Society for Industrial and Organizational Psychology Conference: Anaheim, CA.

**Williamson, R. L.**, & Carter, N. T. (April 2016). *Uncovering (curvi-)linear relationships between extraversion, narcissism, well-being, and performance*. In Carter, N. T., **Williamson, R. L.**, and King, R. T. (Chairs), *Exciting new adventures in thurstonian measurement for self-report data*. Society for Industrial and Organizational Psychology Conference: Anaheim, CA.

Eby, L. T., Allen, T. D., Conley, K. M., **Williamson, R. L.**, Mancini, V. S., & Mitchell, M. E. (April 2016). *Mindfulness-based training in organizations: A qualitative review*. In Kraiger, K. (Chair), *You can train that? Empirical support for novel training content*. Society for Industrial and Organizational Psychology Conference: Anaheim, CA.

Carter, N. T., **Williamson, R. L.**, Guan, L., & Siedor, L. E. (July 2015). *The recent developments in the application of ideal point measurement models for personality assessment*. International Personnel Assessment Council Conference: Atlanta, GA.

Clark, M. A., **Williamson, R. L.**, Zimmerman, L. M., Sanders, K. N., Mitchell, M. E., & Hoffman, B. J. (May 2015). *Knowing is half the battle: What management textbooks do (and don't) teach about work-nonwork balance*. In B. J. Hoffman and L. A. Wood (Chairs), *The changing nature of work: Documenting demands, stress, and conflict.*, Stress, and Health Conference: Atlanta, GA.

**Williamson, R. L.**, Carter, N. T., Guan, L., Shaikh, S. K., Benson, M., Davidson, A., Hines, S., & Listyg, B. (April 2015). *The development of an unfolding hierarchical measure of conscientiousness*. In N. T. Carter, **R. L. Williamson** and M. L. LaPalme (Chairs), *Adventures in unfolding measurement models: Applications to important work-related constructs*. Society for Industrial and Organizational Psychology Conference: Philadelphia, PA.

#### Posters

Gonzalez, C., Min, H., & **Smith, R. W.** (April 2024). Recommender systems in the workplace: A systematic review. Poster presented at the Society for Industrial and Organizational Psychology annual Conference, Chicago, IL.

Stark, H. P., **Smith, R. W.**, & Carter, N. T. (April 2023). Organizational commitment profiles and employee well-being: A latent profile analysis. Poster presented at the Society for Industrial and Organizational Psychology annual Conference, Boston, MA.

Anker, J. G., Clark, M. A., **Smith, R. W.**, & Haynes, N. J. (April 2022). The role of core self-evaluations in work stressor appraisal. Poster presented at the Society for Industrial and Organizational Psychology Annual Conference: Seattle, WA.

Howard, G. J., **Smith, R. W.**, Haynes, N.J., & Clark, M. A. (April 2021). *Being Mindful about Workaholism: Associations between Workaholism and Mindfulness*. Poster presented at the annual Society for Industrial and Organizational Psychology Conference: New Orleans, LA.

Howard, G., **Smith, R. W.**, & Carter, N. T. (June 2020). *Explaining the inconsistent workaholism-job satisfaction relationship*. Poster presented at the annual Society for Industrial and Organizational Psychology Conference: Virtual (due to COVID-19).

**Smith, R. W.**, Baranik, L. E., & Duffy, R. D. (June 2020). *Psychological ownership and decent work: A multi-wave study*. Poster presented at the annual Society for Industrial and Organizational Psychology Conference: Virtual (due to COVID-19).

Traylor, H., **Smith, R. W.**, Howard, G., & Green, S. N. (April 2020). *Why do minority women in managerial positions experience a propulsion to voluntarily quit?* Poster presented at LSU's Annual Discover Day: Baton Rouge, LA.

Bowman, C. E., Loe, E. G., Johnson, M. G., & **Smith, R. W.** (April 2020). *The effect of a brief mindfulness training on employee well-being*. Poster presented at LSU's Annual Discover Day: Baton Rouge, LA.

Green, S. N., McGoe, K., & **Smith, R. W.** (February 2020). *The relationship between vocational interests and work and family outcomes*. Poster presented at the Crimson Conference on Work and Family at the University of Alabama: Tuscaloosa, AL.

Howard, G., **Smith, R. W.**, & Long, A. (February 2020). *The relationship between parent-school involvement, barriers to involvement, and family-to-work conflict*. Poster presented at the Crimson Conference on Work and Family at the University of Alabama: Tuscaloosa, AL.

Cowan, T., Cohen, A., & **Smith, R. W.** (September 2019). *Natural language markers relate to symptomatology in individuals with schizophrenia*. Society for Research in Psychopathology Conference: Buffalo, NY.

Lowery, M., Conley, K., **Smith, R. W.**, & Carter, N. T. (May 2019). *The paradox of politeness: Considering the curvilinear effects of agreeableness at work*. European Association of Work and Organizational Psychology Conference: Turin, IT.

Toups, G., **Smith, R. W.**, & DeNunzio, M. M. (April 2019). *Predicting employee turnover from personality and job characteristics*. Psi Chi Chapter at Louisiana State University's Annual Poster Day. Baton Rouge, LA.

**Smith, R. W.**, Kim, Y.-J., Carter, N. T. (April 2019). *The relationship between work engagement and work interfering with family*. Society for Industrial and Organizational Psychology Conference: National Harbor, MD.

**Williamson, R. L.**, & Carter, N. T. (April 2018). *The relation between engagement and work interference with family: A meta-analysis*. Society for Industrial and Organizational Psychology Conference: Chicago, IL.

**Williamson, R. L.**, & Carter, N. T. (June 2017). *Does grandiose narcissism moderate the curvilinear relationship between extraversion and life satisfaction?* Association for Research in Personality Conference: Sacramento, CA.

**Williamson, R. L.**, & Carter, N. T. (May 2017). *Uncompensated overtime workers' motivation to work: Physical and psychological health outcomes*. European Association of Work and Organizational Psychology Conference: Dublin, IE.

**Williamson, R. L.**, Beiler-May, A., Locklear, L., & Clark, M. A. (April 2017). *Spillover and crossover effects of sexual orientation disclosure at work in same-sex couples*. Society for Industrial and Organizational Psychology Conference: Orlando, FL.

Lowery, M., **Williamson, R. L.**, & Carter, N. T. (April 2017). *Job satisfaction, tenure, and the causal attitude network model*. Society for Industrial and Organizational Psychology Conference: Orlando, FL.

Mahmoud, B., Castille, C. M., **Williamson, R. L.**, Buckner, J., & De Leon, J. A. (April 2017). *Comparing MTurk and the US populations' occupational diversity*. Society for Industrial and Organizational Psychology Conference: Orlando, FL.

Locklear, L., **Williamson, R. L.**, & Clark, M. A. (April 2017). *Work-family conflict in same-sex couples*. Society for Industrial and Organizational Psychology Conference: Orlando, FL.

Conley, K. M., Vande Griek, O. H., **Williamson, R. L.**, Harris, A. M., & Carter, N. T. (April 2016). *Disposition or ability? Using IRT to solve the mindfulness mystery*. Society for Industrial and Organizational Psychology Conference: Anaheim, CA.

**Williamson, R. L.**, Beiler-May, A., Clark, M. A., & Carter, N. T. (April 2016). *Gender bias in the measurement of workaholism*. Society for Industrial and Organizational Psychology Conference: Anaheim, CA.

**Williamson R. L.**, Harris, A. M., Maupin, C. K., King, R. T., & Carter, N. T. (April 2016). *Network psychometrics and the analysis of organizational surveys*. Society for Industrial and Organizational Psychology Conference: Anaheim, CA.

**Williamson, R. L.**, Carter, N. T., & Zickar, M. J. (July 2015). *Network analysis of psychometric organizational survey data: Using a visualization tool to ease interpretation and target interventions*. International Personnel Assessment Council Annual Conference: Atlanta, GA.

### **Research Featured in the News (Selected)**

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*Georgia Southern University Office of Research: Elevating Excellence Newsletter*

<https://www.georgiasouthern.edu/research/unlocking-the-power-of-motivation-in-the-workplace/>

*The Workr Beeing Podcast*

<https://workrbeeing.com/2020/12/03/episode-workaholic/>

*Society for Industrial and Organizational Psychology (SIOP)*

[http://www.siop.org/article\\_view.aspx?article=1752](http://www.siop.org/article_view.aspx?article=1752)

*U.S. News & World Report*

<https://health.usnews.com/health-care/articles/2017-10-09/remaining-in-the-closet-at-work-stress-es-gay-couples>

*Washington Blade*

<https://www.washingtonblade.com/2017/10/14/closet-takes-toll-workplace-study/>

*Greater Baton Rouge Business Report*

<https://www.businessreport.com/business/vacations-impact>

*Wallet Hub*

<https://wallethub.com/edu/best-states-for-working-from-home/72801/#>

*Seattle Post-Intelligencer*

<https://www.seattlepi.com/coronavirus/article/Washington-is-one-of-the-best-states-for-working-15213502.php>

### **External Research Funding**

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**Consultant**, *Privacy-preserving mobile data collection for social and behavioral research*.

National Science Foundation EAGER SaTC Program. \$315,997 (2019-2022). Status: Funded, completed.

**Co-Investigator**, *Organizational citizenship motives and behavior affect burnout in the teaching profession: A cross-cultural comparison among southeast Asia countries*. The Association of Southeast Asian Nations (ASEAN) Research Center at the Asia School of Business. \$12,000 (2022). Status: Funded, completed.

**Principal Investigator**, *Uncompensated overtime workers' motivation to work: Physical and psychological health outcomes*. NIOSH Sunshine ERC Pilot Research Project Grant – University of South Florida. \$4,000 (2016). Status: Funded, completed.

**Co-Investigator**, *Item response theory analysis of the Success Drivers Scale*. Procter & Gamble. \$20,000 (2015). Status: Funded, completed.

**Co-Investigator**, *Item Writing for Unfolding Personality Measurement*. Procter & Gamble. \$34,000 (2013). Status: Funded, completed.

### **Internal Research Funding**

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**Principal Investigator**, *Mindfulness and work study*. Georgia Southern University Scholarly Pursuit Award. \$4,991. (2022-2023). Status: Funded, completed.

**Principal Investigator**, *Mindfulness and workaholism*. Parker College of Business. \$3,500. (2021-2022). Status: Funded, completed.

**Co-Investigator**, *Do minority women in managerial positions experience a greater propulsion to voluntary turnover?* LSU Discover Undergraduate Research Project Grant Renewal; Co-Investigator: Horatio Traylor (undergraduate student leading project under my direct supervision). \$2,500 (Summer 2020). Status: Funded, completed.

**Co-Investigator**, *Do minority women in managerial positions experience a greater propulsion to voluntary turnover?* LSU Discover Undergraduate Research Project Grant; Co-Investigator: Horatio Traylor (undergraduate student leading project under my direct supervision). \$1,500 (Spring 2020). Status: Funded, completed.

**Principal Investigator**, *The test of a brief mindfulness training to combat the downsides of workaholism*. Humanities & Social Sciences Manship Summer Research Grant, Louisiana State University. \$5,000 (2019). Status: Funded, completed.

**Co-Investigator**, *Gender Roles in Same-Sex Couples*. Center for Research and Engagement in Diversity (RED), University of Georgia. \$500 (2014). Status: Funded, completed.

**Principal Investigator**, *The development of an ideal point measure of extraversion to better uncover curvilinearity*. University of Georgia Graduate School. \$1,000 (2014). Status: Funded, completed.

### **Teaching Experience**

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#### **Georgia Southern University**

- Continuing Education
  - *Uncover your Leadership DNA: Identifying your Unique Leadership Style*: Georgia Southern University's Leadership Development Symposium (Summer 2024)
  - *Optimizing Performance: Strategies for Creating a Positive Work Environment and Effective Coaching*: Georgia Southern University's Leadership Development Symposium (Summer 2024)
  - *Developing People: Coaching, Counseling, and Training*. SNF Holding Company (Fall 2022, Spring 2023, Fall 2023), Georgia Southern University's Leadership Development Symposium (Summer 2024)
  - *Leadership Styles*. SNF Holding Company (Fall 2022, Spring 2023, Fall 2023, Spring 2024); Brodie International (Fall 2023); Daniel Defense (Summer 2024)
- MAcc Apprenticeship Instruction
  - BUSA 7131 – Business Communication
- MBA Instruction
  - WMBA 6000 – Human Behavior in Organizations
- Undergraduate Instruction
  - MGNT 3130 – Principles of Management
  - MGNT 3334 – Human Resource Management
  - MGNT 4338 – Staffing, Training, and Development

#### **Louisiana State University**

- Ph.D. Level Graduate Instruction
  - PSYC 7040 – Social Basis of Behavior
  - PSYC 7951 – Organizational Psychology
  - PSYC 7958 – Seminar in Occupational Health Psychology
- Undergraduate Instruction
  - PSYC 3050 – Introduction to Personnel and Industrial Psychology

#### **University of Georgia**

- Undergraduate Instruction
  - PSYC 3030 – Careers in Psychology
  - PSYC 4210 – Psychological Testing

#### **Guest Lectures**

- University of Georgia: PSYC 8980 – Current Directions in I/O Psychology (2021). Served as a guest speaker for the class.
- Louisiana State University: PSYC 7111 – Advanced Statistics (2021). Taught a three-hour guest lecture on structural equation modeling.
- University of Georgia: PSYC 5100 – Seminar in Psychology: Work-Family (2016). Discussed research on same-sex couples in the context of the work-family interface.
- University of Georgia: PSYC 6830 – I/O Master’s Program: Workplace Psychology II (2014). Discussed the development of psychological scales and the basics of personality.

### **Invited Talks**

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- **EmpowerHER Career: Tools for Success, The Faculty Center at Georgia Southern University (2024).** *Served on a panel discussing work-life balance strategies.*
- **Parker Diversity, Equity, Inclusion, and Belonging Committee (PDEIBC) (2023).** *Business, affirmative action, and DEI initiatives after the 2023 Supreme Court affirmative action case.* Presented to faculty and students in the Parker College of Business with Dr. Stephanie Sipe.
- **The Sack Company (2023).** *Employee Well-Being: Best Practices to Balance Work and Life.* Presented to approximately 100 superintendents employed by a multi-craft contracting company.
- **Texas A&M, I/O Psychology Colloquium Series (2022).** *OCBs...from home? Defining OCB-H and its motives.* Presented to the Industrial/Organizational Psychology Program.
- **Binghamton University, School of Management, Bass Center for Leadership Studies (2021).** *Clarifying the nature of workaholism and exploring its day-level effects.* Presented to the Department of Leadership and Organization Science.
- **LSU Pregnancy & Parenting Program (2020).** *Parenting Through the Ages – Part 2: Preschool and Elementary.* Discussed parental needs during the pandemic.
- **University of Central Florida Colloquium (2020).** *(In)congruence within couples in the prediction of family satisfaction.* Presented to the Industrial/Organizational Psychology Program.
- **LSU Office of Diversity Chat and Chew (2020).** *How to talk to strangers: What we should know about the people we don't know.*
- **Southern University (2019).** *Mindfulness, health, and well-being workshop.* Presented to the MBA program.
- **Greater Baton Rouge Society for Human Resource Management (2019).** *Improving employee well-being: How employees can overcome the challenges of work-family conflict and workaholism.*

### **Technical Reports and White Papers**

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Green, S., Das, G., **Smith, R. W.**, Burke, V., & Zhang, D. (2020). *Navigating the workplace during COVID-19.* Prepared for Vetry Group.  
<https://www.vetrygroup.com/blog/vetryteamupwithlsu>

**Williamson, R. L.**, Conley, K. M., Guan, L., Siedor, L. E., & Carter, N. T. (2015). *Estimating and equating item parameters of unfolding item content for the Procter & Gamble Success Drivers.* Prepared for use by Procter & Gamble.

Carter, N. T., **Williamson, R. L.**, & Shaikh, S. K. (2013). *Development of unfolding item content for Procter & Gamble Success Drivers*. Prepared for use by Procter & Gamble.

### **Research Support, Honors, and Awards**

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- **Gary M. Davis Excellence in Research Award** (2024): Awarded annually to one faculty member in the Parker College of Business for outstanding research contributions.
- **Supplemental Travel Award** from **Georgia Southern University's Office of Research** to attend the 2023 SMA conference in St. Pete Beach, FL.
- Parker College of Business Department of Management's **Bank of America Faculty Development Award** (2023)
- **Supplemental Travel Award** from **Georgia Southern University's Office of Research** to attend the 2023 SIOP conference in Boston, MA.
- Honorable mention for the 2022 Society for Industrial and Organizational Psychology **William A. Owens Scholarly Achievement Award** (Paper selected each year that has the highest potential to significantly impact the field of I-O psychology)
- Psychology department nominee for the **LSU Alumni Association Rising Faculty Award** (2021)
- Psychology department nominee for the **LSU Robert Udick Award for Excellence in Undergraduate Teaching** (2021)
- Selected to participate in **Louisiana State University's Office of Research & Economic Development (ORED)'s Summer Institute** (2020).
- **Junior Faculty Travel Grant** from Louisiana State University to attend the 2020 SIOP conference in Austin, TX. (Postponed award as conference was virtual due to COVID-19).
- **Early Career Fellow for the Work and Family Researchers Network** (2020).
- **Dan Mack Memorial Award** (2018) for research with an emphasis on individual differences and diversity in organizations. Awarded by the Department of Psychology at the University of Georgia.
- **Travel Funding Award** from the Graduate School at the University of Georgia to attend the 2018 SIOP conference in Chicago, IL.
- **Herbert Zimmer Award** (2017) for outstanding research accomplishments by the Department of Psychology at the University of Georgia.
- **Foreign Travel Assistance Award** from the Office of the VP for Research at the University of Georgia to attend the 2017 EAWOP conference in Dublin, IE.
- **Travel Funding Award** from the Graduate School at the University of Georgia to attend the 2017 SIOP conference in Orlando, FL.
- **Academy of Management Organizational Behavior Doctoral Consortium Attendee** (2017).
- **Outstanding Teaching Assistant Award** (2017), University of Georgia.
- **Society for Industrial and Organizational Psychology Lee Hakel Doctoral Consortium Attendee** (2016).
- **Donald L. Grant Award**, University of Georgia (2016). Awarded for the **Outstanding Master of Science Thesis** in the I-O Psychology Program.
- **University of Georgia Graduate School Dean's Award, Social Sciences** (2014). Received award to defray the costs of my master's thesis research.

- **UPS Corporate Scholar Research Assistantship**, University of Georgia (2013). Competitive fellowship awarded to “the University’s most qualified individuals to aid them in their pursuit of their academic and professional goals.”
- **Magellan Voyager Travel Award**, University of South Carolina (2012). Received financial award for conference travel support to present research.
- **McKissick Scholarship**, University of South Carolina (2009-2012). Received award for students with a high GPA and SAT score in high school.

## Applied Experience

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### **Neurostat Analytical Solutions** (July 2019)

- Subject Matter Expert, rating stressor-attribute linkages in the context of work and nonwork

### **Procter & Gamble** (May 2015-July 2015)

- Following up with Fall 2013 consulting, analyzed 50 forms of personality-based items, including item response theory test equating, in a sample of over 50,000 participants who had applied to work for Procter & Gamble in the past year.

### **HumRRO (Human Resources Research Organization)** (March 2014)

- Subject Matter Expert, rating incidents of ethical behavior for the “Dimensions of Individual Ethical Performance at Work”

### **UGA Young Dawgs Research Consultant** (August 2013-May 2014)

- Workload varied by time point in the project, worked directly with the Program Director of Young Dawgs to help develop an evaluation system that could continuously be used and updated yearly to measure the benefits of the program.

### **Procter & Gamble** (September 2013-December 2013)

- Under Dr. Nathan Carter developed, tested, and conducted trials of personality-based items resulting in 108 items along with a brief report detailing the development process.

## Supervision of Student Research (Georgia Southern University)

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### Undergraduate Honor's Theses

- Jasmine Williams (Co-Chair with Dr. Lindsey Stone (Psychology); 2024-2026)

## Supervision of Student Research (Louisiana State University)

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### Dissertation Committees

- Michael Hay (2022)
- John-Luke McCord (2022)
- Jennifer Vasquez (School Psychology, 2022)
- Tovah Cowan (Clinical Psychology, 2022)

### Doctoral Qualifying Committees

- Tovah Cowan (Clinical Psychology, 2021)
- Jennifer Vasquez (School Psychology, 2020)
- Chelsea Hightower (Chair; 2020)
- Michael Hay (2019)
- John-Luke McCord (2018)

### Independent Research

- Gino Howard (2020)
- Horatio Traylor (2020)

- Aneeqa Thiele (2019)

#### **Master's Thesis Committees**

- Hannah Perkins Stark (Chair; 2022)
- Sydney Green (Chair; 2019-2021)
- Michael Hay (2019)

#### **Undergraduate Honor's Theses**

- Tiffany Huynh (Chair; 2021)
- Hannah Perkins (Chair; 2019-2020)
  - Winner of the Tiger Athletic Foundation (TAF) Undergraduate Scholarship Thesis Research Award
- Kendall McGahey (Chair; 2019-2020)
  - Winner of the Tiger Athletic Foundation (TAF) Undergraduate Scholarship Thesis Research Award
- Samantha Vercher (Biology, 2019-2020)

#### **Service**

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##### **Conference Volunteering**

- Co-Chair for the HRM Track, Eastern Academy of Management Annual Meeting, Providence, RI, 2024
- On-site volunteer – Southern Management Association, Registration, Annual Meeting, St. Petersburg, FL, 2023
- Conference Reviewer
  - Academy of Management, OB Division, Research Methods Division
  - American Psychological Association Annual Convention (Division 14, I/O Psychology)
  - European Association of Work and Organizational Psychology
  - Society for Industrial and Organizational Psychology
  - Southern Management Association

##### **Association Committee Membership**

- SIOP Early Career Faculty Consortia Co-Chair (2023-2025)
- SIOP Awards Subcommittee for the Hebl Grant for Reducing Gender Inequities in the Workplace (2022, 2023, 2024)
  - Subcommittee Chair (2024)
- SIOP Institutional Research Committee; Salary Survey Subcommittee (2020-2023)
- SIOP Women's Inclusion Network (WIN) Committee (2019-2020)

##### **Editorial Board Member**

- Journal of Occupational Health Psychology (2024-Present)
- Journal of Business & Psychology (2023-Present)
- Journal of Vocational Behavior (2022-Present)
- Occupational Health Science (2020-Present)

##### **Ad Hoc Reviewer (Selected Journals)**

- Community, Work & Family
- Group & Organization Management
- Human Performance
- Human Resource Management
- Journal of Applied Psychology

- Journal of Business & Psychology
- Journal of Business Research
- Journal of Managerial Psychology
- Journal of Occupational Health Psychology
- Journal of Occupational and Organizational Psychology
- Journal of Organizational Behavior
- Journal of Research in Personality
- Journal of Vocational Behavior
- Occupational Health Science
- Personality and Individual Differences
- Personnel Psychology
- Personnel Review

### **Georgia Southern University**

- University Service
  - University Faculty Grievance Committee Representative (2024-Present)
  - Campus Advisor, Chi Omega (*Nu Kappa*, 2023-Present); Recruitment Advisor, Chi Omega (*Nu Kappa*, 2024-Present)
  - Faculty Senate Alternate for the Parker College of Business (2022-Present)
  - Section leader for “Conversations with Professors” (Freshman Orientation, 2022, 2024)
- College Service
  - Attended Annual MLK Luncheon representing the PCOB and the PDEICB (2024)
  - Spring Commencement Line of March (2023, 2024)
  - Fall Commencement Line of March (2023)
  - Management Representative, Parker College Diversity, Equity, Inclusion, and Belongingness Council (PDEIBC; 2022-Present)
  - Met with AACSB representatives during accreditation visit (2023)
- Departmental Service
  - Presented on Majoring in Management to BUSA 1105 (Intro to Business) (2023)
  - Search Committee Member for Departmental Administrator of the Department of Management (2022)
  - Undergraduate Management SLO Assessment Committee (SLO2: Leadership) (2022-Present)
  - MBA SLO Assessment Committee (SLO3: Communications and Leadership) (2022-Present)
  - Search Committee Member for Assistant Professor of Management Faculty Position (2022)

### **Louisiana State University**

- University Service
  - Judge, LSU’s Discover Day (undergraduate research symposium) (2020)
  - Dean’s Representative, Non-Psychology Committees
    - General Exams and Dissertation Committees
      - *Judson Eldredge, Communication Studies (2020)*
      - *Danielle Klein, Education (2019-2020)*
      - *Tina Granger, Social Work (2019-2021)*
- College Service

- o Department of Psychology LSU Online Development (2020-2021)
- Departmental Service
  - o Co-Chair, I/O Psychology Faculty Search Committee (2020-2021)
  - o Committee on Diversity and Outreach in Psychology (CDOP) (2020-2021)
  - o Leader of the *Increasing Diversity & Inclusion – Development of Strategic Recruitment Efforts* Workgroup
  - o Reviewer, Department of Psychology Strategic Research Grants (2020)
  - o Co-Chair, I/O Psychology Faculty Search Committee (2019-2020)
  - o Resource Committee, Department of Psychology (2019-2020)

### **University of Georgia**

- University Service
  - o Cardinal Cabinet Advisor, Chi Omega (*Mu Beta*, 2014-2015)
  - o Student Academic Honesty Council (SAHC), 2013-2018
    - Graduate Council Member, 2013-2018
    - Panel member for academic honesty cases, 2014-2018
    - Panel member for multiple violations cases, 2015-2018
- Departmental Service
  - o Graduate Student Committee (GSC) Psychology Department, 2013-2015
    - President, 2014-2015
  - o Industrial Organizational Psychology Student Association (IOPSA), 2013-2018
    - Philanthropy Chair, 2013-2014
    - Vice President of Finance, 2014-2016

### **Professional Development**

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- Attended the Northeastern Qualitative Research Conference on Organization Sciences, a 3-hour training on best practices in qualitative research (2024)
- Attended annual MBA workshop (2021, 2022, 2023), *Georgia Southern University*
- Attended annual WebMBA workshop (2021, 2022, 2024), *Georgia Southern University*
- DEI: Inclusive Hiring (2022), *Georgia Southern University*
- Designing and Teaching Accessible Courses (2019), *Louisiana State University*
- Safe Space Training (2019), *Louisiana State University*

### **References**

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Nathan T. Carter Professor of Organizational Psychology Michigan State University Email: ntcarter@msu.edu	Malissa A. Clark Associate Professor of Psychology University of Georgia Email: clarkm@uga.edu
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Lillian T. Eby  
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