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## ***Matthew J. Grawitch, Ph.D.***

### ***CURRENT CONTACT INFORMATION***

School for Professional Studies  
Saint Louis University  
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### ***CURRENT POSITION:***

Director of Strategic Research, School for Professional Studies, Saint Louis University (April 2017-Present)

***SECONDARY APPOINTMENT: Department of Psychology, Saint Louis University***

### ***PREVIOUS POSITIONS:***

Associate Dean of Graduate and Professional Education, School for Professional Studies, Saint Louis University (September 2014-April 2017)

Director of Research, Consulting, and Special Projects, School for Professional Studies, Saint Louis University (July 2014-September 2014)

Interim Dean, School for Professional Studies, Saint Louis University (July 2013-July 2014)

Associate Dean of Academic Development, School for Professional Studies, Saint Louis University (October 2011-July 2013)

Director, M. A. Program in Leadership & Organizational Development, School for Professional Studies, Saint Louis University (July 2011 – July 2012)

Chair, Organizational Studies, School for Professional Studies, Saint Louis University (July 2007 – July 2011)

Interim Chair of Organizational Studies, School for Professional Studies, Saint Louis University (July 2006-July 2007)

Assistant Director of Organizational Studies, School for Professional Studies, Saint Louis University (July 2005 – July 2006)

Assistant Professor of Research, Department of Psychology, Saint Louis University (June 2004 – May 2005)

### ***EDUCATION:***

Ph.D. in Organizational Psychology, Saint Louis University, 2004  
M.S. in Psychology, Saint Louis University, 2001

B.A. in Psychology (Magna Cum Laude), Saint Louis University, 1999

***PROFESSIONAL AFFILIATIONS:***

Association for Psychological Science  
Academy of Management  
Society for Industrial and Organizational Psychology  
Society of Consulting Psychology  
Center for Evidence-Based Management  
Heterodox Academy  
Naturalistic Decision Making Association

***AWARDS/HONORS:***

- Emerson 2020 Excellence in Teaching Recognition Program award recipient (2020)
- Member, Board of Scientific Advisors, American Council for Science and Health (2020-present)
- SLU Scholarly Works Award for 2016 (Nontraditional Category)
- Fellow, Center for Evidence-Based Management (2016-present)
- SLU Star Recognition (2014)
- Member of Sigma Xi (2013-present)
- School for Professional Studies Faculty Excellence Award (2011)
- Gayle A. Olson and Richard D. Olson Award for research excellence in applied-experimental psychology (Dissertation), Saint Louis University (2004)
- Nick J. Colarelli Award for outstanding organizational psychology student (2004)
- Gayle A. Olson and Richard D. Olson Award for research excellence in applied-experimental psychology (Thesis), Saint Louis University (2002)
- SLU 2000 Research Assistantship Award, Saint Louis University (2002)
- Research Assistantship, Saint Louis University (2000-2001)

***TEACHING INTERESTS (GRADUATE AND UNDERGRADUATE):***

Evidence-Based Decision Making, Leadership, Psychologically Healthy Workplace, Organizational Psychology

***CURRENT RESEARCH INTERESTS:***

My research program emphasizes the importance of human decision making and emotions, especially as they relate to evidence-based decision making, self-regulation, personal resource allocation, and the work-life interface.

***PROFESSIONAL SERVICE***

Saint Louis University, 2002-2003, Statistics Workshops in the Department of Psychology for graduate students and faculty

American Psychological Association, 2004, Developed/presented report regarding psychological health in the workplace to the APA Business of Practice Network Annual Conference, Washington D.C.

Consulting Editor, *Group Dynamics: Theory, Research, and Practice* (2007-present)

Reviewer, *Journal of Occupational Health Psychology* (2006-present)

Reviewer, *PsycCRITIQUES—Contemporary Psychology: APA Review of Books* (2005-present)

Reviewer, *Journal of Business and Psychology* (2007-present)

Reviewer, Annual SIOP Conference (2006-present)

Reviewer, Annual Academy of Management Conference (2006-present)

Reviewer, *Stress and Health* (2008-Present; Editorial Board Membership 2009-Present)

Ad Hoc Reviewer, *Social Behavior and Personality: An International Journal* (2009-Present)

Ad Hoc Reviewer, *International Journal of Stress Management* (2010-Present)

### **TEACHING EXPERIENCE:**

#### **Developmental Activities**

Teaching Certification, 2003-2004, Center for Teaching Excellence, Saint Louis University

LERN Certificate of Completion, *Teaching Online* seminar

#### **Instructor**

General Psychology

Organizational Theory and Practice

Concepts and Theories of Leadership

Motivation and Self-Management

Leading a Healthy Organization

Industrial Psychology

Teamwork and Leadership

Organizational Foundations

Ethical, Evidence Based Decision Making

Advanced Evidence-Based Decision Making

### **BOOK REVIEWS:**

Grawitch, M. J. (2013, June 5). Teaching psychology isn't different, but this is still a worthwhile book [Review of the book, *Teaching psychology online: Tips and strategies for success*, by Kelly S. Neff and Stewart I. Donaldson]. *PsycCRITIQUES*, 58 (23). doi: 10.1037/a0032504

Grawitch, M. J. (2011). Teaching old dogs new tricks using teaching technology [Review of the book, *The professor's guide to taming technology: Leveraging digital media, Web 2.0, and more for learning*, by K. R. King and T. D. Cox (Eds.)]. *PsycCRITIQUES*, 56 (40). doi: 10.1037/a0024489

Grawitch, M. J. 2007, February 28). How Do We Assess Performance in Higher Education? [Review of the book, *Assessing organizational performance in higher education*]. *PsycCRITIQUES—Contemporary Psychology: APA Review of Books*, 52 (No. 9), Article 2.

Grawitch, M. J. (2006, September 13). A comprehensive theory of leadership: The positives and the negatives. [Review of the book, *Theory and practice of leadership*]. *PsycCRITIQUES—Contemporary Psychology: APA Review of Books*, 51 (No. 37), Article 8.

Grawitch, M. J. (2006, February 15). An eclectic perspective on contemporary research in organizational change: *Where are the implications for practitioners?* [Review of the book, *Research in organizational change and development*, Volume 15]. *PsycCRITIQUES—Contemporary Psychology: APA Review of Books*, 51, (No. 7), Article 13.

Grawitch, M. J. (2006, January 25). Can we all be effective presenters? [Review of the book, Workshops that really work: The ABC's of designing and delivering sensational presentations]. *PsycCRITIQUES—Contemporary Psychology: APA Review of Books*, 51 (No. 4), Article 17.

Grawitch, M. J. (2005, June 15). Untangling the self: Multiple research perspectives [Review of the book, On building, defending, and regulating the self: A psychological perspective]. *PsycCRITIQUES—Contemporary Psychology: APA Review of Books*, 50 (No. 24), Article 2.

Grawitch, M. J. (2005, April 13). Effective leadership: process-oriented, contextual, and multi-Disciplinary [Review of the book, The psychology of leadership: New perspectives and research]. *PsycCRITIQUES—Contemporary Psychology: APA Review of Books*, 50 (No. 15), Article 11.

### **EDITED BOOKS/CHAPTERS**

Ballard, D. W., & Grawitch, M. J. (2016). Concluding remarks – Into the future. In M. J. Grawitch & D. W. Ballard (Eds.), *The Psychologically Healthy Workplace: Building a win-win for organizations and employees* (pp. 257-262). Washington, D.C.: American Psychological Association.

Ballard, D. W., & Grawitch, M. J. (2017). Psychologically healthy workplaces and employee well-being. In R. J. Burke & K. M. Page (Eds.), *Research handbook on work and well-being* (pp. 494-510). Cheltenham, UK: Edward Elgar Publishing.

Barber, L. K., Grawitch, M. J., & Maloney, P. W. (2016). Work-life balance: Contemporary perspectives. In M. J. Grawitch & D. W. Ballard (Eds.), *The Psychologically Healthy Workplace: Building a win-win for organizations and employees* (pp. 111-134). Washington, D.C.: American Psychological Association.

Grawitch, M. J., & Ballard, D. W. (2019). Pseudoscience won't create a psychologically healthy workplace. In R. J. Burke & A. M. Richardsen (Eds.), *Creating psychologically healthy workplaces* (pp. 42-64). Cheltenham, UK: Edward Elgar Publishing.

Grawitch, M. J., & Ballard, D. W. (Eds.) (2016). *The Psychologically Healthy Workplace: Building a win-win for organizations and employees*. Washington, D.C.: American Psychological Association.

Grawitch, M. J., & Ballard, D. W. (2016). Introduction: Building a Psychologically Healthy Workplace. In M. J. Grawitch & D. W. Ballard (Eds.), *The Psychologically Healthy Workplace: Building a win-win for organizations and employees* (pp. 3-12). Washington, D.C.: American Psychological Association.

Grawitch, M. J., Ballard, D. W., & Erb, K. R. (2017). Work and wellbeing: Creating a psychologically healthy workplace. In C. L. Cooper & M. P. Leiter (Eds.), *The Routledge companion to wellbeing at work* (pp. 249-268). London: Routledge.

Grawitch, M. J., & Munz, D. C. (2005). Individual and group affect in problem-solving workgroups. In C. E. J. Härtel, W. J. Zerbe, & M. M. Ashkanasy, *Emotions in organizational behavior* (pp. 119-142). Mahwah, NJ: Lawrence Earlbaum Associates.

### **PEER REVIEWED PUBLICATIONS:**

Barber, L. K., Bagsby, P. G., Grawitch, M. J., & Buerck, J. P. (2011). Facilitating self-regulated learning with technology: Evidence for student motivation and exam improvement. *Teaching of Psychology*, 38, 303-308.

Barber, L. K., Grawitch, M. J., Carson, R. L., & Tsoulopas, C. N. (2011). Disciplinary and supportive emotion regulation in teachers. *Stress and Health*, 27, e173-e187.

Barber, L. K., Grawitch, M. J., & Munz, D. C. (2012). Disengaging from a task: Lower self-control or adaptive self-regulation? *Journal of Individual Differences*, 33, 76-82.

Barber, L. K., Grawitch, M. J., & Munz, D. C. (2013). Are better sleepers more engaged workers? A self-regulatory approach to sleep hygiene and work engagement. *Stress and Health*, 29, 307-316.

Barber, L. K., Grawitch, M. J., & Trares, S. T. (2009). Service-oriented and force-oriented emotion regulation in police officers. [Electronic Version]. *Applied Psychology in Criminal Justice*, 5, 182-202.

Barber, L. K., Munz, D. C., Bagsby, P. G., & Grawitch, M. J. (2009). When does time - perspective matter? Self-control as a moderator between time-perspective and academic achievement. *Personality and Individual Differences*, 46, 250-253.

Bolton, L. R., Harvey, R. D., Grawitch, M. J., & Barber, L. K. (2012). Counterproductive work behaviours in response to emotional exhaustion: A moderated mediational approach. *Stress and Health*, 28, 222-233.

Garczynski, A. M., Waldrop, J. S., Rupprecht, E. A., & Grawitch, M. J. (2013). Differentiation between work and nonwork self-aspects as a predictor of presenteeism and engagement: Cross-cultural differences. *Journal of Occupational Health Psychology*, 18, 417-429.

Giancola, J. M., Grawitch, M. J., & Borchert, D. (2009). Dealing with the stress of college: A model for adult students. *Adult Education Quarterly*, 59, 246-253.

Grawitch, M. J., Ballard, D. W., & Erb, K. R. (2015). To be or not to be (stressed): The critical role of a psychologically healthy workplace in effective stress management. *Stress and Health*, 31, 264-273.

Grawitch, M. J., & Barber, L. K. (2013). In search of the relationship between polychronicity and multitasking performance. *Journal of Individual Differences*, 34, 222-229.

Grawitch, M. J., & Barber, L. K. (2010). Work flexibility or non-work support? Mapping the work-life balance research onto a conceptual framework. *Consulting Psychology Journal: Practice and Research*, 62, 169-188.

Grawitch, M. J., Barber, L. K., & Justice, L. (2010). Re-thinking the work-life interface: It's not about balance, it's about resource allocation. *Applied Psychology: Health and Well-Being*, 2, 127-159.

Grawitch, M. J., Barber, L. K., & Kruger, M. H. (2010). Role identification, community socio-economic status demands, and stress outcomes in police officers. *Anxiety, Stress and Coping*, 23,

165-180.

Grawitch, M. J., Barber, L. K., Leiter, M. P., & Mazzola, J. J. (2021). Editorial: Stress and stress management – pushing back against existing paradigms. *Frontiers in Psychology*, 13, article 859660. <https://doi.org/10.3389/fpsyg.2022.859660>

Grawitch, M. J., Block, E. E., & Ratner, J. F. (2005). How do evaluations of positive and negative experiences influence the intensity of affect in workgroups? *Group Dynamics: Theory, Research, and Practice*, 9, 261-274.

Grawitch, M. J., Gottschalk, M., & Munz, D. C. (2006). The path to a healthy workplace: A critical review linking healthy workplace practices, employee well-being, and organizational improvements. *Consulting Psychology Journal: Practice and Research*, 58, 129-147.

Grawitch, M. J., Granda, S. E., & Barber, L. K. (2008). Do prospective workday appraisals influence end-of-workday affect and self-monitored performance? *Journal of Occupational Health Psychology*, 13, 331-344.

Grawitch, M. J., Lavigne, K. N., Koziel, R. J., & Cornelius, A. M. (2024). Remote work: More nuance and unknowns than broad generalizations. *Consulting Psychology Journal*, 76(2), 163-183. <https://doi.org/10.1037/cpb0000257>

Grawitch, M. J., Lavigne, K., & Mudigonda, S. P. (2022). It's not what was said but who said it to whom: Interactant sex affects attributions of sexism in ambiguous situations. *Journal of Open Inquiry in the Behavioral Sciences*, 1(1). <https://doi.org/10.58408/issn.2992-9253.2023.01.01.00000003>

Grawitch, M. J., Lavigne, K. N., Smets, K., Mudigonda, S. P., & Winton, S. L. (2025), Making evidence-based decision making ecologically rational. *Organizational Psychology Review*, 15(3), 358-379. <https://doi.org/10.1177/20413866251320627>

Grawitch, M. J., Ledford, G. E., Ballard, D. W., & Barber, L. K. (2009). Leading the healthy workforce: The integral role of employee involvement. *Consulting Psychology Journal: Practice and Research*, 61, 122-135.

Grawitch, M. J., Maloney, P. W., Barber, L. K., & Mooshegian, S. E. (2013). Examining the nomological network of satisfaction with work–life balance. *Journal of Occupational Health Psychology*, 18, 276-284.

Grawitch, M. J., Maloney, P. W., Barber, L. K., & Yost, C. (2011). Moving toward a better understanding of the work and non-work interface. *Industrial and Organizational Psychology*, 4, 385-388.

Grawitch, M. J., & Munz, D. C. (2004). Are your data nonindependent? A practical guide to evaluating nonindependence and within-group agreement. *Understanding Statistics*, 3, 231-257.

Grawitch, M. J., Munz, D. C., Elliott, E. K., & Mathis, A. (2003). Promoting creativity in temporary problem-solving groups: The effects of positive mood and autonomy in problem definition on idea-generating performance. *Group Dynamics: Theory, Research, and Practice*, 7, 200-213.

- Grawitch, M. J., Munz, D. C., & Kramer, T. J. (2003). Effects of member mood states on creative performance in temporary work groups. *Group Dynamics: Theory, Research, and Practice*, 7, 41-54.
- Grawitch, M. J., Trares, S., & Kohler, J. M. (2007). Healthy workplace practices and employee outcomes in a university context. *International Journal of Stress Management*, 14, 275-293.
- Grawitch, M. J., Waldrop, J. S., Erb, K. R., Werth, P. M., & Guarino, S. N. (2017). Productivity loss due to mental- and physical-health decrements: Distinctions in research and practice. *Consulting Psychology Journal: Practice and Research*, 69(2), 112-129.
- Grawitch, M. J., Werth, P. M., Guarino, S. N., Erb, K. R., & Lavigne, K. N. (2018). Self-imposed pressure or organizational norms? Further examination of the construct of workplace telepressure. *Stress and Health*, 34, 306-319.
- Grawitch, M. J., Winton, S. L., Mudigonda, S. P., & Buerck, J. P. (2017). Technology is more than just error. *Industrial and Organizational Psychology*, 10, 654-659.
- Karimi, L., Gilbreath, B., Kim, T.-Y., & Grawitch, M. J. (2014). Come rain or come shine: Supervisor behavior and employee job neglect. *Leadership & Organizational Development Journal*, 35, 210-225.
- Kohler, J. M., Munz, D. C., & Grawitch, M. J. (2006). Test of a dynamic stress model for organizational change: Do males and females require different models? *Applied Psychology: An International Review*, 55, 168-191.
- Lavigne, K. N., & Grawitch, M. J. (2023). Work-life conflict and facilitation: Mostly indirect effects on domain-specific and work-life balance satisfaction over time. *International Journal of Psychology*, 58(6), 526-535.
- Maloney, P., Grawitch, M. J., & Barber, L. K. (2011). Strategic item selection to reduce survey length: Reduction in validity? *Consulting Psychology Journal: Practice and Research*, 63, 162-175.
- Maloney, P. W., Grawitch, M. J., & Barber, L. K. (2012). The multi-factor structure of the Brief Self-Control Scale: Discriminant validity of restraint and impulsivity. *Journal of Research in Personality*, 46, 111-115.
- Medjahed, F., Gasmi, T., Vita, P., Burns, P., Grawitch, M., Gibson, L., Mudigonda, S. & Buerck, J. (2014). An international e-learning strategy: A collaboratively-developed baccalaureate degree in Computer Information Systems. In *Proceedings of World Conference on E-Learning in Corporate, Government, Healthcare, and Higher Education 2014* (pp. 630-633). Chesapeake, VA: AACE.
- Rupprecht, E. A., Waldrop, J. S., & Grawitch, M. J. (2013). Initial validation of a new measure of leadership. *Consulting Psychology Journal: Practice and Research*, 65, 128-148.
- Tsouloupas C. N., Carson, R. L., Matthews, R., Grawitch, M., & Barber, L. (2010). Exploring the association between teachers' perceived student misbehaviour and emotional exhaustion: The importance of teacher efficacy beliefs and emotion regulation. *Educational Psychology*, 30, 173-189.

Van Groningen, A. J., Grawitch, M. J., Lavigne, K. N., & Palmer, S. N. (2021). Every cloud has a silver lining: Narcissism's buffering impact on the relationship between the Dark Triad and well-being. *Personality and Individual Differences*, 171, article 110549.

Waldrop, J. S., Erb, K. R., & Grawitch, M. J. (2017). Curvilinear relationships between resource allocation and life domain-specific interference. *Stress and Health*, 33, 389-396.

Winton, S., Cornelius, A., & Grawitch, M. J. (2022). Providing context to the engagement-behavior linkage: A facet-level examination. *Human Performance*, 35(1), 48-70.  
<https://doi.org/10.1080/08959285.2021.1998062>

### **PRE-PRINTS**

Grawitch, M. J., & Lavigne, K. N. (2021, October 29). Do Attitudes, Trust, and Acceptance of Pseudoscience and Conspiracy Theories Predict COVID-19 Vaccination Status?  
<https://doi.org/10.31234/osf.io/tg7xr>

Grawitch, M. J., Lavigne, K. N., Cornelius, A. M., Gill, R., & Winton, S. L. (2020, December 10). Resilience and Adaptivity Were Strong Correlates of Wellbeing in the Early Stages of the Covid-19 Pandemic. <https://doi.org/10.31234/osf.io/ce84n>

### **NON-SCHOLARLY PUBLICATIONS**

Grawitch, M. J. (2023, August 1). We may be biased to see sexism when it isn't obviously there. *Unsafe Science*. Retrieved August 1, 2023, from <https://unsafescience.substack.com/p/we-may-be-biased-to-see-sexism-when>

Grawitch, M. J. (2016, June 29). Gut feeling or bad clams: Intuitive and reflective thinking in evidence-based decision making. *Good Company Newsletter*. Retrieved June 29, 2016, from <http://www.apaexcellence.org/resources/goodcompany/newsletter/article/726>.

Guarino, S. N., & Grawitch, M. J. (2016, March 16). When voluntary behavior becomes the expectation employees and business can suffer. *Good Company Newsletter*. Retrieved March 17, 2016, from <http://www.apaexcellence.org/resources/goodcompany/newsletter/article/699>.

Grawitch, M. J. (2015, November 18). Does your problem weigh the same as a duck? Why you should rely on evidence-based decision making. *Good Company Newsletter*. Retrieved November 18, 2015, from <http://www.apaexcellence.org/resources/goodcompany/newsletter/article/680>.

Grawitch, M. J. (2015, February 18). Check your baggage – Assumptions about work-life balance. *Good Company Newsletter*. Retrieved February 18, 2015, from <http://www.apaexcellence.org/resources/goodcompany/newsletter/article/596>.

Grawitch, M. J., & Van Groningen, A. (2015, January 21). Supporting the whole person: A broader view of employees' life satisfaction. *Good Company Newsletter*. Retrieved January 21, 2015, from <http://www.apaexcellence.org/resources/goodcompany/newsletter/article/594>.

Erb, K. R., & Grawitch, M. J. (2014, November 19). One-size-fits-all or one-size-fits-none? The common issue with company-wide work-life balance initiatives. *Good Company Newsletter*. Retrieved November 19, 2014, from

<http://www.apaexcellence.org/resources/goodcompany/newsletter/article/584>.

Erb., K. R., & Grawitch, M. J. (2014, February 12). Bridging the engagement gap: Employers can't do it alone. *Good Company Newsletter*. Retrieved February 12, 2014, from <http://www.apaexcellence.org/resources/goodcompany/newsletter/article/505>.

Rupprecht, E. A., Waldrop, J. S., & Grawitch, M. J. (2013, February 13). Characterizing effective leader behaviors for the future. *Good Company Newsletter*. Retrieved February 14, 2013, from <http://www.apaexcellence.org/resources/goodcompany/newsletter/article/415>.

Garczynski, A. M., & Grawitch, M. J. (2012, October 24). Common pitfalls in framing employee surveys. *Good Company Newsletter*. Retrieved October 24, 2012, from <http://www.phwa.org/resources/goodcompany/newsletter/article/392>.

Garczynski, A. M., & Grawitch, M. J. (2012, March 7). Does memory suffer if you work outside of the office? *Good Company Newsletter*. Retrieved March 8, 2012, from <http://www.phwa.org/resources/goodcompany/newsletter/article/337>.

Rupprecht, E., & Grawitch, M. J. (2012, January 25). How does presenteeism affect my organization? *Good Company Newsletter*. Retrieved January 26, 2012, from <http://www.phwa.org/resources/goodcompany/newsletter/article/320>.

Grawitch, M. J., & Barber, L. K. (2011, September 7). Surviving the "back to school" schedule shifts: Tips for working parents and managers. *Good Company Newsletter*. Retrieved September 7, 2011, from <http://www.phwa.org/resources/goodcompany/newsletter/article/296>.

Grawitch, M. J., & Maloney, P. (2011, May 18). Trust you? Why would I do that? *Good Company Newsletter*. Retrieved May 19, 2011, from <http://www.phwa.org/resources/goodcompany/newsletter/article/272>.

Bolton, L. & Grawitch, M. J. (2011, February 16). When good employees go bad: How organizations may be facilitating workplace deviance. *Good Company Newsletter*. Retrieved February 22, 2011, from <http://www.phwa.org/resources/goodcompany/newsletter/article/249>.

Waldrop, J. S., & Grawitch, M. J. (2011, January 26). Millennials: Who are they – really? *Good Company Newsletter*. Retrieved January 26, 2011, from <http://www.phwa.org/resources/goodcompany/newsletter/article/240>.

Bagsby, P. G., & Grawitch, M. J. (2010, December 1). The double-life of pre-retirement: Balancing work and planning for the transition. *Good Company Newsletter*. Retrieved December 2, 2010, from <http://www.phwa.org/resources/goodcompany/newsletter/article/230>.

Rupprecht, E., & Grawitch, M. J. (2010, October 20). Managers and subordinate stress. *Good Company Newsletter*. Retrieved October 20, 2010, from <http://www.phwa.org/resources/goodcompany/newsletter/article/226>.

Grawitch, M. J., Barber, L. K., & Ballard, D. W. (2010, July 28). Employee resource allocation in a healthy workplace. *Good Company Newsletter*. Retrieved July 28, 2010, from <http://www.phwa.org/resources/goodcompany/newsletter/article/206>.

Grawitch, M. J. (2010, March 10). Engaging in engagement? *Good Company Newsletter*.

Retrieved March 10, 2010, from

<http://www.phwa.org/resources/goodcompany/newsletter/article/172>.

Grawitch, M. J., Barber, L. K., & Maloney, P. (2009, December 2). Work flexibility comes in many forms. *Good Company Newsletter*. Retrieved December 2, 2009, from

<http://www.phwa.org/resources/goodcompany/newsletter/article/145>.

Grawitch, M. J., & Barber, L. K. (2009, September 30). Maintaining a psychologically healthy workplace in tough economic times. *Good Company Newsletter*. Retrieved October 1, 2009, from

<http://www.phwa.org/resources/goodcompany/newsletter/article/121>.

Barber, L. K., & Grawitch, M. J. (2009, June 16). Creating a psychologically healthy workplace: The importance of fit. *Good Company Newsletter*. Retrieved June 16, 2009, from

<http://www.phwa.org/resources/goodcompany/newsletter/article/104>.

Grawitch, M. J., & Barber, L. K. (2009, May 13). Crafting a job, a career, or a calling:

Motivational caveats to autonomy. *Good Company Newsletter*. Retrieved May 14, 2009, from

<http://www.phwa.org/resources/goodcompany/newsletter/article/95>.

Grawitch, M. J., & Barber, L. K. (2009, April 7). Are you providing flexibility or support?

Theoretical and practical distinctions for work-life balance. *Good Company Newsletter*.

Retrieved April 8, 2009, from

<http://www.phwa.org/resources/goodcompany/newsletter/article/88>.

Grawitch, M. J., & Barber, L. K. (2009, January 14). Are you focusing on both employee and organizational outcomes? *Good Company Newsletter*. Retrieved January 15, 2009, from

<http://www.phwa.org/goodcompany/article.php?id=66>.

Grawitch, M. J., & Barber, L. K. (2008, September). The seven deadly sins of work-life balance programs. *Good Company Newsletter*. Retrieved September 24, 2008, from

<http://www.phwa.org/goodcompany/article.php?id=54>.

Grawitch, M. J., Ledford, G. E., Ballard, D. W., & Barber, L. K. (2007, October). Effective workplace practices--Get your employees involved. *Good Company Newsletter*. Retrieved

October, 2008, from <http://www.phwa.org/goodcompany/article.php?id=13>.

### **PRESENTATIONS:**

Grawitch, M. J., Edwards, J. M., & Rudisill, J. R. (2000, March). *Personality and coping with unemployment*. Paper presented at the 21<sup>st</sup> annual meeting of the Industrial and Organizational Psychology/Organizational Behavior (IOOB) Conference, Knoxville, TN.

Grawitch, M. J. (2001, October). *Mood, Creativity, and Performance in Newly-formed Workgroups: An Experimental Study*. Poster presented at the 1<sup>st</sup> annual Gateway Industrial-Organizational Psychologists Poster conference, St. Louis, MO.

Staebler Tardino, V. M., Einspahr, K., Grawitch, M., Axelrad, S. & Joerding, J. (2002, April). *Moving from theory to action: Using an Action Map to guide the way*. Poster presented to Saint Louis University 8<sup>th</sup> Annual Research Day Symposium, St. Louis, MO.

Grawitch, M. J., Gottschalk, M., & Munz, D. C. (2004, March). *The path to a healthy workplace:*

*An investigation of innovative organizational practices, employee well-being, and organizational improvements.* Invited presentation to the APA State Leadership Conference, Washington D. C.

Grawitch, M. J., Chernak, E. E., Craft, C. A., & Munz, D. C. (2004, October). *Assessing the factor structure of reaction evaluations in training.* Poster presented at the 5<sup>th</sup> Annual Applied Psychology Conference, Carbondale, IL.

Grawitch, M. J., Gottschalk, M., & Ratner, J. F. (2005, March). *Psychological health in the workplace. Where we have been and where we are going.* Invited presentation to the APA State Leadership Conference, Washington D. C.

Grawitch, M. J. (chair), Ballard, D. W., Ledford, G. E., & Quick, J. C. (2005, April). *Challenges to implementation and evaluation of psychologically healthy workplace practices.* Panel discussion presented at the 20<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

Drury, J., & Grawitch, M. J. (2005, May). *The Relationship between mood and subjective perceptions of time.* Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Kohler, J. M., Munz, D. C., & Grawitch, M. J. (2006, March). *Implementing individual and organizational stress interventions from an Organizational Development approach.* Workshop presented at Work, Stress, and Health 2006: Making a Difference in the Workplace, Miami, FL.

Ballard, D. W., & Grawitch, M. J. (2006, March). *The psychologically healthy workplace: Fostering employee health and well-being while enhancing organizational performance.* Special lunch session presented at Work, Stress, and Health 2006: Making a Difference in the Workplace, Miami, FL.

Gottschalk, M. A., Grawitch, M. J., & Ballard, D. W. (2006, March). *Psychologically healthy workplace practices: A systems perspective on implementation.* Poster presented at Work, Stress, and Health 2006: Making a Difference in the Workplace, Miami, FL.

Trares, S. T., Grawitch, M. J., Munz, D. C., & Sabin, E. J. (2006, March). *The multidimensionality of emotional labor and the role of emotional discrepancy.* Poster presented at Work, Stress, and Health 2006: Making a Difference in the Workplace, Miami, FL.

Ballard, D. W., & Grawitch, M. J. (2007, February). *The Psychologically healthy workplace: Fostering health and well-being while enhancing organizational performance.* Presentation at the 15<sup>th</sup> Annual Mid-Winter Conference for Society of Consulting Psychology, Leadership and Diversity: Inclusion, Inspiration, and Implications, Miami Beach, FL.

Block, E. E., Grawitch, M. J., & Sabin, E. J. (2007, April). *Group structure and task type: Expanding the stepladder technique.* Poster presented at the 22nd annual meeting of the Society for Industrial Organizational Psychology, New York City, NY.

Grawitch, M. J. (2007, October). *Cultivating a psychologically healthy workplace.* Workshop presented at the annual convention of the Ohio Psychological Association, Columbus, OH.

Barber, L. K., Grawitch, M. J., & Trares, S. T. (2008, March). *Service with a smile and force with a frown: Examining the structure and work outcomes of emotional regulation in police*

*officers*. Paper presented at Work, Stress, and Health 2008: Healthy and Safe Work through Research, Practice, and Partnerships, Washington D.C.

Grawitch, M. J., & Barber, L. K. (2008, March). *Role identification and community socio-economic status in understanding stress-related outcomes among officers in small departments*. Poster presented at Work, Stress, and Health 2008: Healthy and Safe Work through Research, Practice, and Partnerships, Washington D.C.

Kohler-Giancola, J. M., Grawitch, M. J., Borchert, D. M., & Verseman, L. (2008, March). *How do adult students manage work, family, and school stressors?* Poster presented at Work, Stress, and Health 2008: Healthy and Safe Work through Research, Practice, and Partnerships, Washington D.C.

Munz, D. C. (Chair), Ballard, D. W., Grawitch, M. J., & Kammerer, J. (2008, March). *Fostering employee involvement in the Psychologically Healthy Workplace*. Symposium presented at Work, Stress, and Health 2008: Healthy and Safe Work through Research, Practice, and Partnerships, Washington D.C.

Grawitch, M. J., & Barber, L. K. (2009, March). *Rethinking work-life balance programs to achieve better results*. Workshop presented at the Psychologically Healthy Workplace Conference, Washington D.C.

Ballard, D. W. (Chair), Nelson, B., Kelly, R., & Grawitch, M. J. (2009, March). *Just because you build it doesn't mean they'll come: Engaging employees for optimal results*. Panel discussion presented at the Psychologically Healthy Workplace Conference, Washington D.C.

Tsouloupas, C. N., Carson, R. L., Barber, L. K., & Grawitch, M. J. (2009, April). *Examining teachers' emotional regulation strategies as potential mediators between student disruptive behavior and teacher burnout*. Paper presented at the annual meeting of the American Educational Research Association, San Diego, CA.

Bagsby, P.G., Munz, D. C., & Grawitch, M. J. (2009, May). *Pre-retirees' evaluations of their financial and psychological retirement goals*. Presented at the annual Midwestern Psychological Association Conference. Chicago, IL.

Barber, L. K., Grawitch, M. J., Bagsby, P. G., & Munz, D. C. (2009, May). *When does trait self-control predict task persistence?* Presented at the annual Midwestern Psychological Association, Chicago, IL.

Grawitch, M. J., & Mooshegian, S. E. (2009, October). *Using Wimba to support online and on-ground courses*. Presented at Focus on Teaching and Technology: A regional conference, St. Louis, MO.

Barber, L. K., Grawitch, M. J., Carson, R. L., & Tsouloupas, C. N. (2009, November). *Costs and benefits of supportive versus disciplinary emotion regulation in teachers*. Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, Puerto Rico.

Barber, L. K., Grawitch, M. J., Munz, D. C., & Bagsby, P. G. (2009, November). *A self-regulatory approach to sleep irregularity and psychological strain*. Presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, Puerto Rico.

Grawitch, M. J., Barber, L. K., & Bagsby, P. G. (2009, November). *Work-life flexibility vs. support: Theoretical and empirical distinctions for employee outcomes*. Presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, Puerto Rico.

Grawitch, M. J., Barber, L. K., Justice, L., & Ballard, D. W. (2009, November). *Workplace practices and resource allocation: Theoretical and empirical implications for organizations*. Poster presented at Work, Stress, and Health 2009: Global Concerns and Approaches, San Juan, Puerto Rico.

Bolton, L. R., Harvey, R. D., & Grawitch, M. J. (2010, February). *Counterproductive work behaviors in response to emotional exhaustion: Applying principles of self-control theory*. Poster presented at the annual meeting of the Academy of Criminal Justice Sciences, San Diego, CA.

Bolton, L. R., Harvey, R. D., & Grawitch, M. J. (2010, April). *Counterproductive work behaviors in response to emotional exhaustion: Applying principles of self-control theory*. Poster presented at the meeting of the Society for Industrial & Organizational Psychology, Atlanta, GA.

Ballard, D. W. (Chair), Yost, C. W., Grawitch, M. J., & Martin, J. (2010, March). *Is "balance" bunk? Reframing the work-life discussion*. Panel discussion presented at the Psychologically Healthy Workplace Conference, Washington D.C.

Munz, D. C., & Grawitch, M. J. (2010, March). *Improving the person or the environment? Taking a systematic approach to stress in the workplace*. Workshop presented at the Psychologically Healthy Workplace Conference, Washington D.C.

Carson, R. L., Barber, L. K., Grawitch, M. J., & Tsouloupas, C. N. (2010, May). Comparing burnout, job involvement and coping strategies across primary and secondary public school teachers. In C. J. McCarthy (Ed.), *International Perspectives on Teacher and Student Stress and Coping*. Symposium presented at the annual meeting of the American Educational Research Association, Denver, CO.

Barber, L. K., Bagsby, P. G., Grawitch, M. J., & Buerck, J. P. (2010, May). *Facilitating self-regulated learning with technology: Evidence for student motivation and exam improvement*. Poster presented at the annual meeting of the Midwestern Psychological Association: Society for Teaching Psychology Program, Chicago, IL.

Barber, L. K., Munz, D. C., Grawitch, M. J., & Cavano, C. (2010, May). *Affect regulation styles and the positivity ratio: Discriminating among languishing, moderate, and flourishing affectivity*. Poster presented at the annual meeting of the Midwestern Psychological Association, Chicago, IL.

Maloney, P. W., Grawitch, M. J., & Barber, L. K. (April, 2011). *Strategic item selection to reduce survey length*. Poster presented at the 26th Annual Conference of the Society for Industrial and Organizational Psychology, Chicago, IL.

Grawitch, M. J. (2011, April). *Engaging in engagement: Why much of what you read is wrong*. Workshop presented at the Psychologically Healthy Workplace Conference, Chicago, IL.

Bagsby, P. G., Barber, L. K., Grawitch, M. J., & Bolton, L. (2011, May). *Measuring role identification: Alternative methods and predictive validity*. Poster presented at Work, Stress & Health: Work and Well-Being in an Economic Context, Orlando, FL.

Bagsby, P. G., Grawitch, M. J., & Munz, D. C. (2011, May). *Reconceptualizing preretirement planning: An application of the Personal Resource Allocation model*. Paper presented at Work, Stress & Health: Work and Well-Being in an Economic Context, Orlando, FL.

Bagsby, P. G., Bolton, L., Grawitch, M. J., Winton, S., & Barber, L. K. (2011, May). *Role identification and resource allocation: Promoting positive and decreasing negative work outcomes*. Paper presented at Work, Stress & Health: Work and Well-Being in an Economic Context, Orlando, FL.

Barber, L. K., Munz, D. C., & Grawitch, M. J. (2011, May). *Are better sleepers more engaged workers? A self-regulatory perspective on sleep hygiene and work engagement*. Paper presented at Work, Stress & Health: Work and Well-Being in an Economic Context, Orlando, FL.

Grawitch, M. J., Barber, L. K., Bagsby, P. G., & Rupperecht, E. A. (2011, May). *Is multitasking worth it? Polychronicity buffers performance (but not affective) decrements*. Poster presented at Work, Stress & Health: Work and Well-Being in an Economic Context, Orlando, FL.

Grawitch, M. J., Barber, L. K., Maloney, P. W., & Mooshegian, S. E. (2011, May). *Individual differences in work-life interface perceptions*. Paper presented at Work, Stress & Health: Work and Well-Being in an Economic Context, Orlando, FL.

Maloney, P. W., Grawitch, M. J., & Barber, L. K. (2011, May). *Application of guidelines for the development of personality short forms for science and practice*. Poster presented at Work, Stress & Health: Work and Well-Being in an Economic Context, Orlando, FL.

Maloney, P. W., Grawitch, M. J., & Barber, L. K. (2011, May). *Refinement and validation of the self-control and perceived stress scales*. Poster presented at Work, Stress & Health: Work and Well-Being in an Economic Context, Orlando, FL.

Maloney, P. W., Grawitch, M. J., & Barber, L. K. (2011, August). *Examination the self-control scale and the brief self-control scale*. Poster presented at the 119<sup>th</sup> annual convention of the American Psychological Association, Washington D. C.

Grawitch, M. J., Barber, L. K., & Maloney, P. W. (2012, June). *Clusters of workers: Work-life processes, role Identification, and satisfaction*. Poster presented at the Work and Family Researchers Network Inaugural Conference, New York City.

Maloney, P. W., Grawitch, M. J., & Barber, L. K. (2012, June). *Does facilitation counterbalance conflict? Non-linear predictions for global work-life balance perceptions*. Poster presented at the Work and Family Researchers Network Inaugural Conference, New York City.

Martin, J. (Moderator), Ballard, D. W., Grawitch, M. J., Pfeiffer, C., & Yost, C. (2012, June). *Integrating perspectives on the work-life interface*. Panel discussion at the Work and Family Researchers Network Inaugural Conference, New York City.

Grawitch, M. J., & Ballard, D. W. (2012, June). *In search of...organizational excellence*. Invited presentation at the Work and Well-Being 2012 Conference, Chicago, IL.

Ballard, D. W. (Chair), Grawitch, M. J., Barber, L. K., & Tetrick, L. E. (2013, May). *Beyond worker health: Toward a systems approach to well-being and performance*. Roundtable

Discussion presented at Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health, Los Angeles, CA.

Maloney, P. W., Grawitch, M. J., & Barber, L. K. (2013, May). *What a difference a domain makes: Discriminant validity of interactive effects of spillover on balance*. Poster presented at Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health, Los Angeles, CA.

Rupprecht, E. A., Grawitch, M. J., & Barber, L. K. (2013, May). *Clusters of work-life conflict and facilitation and employee outcomes*. Poster presented at Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health, Los Angeles, CA.

Rupprecht, E. A., Grawitch, M. J., & Barber, L. K. (2013, May). *The impact of psychologically healthy workplace and practice resource appraisals on worker outcomes*. Poster presented at Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health, Los Angeles, CA.

Rupprecht, E. A., Waldrop, J. S., & Grawitch, M. J. (2013, May). *Development of a leadership measure: Gathering evidence towards construct validity*. Poster presented at Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health, Los Angeles, CA.

Waldrop, J. S., Rupprecht, E. A., Garczynski, A. M., & Grawitch, M. J. (2013, May). *Self-Aspect overlap and culture impact employee health outcomes*. Poster presented at Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health, Los Angeles, CA.

Ballard, D. W. (Chair), Grawitch, M. J., Sha, B.-L., Peterson, E. C., & Benz, J. (2013, September). *Putting it all together: Toward a systems approach to well-Being and performance*. Panel presented at Work & Well-Being 2013: San Francisco, San Francisco, CA.

Grawitch, M. J. (2013, September). *The two-pronged approach to a Psychologically Healthy Workplace: Understanding satisfaction and engagement*. Invited presentation at Work & Well-Being 2013: San Francisco, San Francisco, CA.

Grawitch, M. J. (2014, May). *Improving the work-life interface requires a joint effort*. Invited presentation at Work & Well-Being 2014. Washington DC.

Winton, S. L., Sabin, E. J., & Grawitch, M. J. (2014, May). *Job attitudes and affective experience in a mediated model of employee engagement*. Poster presented at the 26<sup>th</sup> Annual Conference of the Association for Psychological Science, San Francisco, CA.

Ballard, D. W., (Chair), Grawitch, M. J., Barber, L. K., & Leiter, M. P. (2015, May). *Calling B.S. on common workplace myths*. Symposium presented at Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations, Atlanta, GA.

Erb, K. R., Waldrop, J. S., & Grawitch, M. J. (2015, May). *More than work and life: How different life domains impact each other and well-being outcomes*. Poster presented at Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations, Atlanta, GA.

Von Groningen, A. J., Erb, K. R., Waldrop, J. S., & Grawitch, M. J. (2015, May). *Beyond work and life: The impact of resource allocation in various domains on life satisfaction*. Poster

presented at Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations, Atlanta, GA.

Waldrop, J. S., Erb, K. R., & Grawitch, M. J. (2015, May). *Curvilinear examinations of resource allocation and interference: Beyond a “one-size-fits-all” perspective of the work-life interface*. Poster presented at Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations, Atlanta, GA.

Waldrop, J. S., Grawitch, M. J., & Erb, K. R. (2015, May). *Mental and physical presenteeism: Theoretical and empirical distinctions in research and practice*. Poster presented at Work, Stress, and Health 2015: Sustainable Work, Sustainable Health, Sustainable Organizations, Atlanta, GA.

Werth, P., Guarino, S., Klein, J., Briggs, E., & Grawitch, M. J. (2017, April). *Exploring the workplace subjective well-being circumplex and negative affectivity*. Poster presented at the 32<sup>nd</sup> Annual Conference of the Society for Industrial and Organizational Psychology, Orlando, FL.

Grawitch, M. J. (2017, May). *Thinking systemically about Total Worker Health*. Invited presentation at St. Louis Area Business Health Coalition Spring Forum, St. Louis, MO.

Ballard, D. W. (Chair), Thoresen, P., Grawitch, M. J., King, D., & Platt, T. L. (2017, June). *Balancing well-being and effectiveness: Practical challenges to optimize success*. Interactive panel presented at Work, Stress and Health 2017: Contemporary Opportunities and Challenges, Minneapolis, MN.

Briggs, E. P., Erb, K. R., & Grawitch, M. J. (2017, June). *The work-life interface and its relationship with flourishing*. Poster presented at Work, Stress and Health 2017: Contemporary Opportunities and Challenges, Minneapolis, MN.

Erb, K. R., Grawitch, M. J., Werth, P. M., & Klein, J. M. (2017, June). *Psychological flourishing: The role of trait predictors*. Poster presented at Work, Stress and Health 2017: Contemporary Opportunities and Challenges, Minneapolis, MN.

Werth, P. M., Guarino, S., Erb, K. R., Lavigne, K. N., & Grawitch, M. J. (2017, June). *Workplace subjective well-being circumplex related to psychological flourishing*. Poster presented at Work, Stress and Health 2017: Contemporary Opportunities and Challenges, Minneapolis, MN.

Werth, P. M., Guarino, S., Erb, K. R., Lavigne, K. N., & Grawitch, M. J. (2017, June). *The effects of workplace demands and personality on workplace telepressure*. Poster presented at Work, Stress and Health 2017: Contemporary Opportunities and Challenges, Minneapolis, MN.

Van Groningen, A. J., Werth, P. M., & Grawitch, M. J. (2017, June). *Resource allocation in specific life domains' effect on satisfaction with life*. Poster presented at Work, Stress and Health 2017: Contemporary Opportunities and Challenges, Minneapolis, MN.

Ballard, D. W., & Grawitch, M. J. (2017, August). *The Psychologically Healthy Workplace: Promoting employee well-being and organizational performance*. Pre-conference workshop presented at the 125<sup>th</sup> APA National Convention, Washington D.C.

Grawitch, M. J. (2019, June). *The Psychologically Healthy Workplace: Creating an environment in which employees and organizations thrive*. Pre-conference workshop presented at the 2019 Annual Conference of the Missouri Psychological Association, St. Louis, MO.

Ballard, D. W. (Chair), Grawitch, M. J., Merberg, B., & Massanet, B. (2019, November). *Stress and well-being today and tomorrow: Practical challenges for scientists and practitioners*. Panel presented at Work, Stress and Health 2019, Philadelphia, PA.

Lavigne, K. N., & Grawitch, M. J. (2019, November). *Exploring the role of personal resources in the decision to buy time*. Poster presented at Work, Stress and Health 2019, Philadelphia, PA.

Lavigne, K. N., Grawitch, M. J., & Palmer, S. N. (2019, November). *Positive well-being at work: The bright side of workaholism*. Poster presented at Work, Stress and Health 2019, Philadelphia, PA.

Van Groningen, A. J., Palmer, S. N., & Grawitch, M. J. (2019, November). *The bright side of the dark triad: The buffering effect of narcissism*. Poster presented at Work, Stress and Health 2019, Philadelphia, PA.

Abou-Elias, J., Lavigne, K. N., Grawitch, M. J., & Vega, D. M. (2021, April). *Temporal stability in the work-life interface*. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology [virtual].

Cornelius, A., Lavigne, K. N., & Grawitch, M. J. (2021, April). *Does the plot thicken or twist? The pandemic, individual differences, and wellbeing*. Poster presented at the 36th Annual Conference of the Society for Industrial and Organizational Psychology [virtual].

Koziel, R. J., Grawitch, M. J., & Lavigne, K. N. (2023, November). *Gig work's relation with work life satisfaction and financial wellbeing*. Poster presented at Work, Stress and Health 2023 [virtual].

Koziel, R., Lavigne, K. N., & Grawitch, M. J. (2024, April). Exploring features of gig work relating to and intentions to stay or leave gig work and outcomes associated with gig work categories [Conference presentation]. SIOP 2024 Convention, Chicago, IL, United States.

### **GRANTS & CONTRACTS:**

A Quantitative Review of the Benefits of Employee Involvement, National Science Foundation (\$20,419), *Proposal Declined*. (2004).

Developing and Validating Refined Tools for the Psychologically Healthy Workplace Award, American Psychological Association (\$58,489), *Proposal Accepted*. (2004)

Redesign of Training Evaluation Instrument, VA National Health Care System (\$24,984), *Proposal Accepted*. (2004).

Mentoring Program Evaluation Design, VA National Health Care System (\$2,495), *Proposal Accepted*. (2004).

Technical Career Fields Program Evaluation Design, VA National Health Care System (\$2,495), *Proposal Accepted*. (2005).

Development of Comprehensive Assessment Process, American Psychological Association (\$25,339), *Proposal Accepted*. (2005).

Maintenance/Expansion of the Psychologically Healthy Workplace Program, American Psychological Association (\$28,288), *Proposal Accepted*. (2006).

Creating a Resource for Small Business Development: The WEBS System (\$159,924), Submitted to AmerenCDC, *Proposal Declined*. (2006).

Literature Review and Analysis: Work-Life Balance (\$7,236). Submitted to Saint Louis University Summer Research Grant Program, *Proposal Accepted*. (2007).

Linking Psychologically Healthy Workplace Practices to Teacher and School Outcomes (\$39,903.75). Submitted to Spencer Foundation, *Proposal Declined*. (2007).

Effects of Work-Life Balance Practices on Workplace Relationships, Well-Being, and Productivity (\$75,000). Submitted to W. E. Upjohn Institute, *Proposal Declined*. (2008).

Healthy Workplace Institute (\$50,000). Submitted to MetLife Foundation, *Proposal Declined*. (2008).

Healthy Workplace Institute (\$25,000). Submitted to Sunmark Foundation, *Proposal Declined*. (2008).

Maintenance/Expansion of the Psychologically Healthy Workplace Program, American Psychological Association (\$30,000), *Proposal Accepted*. (2008).

An investigation into the validity of *a priori* item selection: A practical solution for field research? (\$7,295.50). Submitted to Saint Louis University Summer Research Grant, *Proposal Declined*. (2009).

The Skills Training to Achieve Results (STAR) Program for a low-income region, Wal-Mart Grant Foundation (\$260,301), *Proposal Declined*. (2009).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological Association (\$30,000), *Proposal Accepted*. (2009).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological Association (\$30,000), *Proposal Accepted*. (2010).

Psychological Retirement Planning: A Needs Assessment. UpJohn Institute (\$10,000), *Proposal Declined*. (2011).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological Association (\$30,000), *Proposal Accepted*. (2011).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological Association (\$30,000), *Proposal Accepted*. (2012).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological Association (\$30,000), *Proposal Accepted*. (2013).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological

Association (\$30,000), *Proposal Accepted*. (2014).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological Association (\$30,000), *Proposal Accepted*. (2015).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological Association (\$30,000), *Proposal Accepted*. (2016).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological Association (\$30,000), *Proposal Accepted*. (2017).

Continuing Work on the Psychologically Healthy Workplace Program. American Psychological Association (\$38,000), *Proposal Accepted*. (2018).

***SELECTED APPLIED RESEARCH/CONSULTATION (August 2000 to Present):***

**American Psychological Association, Senior Project Coordinator for Maintenance/Expansion of the Psychologically Healthy Workplace Program (2002-2020)**

- Maintain a comprehensive bibliography of research related to the psychologically healthy workplace
- Analyze and report results for annual award data

**ACT, Subject Matter Expert, ABG (Achievement, Behaviors, Goals) Initiative**

- Serve as a subject matter expert on the ABG project
- Review materials developed by ACT and evaluate based on my expertise
- Serve on an expert panel whenever needed

**Peabody Energy, Assessment of Turnover and Retention**

- Worked with members of project team at Peabody to design a survey to assess retention and turnover intentions
- Executed data collection
- Conducted all analyses
- Provided a feedback report and facilitated action planning for various project teams

**ACT, Development of Training Materials**

- Developed training materials for a module on Acting Appropriately, including participant manual, instructor manual, and slides

**Medical College of Georgia, Analyst for Mentoring Program**

- Developed survey to collect baseline data used to evaluate success of mentoring program
- Produced a written report
- Collected evaluation data and generated feedback for steering committee

**Memory Care Home Solutions, Facilitator for Strategic Planning**

- Facilitated a series of strategic planning workshops to design the core strategy components of vision, mission, and strategic goals
- Facilitated the leadership team through action planning, budgeting, and plan development

**Monsanto, Trainer, Motivation & Development**

- Provided training and facilitation for People Managers

- Improved capacity of People Managers to motivate and develop their employees

**Deaconess Hospital, Co-coordinator for Comprehensive Stress Management Program**

- Designed and executed research study to evaluate the effectiveness of a comprehensive worksite stress management program
- Facilitated nursing teams through identification and elimination of work stressors
- Generated report to hospital management regarding program effectiveness

**Edward Jones, Organizational Assessment Project Coordinator**

- Coordinated data entry and analyses for 800 survey respondents
- Coordinated development of reports detailing descriptive and inferential quantitative results

**St. Elizabeth Academy, Co-facilitator for Strategic Planning**

- Coordinated planning teams throughout strategic planning process for local high school
- Co-facilitated planning teams through development of vision, mission, strategic goals, action plans, and strategic management initiatives

**Veterans Health Administration, Senior Project Coordinator for Redesign of Training Evaluation Instrument**

- Worked with VHA members to develop an evaluation instrument
- Conducted reliability and validity analyses using Structural Equation Modeling

**Veterans Health Administration, Program Evaluation Analyst**

- Assessed program effectiveness for three leadership courses, focusing on both quantitative and qualitative analyses
- Produced reports detailing successes of the programs as well as opportunities for improving the programs and the evaluation methods used to assess the programs

***MEDIA QUOTATIONS:***

January 24, 2005. Self-regulation is vital to a healthy workplace, says SLU psychologist. *The Current Online*  
<http://media.www.thecurrentonline.com/media/storage/paper304/news/2005/01/24/News/SelfRegulation.Is.Vital.For.Healthy.Workplace.Says.Slu.Psychologist-839699.shtml>).

January 14, 2007. The essential qualities of a really good boss. *St. Louis Post-Dispatch*.

March, 2007. Whole workplace health. *APA Monitor on Psychology*  
<http://www.apa.org/monitor/mar07/whole.html>).

April, 2007. Mastering urban planning. *St. Louis Commerce Magazine*  
<http://www.stlcommercemagazine.com/archives/april2007/urban.html>).

June 16, 2007. The tea lady is back. *Assess Systems.com* (Australia) <http://assess-systems.com.au/blog/stress/the-tea-lady-is-back/>.

July, 2007. As experts say programs create healthier, more productive employees, UnitedHealthcare provides wellness incentives, new offerings. *HAS.com*  
[http://www.hsafinder.com/07-07\\_01.shtml](http://www.hsafinder.com/07-07_01.shtml)).

July 10, 2007. Pass the pasta, please, and hold the stress. *Washington Post*  
[http://www.washingtonpost.com/wp-dyn/content/article/2007/07/09/AR2007070901305.html?nav=rss\\_health](http://www.washingtonpost.com/wp-dyn/content/article/2007/07/09/AR2007070901305.html?nav=rss_health)).

July 10, 2007. Daily health policy report. *Kaisernetwork.org*  
[http://www.kaisernetwork.org/daily\\_reports/rep\\_hpolicy\\_recent\\_rep.cfm?dr\\_cat=3&show=yes&dr\\_DateTime=10-Jul-07](http://www.kaisernetwork.org/daily_reports/rep_hpolicy_recent_rep.cfm?dr_cat=3&show=yes&dr_DateTime=10-Jul-07)).

July 12, 2007. Legislation would provide tax credits to businesses that offer workers ‘wellness’ programs. *Medical News Today* (<http://www.medicalnewstoday.com/articles/76446.php>).

October 16, 2007. Staying cool on the job. *Forbes.com*  
[http://www.forbes.com/entrepreneurs/2007/10/16/calm-under-pressure-ent-manage-cx\\_mf\\_1016coolunderpressure.html](http://www.forbes.com/entrepreneurs/2007/10/16/calm-under-pressure-ent-manage-cx_mf_1016coolunderpressure.html)).

January 2008. Current issues: Employers shifting healthcare costs and risk to employees. *Good Company podcast* (<http://www.phwa.org/features/podcast/>).

February 2008. Current issues: Effective communication strategies. *Good Company podcast*  
<http://www.phwa.org/features/podcast/>).

March 2008. Current issues: Employee well-being and organizational effectiveness outcomes. *Good Company podcast* (<http://www.phwa.org/features/podcast/>).

April 2008. Current issues: Is work-life balance possible? *Good Company podcast*  
<http://www.phwa.org/features/podcast/>).

May 2008. Current issues: Workplace stress interventions. *Good Company podcast*  
<http://www.phwa.org/features/podcast/>).

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