

**MINDY (KRISCHER) SHOSS, PH.D.**

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<https://scholar.google.com/citations?user=0MfACZAAAAAJ&hl=en>  
<https://sciences.ucf.edu/psychology/wsclab/>

**ACADEMIC APPOINTMENTS**

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| 2022 – present | Professor, Department of Psychology, University of Central Florida                   |
| 2018 – 2024    | Honorary Professor, Peter Faber Business School, Australian Catholic University      |
| 2015 – 2022    | Associate Professor, Department of Psychology, University of Central Florida         |
| 2011 – 2015    | Assistant Professor (Tenure-Track), Department of Psychology, Saint Louis University |

**EDUCATION**

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| Ph.D. | 2011 | Industrial/Organizational Psychology, University of Houston<br>Dissertation: <i>Facing the Unknown: How Individual Responses to Job Insecurity Affect Organizationally-Valued Outcomes</i> (Chair: L. A. Witt)                                      |
| M.A.  | 2010 | Industrial/Organizational Psychology, University of Houston<br>Thesis: <i>Achieving Adaptive Performance in the Workplace: The Compensatory Effects of General Mental Ability and Adaptive Leadership</i> (Chair: L. A. Witt)                       |
| B.A.  | 2008 | Washington University in Saint Louis - <i>Summa Cum Laude</i><br>Major: Psychology (Thesis Chair: M. J. Strube)<br>Secondary major: Economics<br>Minor: Applied Statistics and Computation<br>Coursework at London School of Economics, Summer 2006 |

**HONORS AND AWARDS**

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| 2023 | Top Poster Award, Society for Industrial/Organizational Psychology Annual Conference for Sharma et al. (2023).  |
| 2022 | Best Paper Award, <i>Group &amp; Organization Management</i> for Shoss et al. (2021).   |
| 2022 | Fellow, Society for Industrial and Organizational Psychology.   |
| 2022 | Teaching Incentive Award, University of Central Florida. <i>The UCF Teaching Incentive Program (TIP) rewards teaching productivity and excellence.</i>  |
| 2021 | Best Paper Award, <i>Journal of Occupational Health Psychology</i> , for DiStaso & Shoss (2020).  |
| 2021 | Gwendolyn Puryear Keita Award for Social Justice and the Welfare of Working People. <i>This award is awarded jointly by the American Psychological Association and the National Institute for Occupational Safety and Health to honor outstanding contributions by researchers and practitioners in psychology, occupational health, and allied fields to social justice and the welfare of working people.</i> |

- 2021 Research Incentive Award, University of Central Florida. *The Research Incentive award recognizes in-unit employee contributions to UCF's key goal of achieving international prominence in research and creative activities.*
- 2019 Fellow, Global Labor Organization. *The GLO focuses on scientific research and its policy and societal implications on global labor markets, demographic challenges and human resources. Based on (i) merit and (ii) active collaboration and quality contributions, the Executive Board of GLO appoints GLO Fellows.*
- 2016-2018 Professorial Fellow, Centre for Sustainable Human Resource Management, Peter Faber Business School, Australian Catholic University. *In recognition of my work in the field, I served as a professorial fellow within this international and interdisciplinary center housed at ACU. This arrangement allowed me to collaborate, in a formal setting, with leading scholars in organizational behavior, sociology, and economics. I spent one month in residence in 2016.*
- 2015 American Psychological Association Achievement Award for Early Career Professionals *The Committee on Early Career Psychologists (CECP) selects winners each year from an extraordinary pool of candidates based on their achievements and demonstration of astute leadership in the field of psychology.*
- 2011 Co-chaired symposium selected as a showcase symposium for the Organizational Behavior Division of the Academy of Management. *Showcase symposia are the very best symposium submissions received and are expected to attract a large audience.*
- 2008 Presidential Graduate Fellowship, University of Houston. *These fellowships are designed to attract students of exceptional caliber who represent extraordinary recruitment opportunities.*
- 2008 Osburn Scholarship, University of Houston Department of Psychology. *The criteria utilized for these decisions focus on the prior educational attainment of the applicant, demonstrated interest in and preparation for the course of study, and evidence of the applicant's ability to successfully matriculate in the program.*
- 2008 Psi Chi Guilford Award, Second Place. *Award for best undergraduate research paper.*
- 2008 John. A. Stern Undergraduate Research Award, Washington University Department of Psychology. *Recognizes a Psychology major's undergraduate record of superior achievement in research.*
- 2007 Phi Beta Kappa

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## BOOKS AND EDITED VOLUMES

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1. **Shoss, M. K.**, & Probst, T. M. (Anticipated, 2024). *Leading, Managing, and Thriving in an Uncertain World of Work*. Oxford University Press.
2. Bowling, N., **Shoss, M. K.**, & Zhou, Z. (Eds.). (Anticipated, 2024). *How to Conduct and Publish High-Quality Research in Industrial-Organizational Psychology*. Edward Elgar Publishing.
3. Hoffman, B., **Shoss, M. K.**, & Wegman, L. (Eds.) (2020). *The Cambridge Handbook of the Changing Nature of Work*. New York, NY: Cambridge University Press.  
<https://doi.org/10.1017/9781108278034>

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**PEER-REVIEWED JOURNAL PUBLICATIONS** (\* denotes equal contribution; † denotes student co-author)

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1. Posey, C., & **Shoss, M.** (In press). Employees as a source of security issues in times of change and stress: A longitudinal examination of employees' security violations during the covid-19 pandemic. *Journal of Business and Psychology*.
2. **Shoss, M. K.**, Min, H., Horan, K., Schlotzhauer, A. †, Nigam, J., & Swanson, N. (In press). Risking one's life to save one's livelihood: Precarious work, presenteeism, and worry about disease exposure during the COVID-19 pandemic. *Journal of Occupational Health Psychology*.
3. **Shoss, M. K.\*** & Vancouver, J. B.\* (In Press). A dynamic, computational model of job insecurity and job performance. *Journal of Applied Psychology*.
4. DiStaso, M. J. †, Schlotzhauer, A. †, **Shoss, M. K.**, & Grinley, A. † (In Press). Worry about guest mistreatment and endorsement of COVID-19 safety policies. *Occupational Health Science*.
5. LeNoble, C., Naranjo, A. †, **Shoss, M. K.**, & Horan, K. (In Press). Navigating a context of severe uncertainty: The effect of industry unsafety signals on employee well-being during the COVID-19 crisis. *Occupational Health Science*.
6. **Shoss, M. K.**, Su, S., Schlotzhauer, A.†, Carusone, N.† (2023). Working hard or hardly working? An examination of job preservation responses to job insecurity. *Journal of Management*, 49, 2387-2414. <https://doi.org/10.1177/0149206322110787>
7. Jundt, D. K. & **Shoss, M. K.** (2023). A process perspective on adaptive performance: Research insights and new directions. *Group & Organization Management*, 48, 405-435. <https://doi.org/10.1177/10596011231161404>
8. **Shoss, M. K.**, Van Hootegeem, A. †, Selenko, E., & De Witte, E. (2023). The job insecurity of others: On the role of perceived national job insecurity during the COVID-19 pandemic. *Economic and Industrial Democracy*, 44, 385 - 409. <https://doi.org/10.1177/0143831X221076176>
9. Xu, V., Jiang, L., Probst, T., Jalil, D., & **Shoss, M. K.** (2023). How national culture shapes employee reactions to job insecurity: The role of national corruption. *European Journal of Work and Organizational Psychology*, 32, 60-78. <https://doi.org/10.1080/1359432X.2022.2090344>
10. **Shoss, M. K.**, & Behrend, T. (2023). Technology, work, and inequality. *Technology, Mind, and Behavior: Special Issue in Work, Technology, and Inequality*. <https://tmb.apaopen.org/pub/zrurt30u/release/1>
11. **Shoss, M. K.**, & Ciarlante, K.† (2022). Are robots/AI viewed as more of a workforce threat in unequal societies? Evidence from the Eurobarometer survey. *Technology, Mind, and Behavior: Special Issue in Work, Technology, and Inequality*. <https://tmb.apaopen.org/pub/rv1x9zq4/release/2>
12. **Shoss, M. K.** & Foster, L. (2022). We should also aim higher: IO psychology applied to sustainable growth and development. *Industrial-Organizational Psychology: Perspectives on Science and Practice*, 15, 436-440.
13. Kessler, S., & **Shoss, M. K.** (2022). Archival data sets should not be a secondary (or even last) choice in micro-organizational research. *Group & Organization Management*, 47, 907-919. <https://doi.org/10.1177/10596011221112521>
14. Selenko, E., Bankins, S., **Shoss, M. K.**, Warbuton, J. †, & Restubog, S. (2022). Artificial intelligence and the future of work: A functional-identity perspective. *Current Directions in Psychological Science*, 31, 272-279. <https://journals.sagepub.com/doi/full/10.1177/09637214221091823>

15. Horan, K., Beltramo, J., Mejia, C., & **Shoss, M. K.** (2022). Essential service worker valorization: A deonance perspective. *Current Issues in Tourism*. <https://doi.org/10.1080/13683500.2022.2090909>
16. **Shoss, M. K.** & Kueny, C. (2022). From speculation to substantiation: Empirically-testing societal changes in impact of fit on job satisfaction from 1989, 1998, 2006, and 2016. *Group & Organization Management*, 47, 1181-1217. <https://doi.org/10.1177/10596011211058545>
17. Min, H., Peng, Y., **Shoss, M. K.**, Yang, C. (2021). Using machine learning to investigate the public's emotional responses to work from home during the COVID-19 pandemic. *Journal of Applied Psychology*, 106, 214-229. <https://doi.org/10.1037/apl0000886>.
18. Naranjo, A. †, **Shoss, M. K.**, Gebben, A. †, DiStaso, M. †, & Su, S. (2021). When minor insecurities project large shadows: A profile analysis of cognitive and affective job insecurity. *Journal of Occupational Health Psychology*, 26, 421-436. doi: <https://doi.org/10.1037/ocp0000294>
19. Kriz, T., Jolly, P., & **Shoss, M. K.** (2021). Coping with organizational layoffs: Managers' increased active listening reduces job insecurity via perceived situational control. *Journal of Occupational Health Psychology*, 26, 448-458. doi: <https://doi.org/10.1037/ocp0000295>
20. **Shoss, M. K.**, Horan, K., DiStaso, M. †, LeNoble, C., & Naranjo, A. † (2021). The conflicting impact of COVID-19's health and economic crises on helping. *Group & Organization Management*, 46, 3-37. <https://doi.org/10.1177/1059601120968704>.
  - *Best Paper Award (Quantitative), Group & Organization Management for papers published in 2021*
21. Horan, K., **Shoss, M. K.**, Mejia, C., & Ciarlante, K. † (2021). Industry context as an essential tool for the future of healthy and safe work: Insight for Occupational Health Psychology from the hospitality industry. *National Institute for Occupational Safety and Health-sponsored Special Issue of the International Journal of Environmental Research and Public Health on "Worker Safety, Health, and Well-Being in the USA"*, 18, 10720. doi: <https://doi.org/10.3390/ijerph182010720>
22. Ng, M. †, Naranjo, A. †, Schlotzhauer, A. †, **Shoss, M. K.**, Kartvelishvili, N. †, Bartek, M. †, Ingraham, K. †, Rodriguez, A. †, Schneider, S. †, Seltzer, L. †, & Silva, C. † (2021). Has the COVID-19 pandemic accelerated the future of work or changed its course? Implications for research and practice. *National Institute for Occupational Safety and Health-sponsored Special Issue of the International Journal of Environmental Research and Public Health on "Worker Safety, Health, and Well-Being in the USA"*, 18, 10199. doi: <https://doi.org/10.3390/ijerph181910199>
23. Horan, K. A., Scott, B. †, Farzan, A. †, Ortíz-Aponte, M. L. †, Rivera-García, A. †, Marshall, J., Masys, A. J., **Shoss, M.**, Campos, A. †, & Orta-Anés, L. (2021). Understanding recovery and resilience from weather events in hospitality organizations. *Journal of Emergency Management, Special Issue on Analysis of Pre and Post Disaster Management and Recovery in Puerto Rico from Hurricane Maria*, 19, 109-121.
24. Carusone, N. †, Pittman, R. †, & **Shoss, M. K.** (2021). Sometimes it's personal: Differential outcomes of person vs job at risk threats to job security. *International Journal of Environmental Research and Public Health, Special Issue on "Job Insecurity and Precarious Employment as Psychosocial Risk Factors in Contemporary Society"*, 18, 7379. <https://doi.org/10.3390/ijerph18147379>
25. Mejia, C., Pittman, R. †, Beltramo, J. M. D. †, Horan, K. A., Grinley, A. † & **Shoss, M. K.** (2021). Stigma and dirty work: In-group and out-group perceptions of essential service workers during COVID-19. *International Journal of Hospitality Management*, 93, 102772. <https://doi.org/10.1016/j.ijhm.2020.102772>.

26. Striler, J.†, **Shoss, M. K.**, & Jex, S. (2021). The relationship between stressors of temporary work and counterproductive work behavior. *Stress and Health, 37*, 329-340. <https://doi.org/10.1002/smi.2998>.
27. DiStaso, M.†, & **Shoss, M. K.** (2020). Looking forward: How anticipated workload change influences the present workload-emotional strain relationship. *Journal of Occupational Health Psychology, 25*, 401–409. <https://doi.org/10.1037/ocp0000261>.
  - *Best Paper Award, Journal of Occupational Health Psychology for papers published in 2019 & 2020.*
28. Rudolph, C. W., Allan, B\*., Clark, M. \*, Hertel, G. \*, Hirschi, A. \*, Kunze, F. \*, Shockley, K. \*, **Shoss, M. \***, Sonnentag, S. \*, & Zacher, H. \* (2020). COVID-19: Implications for research and practice in industrial and organizational psychology (*Feature article*). *Industrial and Organizational Psychology: Perspectives on Research and Practice, 14*, 1-35. \*shared authorship.
29. Kueny, C. R., Francka, E. C.†, **Shoss, M. K.**, Headrick, L. †, & Erb, K. (2020). Ripple effects of supervisor counterproductive work behavior directed at the organization: Using affective events theory to predict subordinates' decisions to enact CWB. *Human Performance, 33*, 355-377. <https://doi.org/10.1080/08959285.2020.1791871>.
30. **Shoss, M. K.**, Brummel, B., Probst, T., & Jiang, L. (2020). The joint importance of secure and satisfying work: Insights from three studies. *Journal of Business and Psychology, 35*, 297-316. <https://doi.org/10.1007/s10869-019-09627-w>.
31. Kueny, C. R. & **Shoss, M. K.** (2020). Sensemaking and negative emotion-sharing: Perceived listener reactions as interpersonal cues driving workplace outcomes. *Journal of Business and Psychology*. Advance online publication. <https://doi.org/10.1007/s10869-020-09686-4>.
32. David, E., **Shoss, M. K.**, Johnson, L., Witt, L. A. (2020). Emotions running high: Examining the effects of supervisor and subordinate emotional stability on emotional exhaustion. *Journal of Research in Personality, 84*, 103885. <https://doi.org/10.1016/j.jrp.2019.103885>.
33. Giorgi, G., Leon-Perez, J. M., Montani, F., & **Shoss, M. K.** (2020). Appraisal of economic crisis, psychological distress, and work-unit absenteeism: A 1-1-2 model. *Journal of Business and Psychology, 35*, 605-620. <https://doi.org/10.1007/s10869-019-09643-w>.
34. Babaloea, M. T., Greenbaum, R. L., Amarnani, R. K., **Shoss, M. K.**, Deng, Y.†, Garba, O. A.†, & Guao, L.† (2020). A business frame perspective on why perceptions of top management's bottom-line mentality results in employees' good and bad behaviors. *Personnel Psychology, 73*, 19-41. <https://doi.org/10.1111/peps.12355>.
  - Top cited paper in *Personnel Psychology* among articles published 2019-2020
35. Lavigne, K.†, Whitaker, V.†, Jundt, D., & **Shoss, M. K.** (2019). When do job insecure employees adapt to change? *Career Development International, Special Issue on the Impact of Job Insecurity on Job Performance, 29*, 271-286. <https://doi.org/10.1108/CDI-03-2019-0083>.
36. Williams, S.†, Sarno, D.†, Lewis, J.†, **Shoss, M.**, Neider, M., & Bohil, C. (2019). The psychological interaction of spam email features. *Ergonomics, 62*, 983-994. <https://doi.org/10.1080/00140139.2019.1614681>.
37. Patel, P.†, Sarno, D. M.†, Lewis, J. E.†, **Shoss, M.**, Neider, M., & Bohil, C. (2019). Perceptual representation of spam and phishing emails. *Applied Cognitive Psychology, 33*, 1296-1304. <https://doi.org/10.1002/acp.3594>.
38. Kueny, C. R.†, Jundt, D. K., & **Shoss, M. K.** (2019). Initiative in a social context: Interpersonal outcomes of individual interdependent proactive behaviour. *European Journal of Work and Organizational Psychology, 28(5)*, 669-681. <https://doi.org/10.1080/1359432X.2019.1634054>.

39. Eisenberger, R. W., Rockstuhl, T., **Shoss, M. K.**, Wan, X.†, & Dulebohn, J. (2019). Is the employee-organization relationship dying or thriving? A temporal meta-analysis. *Journal of Applied Psychology, 104*(8), 1036-1057. <https://doi.org/10.1037/apl0000390>.
40. **Shoss, M. K.**, Jiang, L., & Probst, T. M. (2018). Bending without breaking: A two-study examination of resilience and job insecurity. *Journal of Occupational Health Psychology, 23*, 112-126. <https://doi.org/10.1037/ocp0000060>.
41. **Shoss, M. K.** (2017). Job insecurity: An integrative review and agenda for future research. *Journal of Management, 43*, 1911-1939. <https://doi.org/10.1177/0149206317691574>.
  - This paper has been recognized as an excellent example of theory-building as way to reconcile and develop a fragmented field.
    - Hoon, C., & Baluch, A. M. (2020). The role of dialectical interrogation in review studies: Theorizing from what we see rather than what we have already seen. *Journal of Management Studies, 57*(6), 1246-1271.
    - Parmigiani, A., & King, E. (2019). Successfully proposing and composing review papers. *Journal of Management, 45*, 3083-3090.
42. Slavin, S., **Shoss, M. K.**, & Broom, M. (2017). A program to prevent burnout, depression, and anxiety in first-year pediatric residents. *Academic Pediatrics, 17*, 456-458.
43. Rupperecht, L.\*†, Kueny, C.\*† **Shoss, M. K.**, & Metzger, A.† (2016). Getting what you want: How fit between desired and received leader sensitivity influences emotion and CWB. *Journal of Occupational Health Psychology, 21*, 443-454. <https://doi.org/10.1037/a0040074>.
44. **Shoss, M. K.**, Jundt, D. K., Kobler, A.†, & Reynolds, C.† (2016). Doing bad to feel better? An investigation of between- and within-person perceptions of CWB as a coping tactic. *Journal of Business Ethics, 137*, 571-587. <https://doi.org/10.1007/s10551-015-2573-9>.
45. Kiewitz, C., Restubog, S. L. D., **Shoss, M. K.**, Garcia, P., & Tang, R. L. (2016). Suffering in silence: Investigating the role of fear in the relationship between abusive supervision and defensive silence. *Journal of Applied Psychology, 101*, 731-742. <https://doi.org/10.1037/apl0000074>.
  - Featured in *London School of Economics Business Review*: Kiewitz, C., Restubog, S. L. D., **Shoss, M. K.**, Garcia, P., & Tang, R. L. (2016). Too many firms ignore their abusive boss problem. *London School of Economics Business Review*.
46. **Shoss, M. K.**, Hunter, E. M., & Penney, L. M. (2016). Avoiding the issue: Disengagement coping style and the personality-CWB link. *Human Performance, 29*, 106-122. <https://doi.org/10.1080/08959285.2016.1148036>.
47. Reynolds, C.†, **Shoss, M. K.**, & Jundt, D. K. (2015). In the eye of the beholder: A multi-stakeholder perspective of organizational citizenship and counterproductive work behaviors. *Human Resource Management Review, 25*, 80-93. <https://doi.org/10.1016/j.hrmr.2014.06.002>.
48. Jundt, D. K.\*, **Shoss, M. K.\***, & Huang, J. (2015). Individual adaptive performance in organizations: A review. *Journal of Organizational Behavior, 36*, 53-71. <https://doi.org/10.1002/job.1955>
49. **Shoss, M. K.**, Callison, K., & Witt, L. A. (2015). The effects of other-oriented perfectionism and conscientiousness on helping at work. *Applied Psychology: An International Review, 64*, 233-251. <https://doi.org/10.1111/apps.12039>
50. Sweet, K. M., Witt, L. A., & **Shoss, M. K.** (2015). Managing adaptive performers: The interactive effects of leader-member exchange and perceived organizational support on employee adaptive performance. *Journal of Organizational Psychology, 15*, 49-62. [http://researchbank.acu.edu.au/cgi/viewcontent.cgi?article=1760&context=flb\\_pub](http://researchbank.acu.edu.au/cgi/viewcontent.cgi?article=1760&context=flb_pub)

51. Giorgi, G., **Shoss, M. K.**, & Leon-Perez, J. M. (2015). Going beyond workplace stressors: Economic crisis and perceived employability in relation to psychological distress and job dissatisfaction. *International Journal of Stress Management*, 22, 1-22. <https://doi.org/10.1037/a0038900>
52. Scott, K., Ingram, A., Zagenczyk, T., & **Shoss, M. K.** (2015). Work-family conflict and social undermining behavior: An examination of PO fit and gender differences. *Journal of Occupational and Organizational Psychology*, 88, 203-218. <https://doi.org/10.1111/joop.12091>
53. Zagenczyk, T. J., Purvis, R. L., **Shoss, M. K.**, & Scott, K. L. (2015). Social influence and leader perceptions: Multiplex social network ties and similarity in leader-member exchange. *Journal of Business and Psychology*, 30, 105-117. <https://doi.org/10.1007/s10869-013-9332-7>
54. D'Arcy, J., Herath, T. & **Shoss, M. K.** (2014). Understanding employee responses to stressful information security requirements: A coping perspective. *Journal of Management Information Systems*, 31, 285-318. <https://doi.org/10.2753/MIS0742-1222310210>
55. Eisenberger, R., **Shoss, M. K.**, Karagonlar, G., Gonzalez-Morales, G., Wickham, R., & Buffardi, L. (2014). The supervisor POS–LMX–subordinate POS chain: Moderation by reciprocity wariness and supervisor's organizational embodiment. *Journal of Organizational Behavior*, 35, 635-656. <https://doi.org/10.1002/job.1877>
56. **Shoss, M. K.**, Eisenberger, R., Restubog, S., & Zagenczyk, T. (2013). Blaming the organization for abusive supervision: The roles of perceived organizational support and supervisor's organizational embodiment. *Journal of Applied Psychology*, 98, 158-168. <https://doi.org/10.1037/a0030687>
57. Giorgi, G., Ando, M., Arenas, A., **Shoss, M. K.**, & Leon-Perez, S. (2013). Exploring personal and organizational determinants of workplace bullying and its prevalence in a Japanese sample. *Psychology of Violence*, 3, 185-197. <https://doi.org/10.1037/a0028049>
58. **Shoss, M. K.**, & Penney, L. (2012). The economy and absenteeism: A macro-level study. *Journal of Applied Psychology*, 97, 881-889. <https://doi.org/10.1037/a0026953>
59. **Shoss, M. K.**, Witt, L. A., & Vera, D. (2012). When does adaptive performance lead to higher task performance? *Journal of Organizational Behavior*, 33, 910-924. <https://doi.org/10.1002/job.780>
60. **Shoss, M. K.**, & Shoss, B. L. (2012). Check-up time: A closer look at physical symptoms in occupational health research. *Stress and Health*, 28, 193-201. <https://doi.org/10.1002/smi.1422>
61. Slavin, S., Schindler, D., Chibnall, J., Fendell, G., & **Shoss, M.** (2012). PERMA: A model for institutional leadership and culture change. *Academic Medicine*, 11, 1481. <https://doi.org/10.1097/acm.0b013e31826c525a>
62. Loi, C. X. A., Taylor, T. R., McMillan, S., Gross-King, M., Xu, P., **Shoss, M. K.**, & Huegel, V. (2012). Use and helpfulness of self-administered stress management therapy in patients undergoing cancer chemotherapy in community clinical settings. *Journal of Psychosocial Oncology*, 30, 57-80. <https://doi.org/10.1080/07347332.2011.633981>
63. **Shoss, M. K.**, & Strube, M. J. (2011). How do you fake a personality test? An investigation of cognitive models of impression-managed responding. *Organizational Behavior and Human Decision Processes*, 116, 163-171. <https://doi.org/10.1016/j.obhdp.2011.05.003>
64. Giorgi, G., Bresio, E., & **Shoss, M. K.** (2011). Testing a short version of the Bar-On Emotional Quotient Inventory: An Italian study. *Risorsa Uomo*, 16, 1-18. (Paper is in English in an Italian journal). [https://www.degruyter.com/document/database/IBZ/entry/ibz.ibzEx\\_20161208\\_3610/html](https://www.degruyter.com/document/database/IBZ/entry/ibz.ibzEx_20161208_3610/html)
65. **Krischer, M.**, Penney, L., & Hunter, E. (2010). Can counterproductive work behaviors be productive? CWB as emotion-focused coping. *Journal of Occupational Health Psychology*, 15, 154-166. <https://doi.org/10.1037/a0018349>

- Featured in *Academy of Management Insights*, 2021, and *Academy of Management Perspectives*, 2017

66. **Krischer, M.**, & Xu, P. (2008). Determinants of psychological functioning in patients undergoing radiotherapy: A descriptive study. *Journal of Psychosocial Oncology*, 26, 1-13. <https://www.tandfonline.com/doi/abs/10.1080/07347330802359552>
67. **Krischer, M.**, Xu, P., Meade, C. D., & Jacobsen, P. B. (2007). Self-administered stress management training in patients undergoing radiotherapy. *Journal of Clinical Oncology*, 25, 4657-4662. <https://doi.org/10.1200/jco.2006.09.0126>

**BOOK CHAPTERS** (\* denotes equal contribution; † denotes student collaborators; peer-reviewed where indicated)

68. **Shoss, M. K.** & Ehrhart, M. (full chapter invited). The art of being rejected. In Bowling, N., Shoss, M. K., & Zhou, Z. (Eds.). (Anticipated, 2024). *How to Conduct and Publish High-Quality Research in Industrial-Organizational Psychology*. Edward Elgar Publishing.
69. **Shoss, M. K.** & Saxena, M. (full chapter invited). Understanding job insecurity in the formal and informal sectors. In B. Piccoli (Ed.), *Research Handbook on Precarious Work*. Edward Elgar Publishing.
70. Selenko, E., Probst, T., & **Shoss, M.** (In Press). Is job insecurity still relevant? Unpacking the meaning of “job” and “insecurity” in today’s economy. In E. Selenko, N. De Cuyper, Martin, & W. Schaufeli (Eds.), *Facts and Fables in Work Psychology: Provocative debates that matter*.
71. Horan, K., **Shoss, M.**, Simon, M., & DiStaso, M. † (In Press). Preventing and mitigating the influence of bots in survey research. In L. Ford & T. Scandura (Eds.), *SAGE Handbook of Survey Development and Application*.
72. DiStaso, M. †, Horan, K., LeNoble, C., **Shoss, M.**, Politis, Z. †, & Azcarte, I. † (2022). The impact of workload, workload changes, and anticipated workload changes during COVID-19 on worker well-being. In D. Svyantek (Ed.), *Crisis and Chaos in Organizations: Implications for Organizational Theory*. Peer-reviewed.
73. Min, H., & **Shoss, M.** (2019). Workplace aggression and violence. In R. Griffin (Ed.), *Oxford Bibliographies in Management*. Peer-reviewed. <https://www.oxfordbibliographies.com/view/document/obo-9780199846740/obo-9780199846740-0184.xml>
74. **Shoss, M.**, Kueny, C., & Jundt, D. K. (2020). The benefits of individual proactive and adaptive performance: An organizational learning approach. In S. Pignata & R. Burke (Eds.), *Handbook of Research on Stress and Well-Being in the Public Sector*. Edward Elgar.
75. Hoffman, B., **Shoss, M.**, & Wegman, L. (2020). The changing nature of work and workers: An introduction. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work* (pp. 3-19). New York, NY: Cambridge.
76. **Shoss, M.**, Eisenberger, R., Lee, J. \*†, Lewis, B. A. \*†, Manteethai, D. \*†, Wen, X. \*†, Yu, J. \*†, & Zheng, J. \*† (2020). Implications of the changing nature of work for the employee-organization relationship. In B. Hoffman, M. Shoss, & L. Wegman (Eds.), *The Cambridge Handbook of the Changing Nature of Work*. New York, NY: Cambridge.
77. Huang, J., **Shoss, M. K.**, & Jundt, D. K. (2018). Adaptive performance. In D. Ones, N. Anderson, H. K. Sinangil, & C. Viswesvaran (Eds.), *The SAGE Handbook of Industrial, Work, and Organizational Psychology* (2<sup>nd</sup> edition). Thousand Oaks, CA: Sage. Peer-reviewed.



78. **Shoss, M. K.**, & Witt, L. A. (2013). Trait interactions and other configural approaches to personality. In N. Christiansen & R. Tett (Eds.), *Handbook of personality at work* (pp. 392-418). New York, NY: Routledge. Peer-reviewed.
79. **Shoss, M. K.**, Maurer, A. †, & Rupprecht, L.† (2013). “My boss is probably the devil!” Exploring employees’ online vents. In N. M. Ashkanasy, W. J. Zerbe, & C. E. J., Härtel (Eds.), *Research on emotion in organizations: Individual sources, dynamics, and expressions of emotions* (Vol. 9, pp. 249 – 277). Bingley, UK: Emerald Group Publishing Limited. Peer-reviewed.
80. Barber, L. K., Smit, B. W.†, & **Shoss, M. K.** (2013). The case of the Mondays: Examining workplace rumors about stress. In D. Svyantek & K. Mahoney (Eds.), *Received wisdom, kernels of truth, and boundary conditions in organizational studies* (pp. 27-75). Charlotte, NC: Information Age Publishing. Peer-reviewed.
81. **Shoss, M. K.**, & Probst, T. (2012). Multilevel outcomes of economic stress: An agenda for future research. In P. Perrewe, C. Rosen, & J. Halbesleben (Eds.), *Research in occupational stress and well-being: The role of economic context on occupational stress and well-being* (Vol. 10, pp. 43-86). Bingley, UK: Emerald Group Publishing. Peer-reviewed.
82. **Krischer, M.** (2009). Why people vote. In N. Schofield, *Political economy of democracy and tyranny* (pp. 199- 214). Munich, Germany: De Gruyter.

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**INVITED PUBLICATIONS** († denotes student collaborators; peer-reviewed where indicated)

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83. **Shoss, M. K.**, Su, S., Schlotzhauer, A., & Carusone, N. (2022). Job insecurity harms both employees and employers. *Harvard Business Review*. <https://hbr.org/2022/09/job-insecurity-harms-both-employees-and-employers>
84. Shanock, L. R., **Shoss, M. K.**, Coyle-Shapiro, J., Shore, L., Zagenczyk, T. et al. (2022). Remembering Robert W. Eisenberger: A tribute to his life and his work on perceived organizational support. *Group & Organization Management*.
85. Posey, C., & **Shoss, M.** (2022). Why employees violate cybersecurity policies. *Harvard Business Review*. <https://hbr.org/2022/01/research-why-employees-violate-cybersecurity-policies>
86. **Shoss, M.** (2021). Occupational health psychology research and the COVID-19 pandemic. *Journal of Occupational Health Psychology*. Invited editorial.
87. **Shoss, M.** (2018). *Addressing job insecurity in the 21st Century*. Work Science Center Thinking Forward Report Series. Atlanta GA: Georgia Institute of Technology. <http://www.worksciencecenter.gatech.edu/thinking-forward-series>. Invited white paper publication designed to inform public policy makers. Peer-reviewed.
88. Kiewitz, C., Restubog, S. L. D., **Shoss, M. K.**, Garcia, P., & Tang, R. L. (2016). Too many firms ignore their abusive boss problem. *London School of Economics Business Review*. <http://blogs.lse.ac.uk/businessreview/2016/06/28/too-many-firms-ignore-their-abusive-boss-problem/> Invited publication summarizing Kiewitz et al. (2016) for a lay audience.
89. Giorgi, G., **Shoss, M. K.**, & Di Fabio, A. (2017). Editorial: From organizational welfare to business success: Higher performance in healthy organizational environments. *Frontiers in Organizational Psychology*, 8, published online. <https://doi.org/10.3389/fpsyg.2017.00720>
90. **Shoss, M. K.**, & Jundt, D. K. (2013, March). Building an adaptable workforce: Research evidence and some new insights. *Personnel Testing Council of Metropolitan Washington Quarterly*, 9(1), 4-6. Invited publication summarizing our research on adaptive performance for an audience of I-O Psychology practitioners.

91. Howardson, G.†, Kim, B., **Shoss, M. K.**, Barber, L. K., & Jundt, D. K. (2014). The I/O pipeline and The Educational Outreach Program (THEO). *The Industrial-Organizational Psychologist*, 51(4), 74-80. Peer-reviewed.

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**CONFERENCE PROCEEDINGS, EDUCATIONAL PROGRAMS, AND PUBLISHED TECHNICAL REPORTS** († denotes student collaborators; peer-reviewed where indicated)

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92. Donnelly, S., Gioia, E., Naranjo, A., Jundt, D., Su, S., & **Shoss, M. K.** (2022). Tutorial for integrating experimental lab studies online through AWS. *The Industrial-Organizational Psychologist*.
93. **Shoss, M. K.**, Min, H., Horan, K., Scholtzhauer, A. †, Nigam, J., & Swanson, N. (2020). *The impact of precarious work on going to work sick and sending children to school sick during the COVID-19 pandemic*. In Proceedings of The 3rd International Electronic Conference on Environmental Research and Public Health: Public Health Issues in the Context of the COVID-19 Pandemic. 10.3390/ECERPH-3-09091. Published peer-reviewed conference proceeding.
- This research was also presented internally at the National Institute for Occupational Safety and Health (NIOSH) during the 2021 NIOSH Intramural Science Meeting (NISM)
94. Sarno, D. M.†, Lewis, J. E. †, Bohil, C. J., **Shoss, M. K.**, & Neider, M. B. (2017, September). *Who are Phishers luring?: A Demographic Analysis of Those Susceptible to Fake Emails*. In Proceedings of the Human Factors and Ergonomics Society Annual Meeting (Vol. 61, No. 1, pp. 1735-1739). Los Angeles, CA: SAGE Publications. Published peer-reviewed conference proceeding.
95. Robertson, M.†, **Shoss, M. K.**, & Broom, M. (2016). Social Media: Social Intelligence Training Module. *MedED Portal Publications*. Published peer-reviewed training program for medical personnel.
96. **Krischer, M.** (2009). *Immersive training background research overview*. Houston: ExxonMobil. Technical report to ExxonMobil.

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**MANUSCRIPTS UNDER REVIEW** († denotes student collaborators)

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- Selenko, E., Van Hootegeem, A., **Shoss, M. K.**, & De Witte, H. (under review). *Scandinavian Journal of Work and Organizational Psychology Special Issue on Job Insecurity*.
- Solow, J., **Shoss, M.**, & Berri, D. (under review). *Journal of Management*.

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**CONFERENCE PRESENTATIONS** († denotes student collaborators)

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***International Professional Society Conferences***

1. **Shoss, M.**, Scholtzhauer, A., Crandell, H., Sharma, R., & Hill, E. (2023, September). The sacrifices we make: U.S. workers' attempts at reducing precarity [Paper]. European Association of Work and Organizational Psychology Small Group Meeting on Precarious Employment and Work, Glasgow, Scotland.
2. DiStaso, M. J. † & **Shoss, M. K.** (2023, April). Mistreatment anticipation and mistreatment anxiety in hospitality work. Pitcher, B. D. (Co-Chair), Ravid, D. M. (Co-Chair), & Blustein, D. L. (Discussant). (2023). Examining Practical Challenges in Stigmatized Work [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
3. Bazzoli, A. (Chair), **Shoss, M. K.** (Co-chair), Alliger, G. M., Blustein, D. L., & McEachern, P. J. (2023, April). *Exploring the Space of Critical Work Psychology: Implications for Research and*

*Practice* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.

4. **Shoss, M. K.** & Vancouver, J. B. (2023, April). A Dynamic, Computational Model of Job Insecurity and Job Performance. In Zhou, Z. E. (Co-Chair) & Lee, S. (Co-Chair) (2023). *Novel Directions in Job Insecurity Research in Work and Nonwork Domains* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
5. Sharma, R. †, Schlotzhauer, A. †, **Shoss, M. K.**, Su, S. (2023, April). Job Insecurity as a Mediator Between Organizational Crisis and Knowledge Hiding [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
6. LeNoble, C. A., Horan, K. A., **Shoss, M.**, Steigerwald, N. †, & Strickland, A. (2023, April). Indicators of resilience in higher education during COVID-19 pandemic. LeNoble, C.A., (Co-chair) McCallus, R. (Co-chair), & Shalfrooshan, A. (Discussant). (2023, April). *Service sector resilience to COVID-19: Empirical insight and implications for leaders*. [Symposium]. 38th Annual Conference of the Society for Industrial and Organizational Psychology, Boston, MA, United States.
7. Chao, G. T. (Chair), Landers, R. N., Nittrouer, C., Ravid, D., **Shoss, M.** (2023, April). *The Future of Work: How I-O Psychology Advances Science and Practice* [IGNITE]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA, United States.
8. Naranjo, A†., **Shoss, M. K.**, Schlotzhauer, A. E†., & Ng, M. A. † (2022, June). Effect of COVID-19 Pandemic on Remote and Hybrid Work. Small group presentation at the 9<sup>TH</sup> annual conference of Council of State and Territorial Epidemiologists (CTSE), Louisville, KY (Virtual).
9. **Shoss, M. K.**, & Ciarlante, K. † (2022, August). Are robots/AI viewed as more of a workforce threat in unequal societies? Paper presented at the annual conference of the Academy of Management, Seattle, WA.
10. Ciarlante, K. †, & **Shoss, M. K.** (2022, August). Testing the effects of stressor trajectory on counterproductive work behavior. Paper presented at the annual conference of the Academy of Management, Seattle, WA.
11. Kriz, T., Jolly, P., & **Shoss, M. K.** (2022, August). Commitment under threat: Affective commitment decline in the face of job insecurity and the moderating role of managerial listening quality. Paper presented at the annual conference of the Academy of Management, Seattle, WA.
12. Schlotzhauer, A. E. †, **Shoss, M. K.**, & Su, S. (2022, April). Changes in workplace knowledge hiding during the COVID-19 pandemic. Paper presented at the annual conference of the Society for Industrial & Organizational Psychology.
13. DiStaso, M. †, Chaviano, G. †, & **Shoss, M.** (2022, April). Layoff and furlough events and employee well-being via job insecurity. Paper presented at the annual conference of the Society for Industrial & Organizational Psychology.
14. DiStaso, M. †, Grinley, A. †, Schlotzhauer, A. †, & **Shoss, M.K.** (2022, April). Employee Support for COVID-19 Safety Policies. Poster presented at the annual conference of the Society for Industrial & Organizational Psychology.
15. Su., S., **Shoss, M. K.**, Jundt, D. K., & Tavoosi, S. †. (2022, April). The COVID-19 Pandemic and Repeated Adaptation: Evidence for Different Trajectories.
16. Su, S. (Co-Chair), Jundt, D. K. (Co-chair), & **Shoss, M. K.** (Co-Chair) (2022, April). *Applying Novel Methodological and Statistical Paradigms to the Study of Adaptation* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Seattle, WA, United States.

17. Distaso, M. †, Azcarate, I. †, Le, A. †, Nakahara, W. †, & **Shoss, M.** (2022, April). Return-to-work Worries and Return Intention. Poster presented at the annual conference of the Society for Industrial & Organizational Psychology.
18. Taylor, S., Anicich, E., Carusone, N. †, Foulk, T., Osborne, M., Schaerer, M., **Shoss, M.**, Vogel, R. (2022, April). Why financially insecure employees mistreat coworkers. Poster presented at the annual conference of the Society for Industrial & Organizational Psychology.
19. Schlotzhauer, A. †, DiStaso, M. †, & **Shoss, M.** (2021). Hospitality workers' experiences with mistreatment anxiety during the COVID-19 pandemic. 6<sup>th</sup> World Research Summit for Tourism and Hospitality.
20. Nakahara, W. †, DiStaso, M. †, Le, A. †, Azcarate, I. †, **Shoss, M.**, Mejia, C., & Jex, S. (2021, November). *The influence of cognitive stress appraisals on hospitality worker's intentions to return to their organization in the context of COVID-19*. Poster to be presented at the biennial conference of Work, Stress, and Health, virtual.
21. Azcarate, I. †, Le, A. †, DiStaso, M. †, & Nakahara, W. †, **Shoss, M.**, Mejia, C., & Jex, S. (2021, November). *Worry about COVID-19 vaccination and mental health*. Poster to be presented at the biennial conference of Work, Stress, and Health, virtual.
22. DiStaso, M. †, Le, A. †, Azcarate, I. †, & Nakahara, W. †, **Shoss, M.**, Mejia, C., & Jex, S. (2021, November). *Return-to-work threat appraisal: a study of hospitality workers*. Poster to be presented at the biennial conference of Work, Stress, and Health, virtual.
23. Schlotzhauer, A. E. †, DiStaso, M. J. †, Lai, J. †, & **Shoss, M. K.** (2021, November). *Working 9 to 5, ideally: The effects of work-hour insecurity on engagement and satisfaction*. Poster to be presented at the biennial conference of Work, Stress, and Health, virtual.
24. Schlotzhauer, A. E. †, **Shoss, M. K.**, Horan, K. A., Min, H., Nigam, J. A. S., & Swanson, N. G. (2021, November). *Pathogens and peer pressure: The effect of coworkers on compliance with COVID-19 safety protocol*. Poster to be presented at the biennial conference of Work, Stress, and Health, virtual.
25. Schlotzhauer, A. E. †, DiStaso, M. J. †, Lai, J. †, & **Shoss, M. K.** (2021, November). *Working 9 to 5, ideally: The effects of work-hour insecurity on engagement and satisfaction* Poster to be presented at the biennial conference of Work, Stress, and Health, virtual.
26. Schlotzhauer, A. E. †, Horan, K. A., Hill, E. G. †, Dye, K. †, **Shoss, M. K.**, & Ehrhart, M. G. (2021, November). *Like fine wine: Age, stress, and resilience during the COVID-19 pandemic*. Poster to be presented at the biennial conference of Work, Stress, and Health, virtual.
27. Selenko, E., Van Hootegem, **Shoss, M.**, & De Witte, H. (2021, August). *Work changes in times of COVID: Effects on shared identity and health compliance behaviors*. Paper presented at the annual meeting of the British Sociological Society.
28. Eadeh, F., Elfenbein, H., Fast, N. J., Gratch, J., & **Shoss, M.** (2021, August). *Emotions, algorithms, and the future of work*. Panel discussion to be presented at the annual meeting of the Academy of Management, virtual. \*Authorship alphabetical.
29. LeNoble, C., Jay, A., Fuqua, T., Tan, C., & **Shoss, M.** (2021, April). The oncology nurse experience during COVID-19: Social resources & resilience. In A.F. Bessey & M.L. Shuffler (co-chairs), *An examination of the impact of COVID-19 on healthcare professionals*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, virtual.
30. LeNoble, C., Horan, K., **Shoss, M.**, & Kwesell, A. (2021, April) Effects of institutional responses to the COVID-19 pandemic on undergraduate faculty and students across STEM disciplines. In C. LeNoble (chair). *Making I/O research RAPID in times of crisis: Insights into quick-response NSF*

- funding*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, virtual.
31. Naranjo, A. †, LeNoble, C., **Shoss, M.**, Horan, K., DiStaso, M. † (2021, April). Stress and resilience during COVID-19 pandemic: A SEM approach. In J.D. Terry & K.P. Cigularov (co-chairs). *Stress during COVID-19: Stressors, resources, and theory*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, virtual.
  32. Flynn, P., Hardy, J., Howardson, G., Jundt, D., Rudolph, C., & **Shoss M.** (2021, April). *Tackling Big Issues in Understanding Adaptation: A Discussion Across Research Domains* (Chairs, **M. Shoss** & D. Jundt). Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, virtual. Authorship alphabetical.
  33. Pittman, R. †, Carusone, N. †, & **Shoss, M. K.** (2021, April). *Sometimes It's Personal: Differential Outcomes of Person vs Job at Risk Insecurity*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, virtual.
  34. Kueny, C., **Shoss, M. K.**, & Jundt, D. K. (2021, April). Blind with rage: anger, anticipated outcomes, and actual outcomes of CWB. In J. Evans (Chair), *Does Breaking Bad Hurt? Intrapersonal consequences of Counterproductive Work Behavior*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, virtual.
  35. Bergman, M., Chatterjee, D., Chattopadhyay, R., & **Shoss, M. K.** (2021, April). *Non-professional and Unimportant? Making IO Psychology Research Inclusive of All Work* (Chairs, M. Childers & M. Keith). Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, virtual. Authorship alphabetical.
  36. Horan, K. A., **Shoss, M. K.**, Mejia, M., Breiter-Terry, D. (2021, April). Hospitality employees nested social exchange relationships with their organization and industry during COVID-19. In Reynolds-Kueny, C.A. (Chair), *Managing in times of uncertainty: COVID-19 impacts on work*. Research incubator presented at the annual conference of the Society for Industrial and Organizational Psychology, virtual.
  37. Horan, K. A., Scott, B. †, Farzan, A. †, Marshall, J., Masys, A. J., **Shoss, M.**, Campos, A. †, Jex, S. M. & Orta-Anés, L. (2021, April). *Understanding natural disaster resilience in hospitality organizations*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, virtual.
  38. **Shoss, M. K.**, LeNoble, C., Horan, K., & Kwesell, A. (2021, February). Effects of institutional responses to the COVID-19 pandemic on STEM faculty and students. In C. Henderson & M. Feder (Chairs), *Institutional responses to COVID: The impact on undergraduate STEM education*. Symposium and panel discussion presented at the annual meeting of the American Academy for the Advancement of Science, virtual.
  39. Ciarlante, K. †, & **Shoss, M. K.** (2020, August). *Predicting employee engagement in low and high severity counterproductive work behavior*. Paper presented at the annual conference of the Academy of Management, Vancouver, Canada.
  40. Ciarlante, K. †, Zhao, X. †, **Shoss, M. K.**, & Barber L. (2020, April). What were you thinking? Personality & motives for counterproductive work behavior. In C. L. Barratt (Chair), *Naughty by Nature: An In-depth Look at Personality's Role in Employee Deviance*. Symposium to be presented at the annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
  41. Lee, J. †, Jex, S. M., & **Shoss, M. K.** (2020, April). *Consequences of experienced and observed recruiter incivility*. Poster presented at the annual conference for the Society for Industrial and Organizational Psychology, Austin, TX.

42. Naranjo, A. †, **Shoss, M. K.** (2020, April). Examining Predictors of Cognitive Job Insecurity: A Machine Learning Approach. In **Shoss, M. K.**, Naranjo, A., (Chairs) *Addressing Job Insecurity Across the Globe: The Role of Resources*. Symposium to be presented at the 35<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology (SIOP), Austin, TX.
43. Striler, J. †, Zhao, X. †, & **Shoss, M. K.** (2020, April). *Evoking Job Insecurity to Experimentally Test its Impact on Stress and Generosity*. Poster will present at the 35<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
44. Striler, J. †, Jex, S., & **Shoss, M.** (2020, April). A Longitudinal Examination of Constraints among Temporary Workers. In Bowling, N. (Chair), *What's stopping you? Organizational constraints as a major work stressor*. Symposium to be presented at the 35<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
45. Zheng, J. †, & **Shoss, M. K.** (2020, April). Predicting CWB with implicit personality: The role of situational context. In N. A. Bowling & K.A. Horan (Chairs), *Research Advances in the Situational and Person Predictors of CWB*. Symposium to be presented at the 35<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, (SIOP), Austin, TX.
46. Whitaker, V. †, Lavigne, K. †, **Shoss, M. K.**, Jundt, D. K. (2020, April). *Context matters: moderators of the effect of neuroticism on adaptive performance*. Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Austin, TX.
47. Lavigne, K. †, Jundt, D. K., **Shoss, M. K.**, & Whitaker, V. † (2020, April). Making sense of change: A regression tree approach to contextual predictors of AP. Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Austin.
48. Zhao, X. † & **Shoss, M. K.** (2019, November). The effect of economic conditions on the prevalence of abusive supervisory behaviors: A cross-temporal meta-analysis. Poster presentation at the biennial meeting of the Work, Stress, and Health conference, Philadelphia, PA.
49. Naranjo, A. †, Gebben, A. †, DiStaso, M. †, **Shoss, M.**, & Su, S. (2019, November). Patterns of Insecurity: Predicting Job Insecurity Profiles. Poster presentation at the biennial meeting of the Work, Stress, and Health conference, Philadelphia, PA.
50. Kriz, T., Jolly, P., & **Shoss, M. K.** (2019, August). The role of listening in shaping trajectories of affective job insecurity. In L. Jiang (Chair), *Job insecurity, job insecurity change, and job insecurity climate: Exploring moderators and mediators*. Symposium presented at the annual meeting of the Academy of Management.
51. Ocampo, A. C., Restubog, S. L. D., Wang, L., & **Shoss, M. K.** (2019, August). An examination of upward effects of abusive supervision. In W. Wang, S. L. D. Restubog, A. Carmelia (Chairs), *Consequences of abusive supervision at work: Expanding boundary conditions*. Symposium presented at the annual meeting of the Academy of Management.
52. Witt, L. A., Maneethai, D. †, & **Shoss, M. K.** (2019, May). *Effects of abusive leadership on resilience and production deviance*. Poster presented at the annual conference of the European Association of Work and Organizational Psychology, Turin, Italy.
53. **Shoss, M. K.**, Su, S., & Carusone, N. † (2019, May). Working hard or hardly working? Reciprocal relationships between job insecurity and performance. Paper to be presented in E. Selenko & H. De Witte (Chairs), *Job Insecurity Symposium: Performance effects of job insecurity - why, when and how*. Symposium presented at annual conference of the European Association of Work and Organizational Psychology, Turin, Italy.

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54. DiStaso, M.†, & **Shoss, M. K.** (2019, April). *Anticipatory exhaustion: How anticipated workload shapes the workload-exhaustion link*. Poster presentation at the annual conference of the Society for Industrial and Organizational Psychology, Maryland.
  55. Carusone, N. †, & **Shoss, M. K.** (2019, April). Job insecurity, financial stress, and workplace discrimination. In M. Debus & S. Dumani (Chairs), *Jobs without Thorns? New Findings in the Field of Economic Stressors*. Symposium to be presented at annual conference of the Society for Industrial and Organizational Psychology, Maryland.
  56. Ciarlante, K. †, & **Shoss, M. K.** (2019, April). *Linking intra-behavioral severity & CWBs: The development of minor & severe measures*. Poster to be presented at annual conference of the Society for Industrial and Organizational Psychology, Maryland.
  57. Lavigne, K. N. †, Whitaker, V. L. †, Jundt, D. K., & **Shoss, M. K.** (2019, April). *When do job insecure employees adapt to change?* Poster to be presented at annual conference of the Society for Industrial and Organizational Psychology, Maryland.
  58. Lavigne, K. N. †, Jundt, D. K., **Shoss, M. K.**, & Whitaker, V. L. † (2019, April). *Fostering employee adaptation and well-being in turbulent times*. Poster to be presented at annual conference of the Society for Industrial and Organizational Psychology, Maryland.
  59. Lee, J. †, & **Shoss, M. K.** (2019, April). *Motivated to learn at a time of uncertainty: Job insecurity on skill development*. Poster to be presented at annual conference of the Society for Industrial and Organizational Psychology, Maryland.
  60. Kiewitz, C., Restubog, S. L. D., Garcia, P. D., & **Shoss, M. K.** (2019, April). Who reacts to subordinates' poor job performance with abusive supervision? Narcissists do. In S. Restubog & W. Wang (Chairs), *Abusive Supervision at Work*. Symposium presented at annual conference of the Society for Industrial and Organizational Psychology, Maryland.
  61. Kueny, C. & **Shoss, M. K.** (2019, April). The Changing Importance of Intrinsically Motivating Work: 1989-2016. In B. Hoffman (Chair), *Changing nature of work: Implications for organizations*. Symposium presented at annual conference of the Society for Industrial and Organizational Psychology, Maryland.
  62. Behrend, T., Hoffman, B., Kanfer, R., **Shoss, M.K.**, & Wegman, L. (2019, April). *Panel discussion: The Changing Nature of Work and Workers* (B. Hoffman & L. Wegman, Chairs). Panel presented at annual conference of the Society for Industrial and Organizational Psychology, Maryland. Authorship alphabetical.
  63. Giorgi, G., Leon-Perez, J. M., Montani, F., & **Shoss, M. K.** (2018, September). *Appraisals of the economic crisis and its impact on work-unit absenteeism: The moderating role of psychology distress*. Paper presented at the annual conference of the European Academy of Occupational Health Psychology, Lisbon, Portugal.
  64. Zhao, X. †, **Shoss, M.K.**, & Striler, J. † (2018, May). *An experimental investigation of job insecurity: The effectiveness of different manipulations and measures*. Poster presented at the Association for Psychological Science Annual Convention, San Francisco.
  65. Zheng, J.†, **Shoss, M. K.**, & Rudolph, C. (2018, April). *Examining the conditional effects of work ability and job insecurity on well-being*. In R. S. Rauvola & C. W. Rudolph (Chairs), *New Frontiers in Work Ability: Theory, Research, and Practice*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
  66. Carusone, N.†, & **Shoss, M. K.** (2018, April). *Triggers of job insecurity: A qualitative examination*. In L. Jiang (Chair), *New Development in Job Insecurity Research: Antecedents, Mediators, and*

- Moderators. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
67. Currie, R. †, Ramdial, K. J. †, & **Shoss, M. K.** (2018, April). *Antecedents and outcome of perceived coworker support*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
  68. Perry, S. J., Callison, K., Forsman, J. W., Hanvey, C., Hunter, E. M., Lasson, E. D., Malka, A. A., Milam, A., Rubino, C., **Shoss, M. K.**, & Stewart, R. W. (2018, April). *Dos and don'ts: Thriving as PhD, master's, and undergraduate students*. Alternative session presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
  69. **Shoss, M. K.** (2018, April). Panelist. In E. Bowen (Chair): *Advancing Dialogue between Aviation and Healthcare to Improve System Safety*. Panel discussion presented at the annual conference of the Society for Industrial and Organizational Psychology, Chicago.
  70. Striler, J. †, **Shoss, M.**, & Zheng, J. † (2017, August). *Work School Conflict as a Mediator of Job Location and Work/School Outcomes*. Poster presented at the annual conference of the American Psychological Association, Washington, D.C.
  71. Kueny, C. R., **Shoss, M. K.**, Robertson, M. (2017, April). *Tending and befriending through emotion sharing: Increasing affiliation at work*. Poster presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
  72. **Shoss, M. K.** (2017, April). *Discussant: Going beyond the behavior: Systematically understanding consequences of proactive behavior*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
  73. Perry, S. J., Callison, K., Forsman, J. W., Hanvey, C., Hunter, E. M., Lasson, E. D., Malka, A. A., Milam, A., Rubino, C., **Shoss, M. K.**, & Stewart, R. W. (2017, April). *Dos and don'ts: Thriving as PhD, master's, and undergraduate students*. Alternative session presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
  74. Labat, L. †, Erb, K. †, **Shoss, M. K.**, & Meriac, J. P. (2017, April). I learned it from you: Parental influences on work ethic. In J. P. Meriac & **M. K. Shoss** (Chairs), *New developments in work ethic research: Antecedents, impact, and distinctiveness*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
  75. Zheng, J. †, & **Shoss, M. K.** (2017, April). Job demands, control, and commitment: Does full-time status matter? In B. J. Hoffman (Chair), *The changing nature of work: Empirical trends and organizational responses*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Orlando.
  76. **Shoss, M. K.**, & Brummel, B. (2016, April). Job insecurity: Only the satisfied suffer. In M. E. Debus and T. M. Probst (Chairs), *When does job insecurity hurt? Evidence for moderating variables*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim.
  77. Kueny, C. †, & **Shoss, M. K.** (2016, April). The importance of meaningful work, then and now. In L. Wood & B. Hoffman (Chairs), *The changing nature of work: Evidence and implications*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim.
  78. Techle, L. S., Brummel, B. J., Foster, J., & **Shoss, M. K.** (2016, April). *Examining the replicability of trait-trait interactions in local validation studies*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim.



79. Reynolds, C. †, **Shoss, M. K.**, Robertson, M. †, & Van Groningen, A. † (2016, April). *Understanding what “feeling supported” means by assessing supportive coworker behaviors*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim.
80. Reynolds, C. †, Erb, K. †, **Shoss, M. K.**, & Headrick, L. † (2016, April). *Counterproductive work behavior’s slippery slope: Subordinates’ reactions to supervisor CWB-O*. Paper presented at the annual conference of the Society for Industrial and Organizational Psychology, Anaheim.
81. **Shoss, M. K.**, Jundt, D. K., Reynolds, C. †, & Kobler, A. † (2016, February). *Best Served Cold? Anger and Instrumental Calculations Regarding Retaliation*. Paper presented at the 2016 Behavioral Ethics Conference, Orlando, FL.
82. **Shoss, M. K.**, Jundt, D. K., Reynolds, C. †, & Kobler, A. † (2015, August). *Push and pull: In-situ beliefs that motivate and deter CWB in response to injustice*. Paper presented at the annual conference of the Academy of Management, Vancouver.
83. David, E., Witt, A. L., & **Shoss, M. K.** (2015, August). *Do neurotic leaders wear out all employees? Supervisor-subordinate effects on emotional exhaustion*. Symposium presented at the annual conference of the Academy of Management, Vancouver.
84. **Shoss, M. K.** (2015, April). Staying the course: Job insecurity, resilient coping, and interpersonal CWB. In T. Probst (Chair), *Job (in)security: Resource loss vs. gain spirals*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.
85. Perry, S. J., & **Shoss, M. K.** (2015, April). *Chairs, Dos and don’ts of graduate school: Surviving and thriving*. Alternative session presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.
86. Jundt, D. K. & **Shoss, M. K.** (2015, April). The adaptive performance operationalization exploration. In S. Baard & D. K. Jundt (Chairs), *Deciphering the meaning of adaptation through the context of change*. Symposium presented at the annual conference of the Society for Industrial and Organizational Psychology, Philadelphia.
87. **Shoss, M. K.**, Reynolds, C. †, Van Gronigan, A. †, & Robertson, M. † (2014, November). *Tell me about it: The development of a behavioral measure of received social support (RSS) at work*. Paper to be presented at the annual conference of the Southern Management Association, Savannah.
88. Reynolds, C. †, **Shoss, M. K.**, & Jundt, D. K. (2014, August). *In the eye of the beholder: A multi-stakeholder perspective of discretionary work behaviors*. Paper presented at the annual conference of the Academy of Management, Philadelphia.
89. **Shoss, M. K.**, Reynolds, C. †, Maurer, A. †, & Jundt, D. K. (2014, August). *Deterring CWB: A qualitative investigation based on the theory of planned behavior*. Paper presented at the annual conference of the Academy of Management, Philadelphia.
90. **Shoss, M. K.** (2014, August). Chair: *Examining unproductive workplace behavior*. Session presented at the annual conference of the Academy of Management, Philadelphia, PA.
91. Reynolds, C. †, **Shoss, M. K.**, Robertson, M. †, & Van Groningen, A. † (2014, May). An examination of social support desired and received at work. In C. Harnell & W. Goo (Chairs), *Investigating the effects of person-environment fit across varying contexts*. Symposium presented at the 29<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawai`i.
92. **Shoss, M. K.**, Slavin, S., & Broom, M. (2014, May). An integrated approach to enhancing resident and medical student professionalism at Saint Louis University School of Medicine. In M. Kerry & E. Lazzara (Chairs), *A look at a paradigmatic shift in healthcare training*. Symposium presented at the

- 29<sup>th</sup> annual conference of the Society for Industrial and Organizational Psychology, Honolulu, Hawai'i.
93. Reynolds, C.†, Headrick, L.†., Robertson, M.†, & **Shoss, M. K.** (2014, May). *The interpersonal exchange between venters and their listeners*. Poster presented at the 2014 Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
  94. Headrick, L.†, Reynolds, C.†, Robertson, M.†, & **Shoss, M. K.** (2014, May). *Vent to belong: The perceived value of venting*. Poster presented at the 2014 Annual Meeting of the Midwestern Psychological Association, Chicago, IL.
  95. **Shoss, M. K.** (2013, August). Chair: *Individual differences and work performance*. Session presented at the annual conference of the Academy of Management, Orlando, FL.
  96. **Shoss, M. K.**, Jundt, D. K., Maurer, A.†, Reynolds, C.†, & Robertson, M.† (2013, August). Doing bad to feel better? An investigation of between- and within-person perceptions of CWB as a coping tactic. In **M. K. Shoss** and L. M. Penney (Chairs), *Understanding motives for counterproductive work behaviors*. Symposium presented at the annual conference of the Academy of Management, Orlando, FL.
  97. Jundt, D. K., & **Shoss, M. K.** (2013, April). Towards a process model of adaptive performance. In Jundt, D. K., & **Shoss, M. K.** (chairs), *Adaptive performance: Unpacking the black box*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
  98. **Shoss, M. K.** (2013, April). When job insecure employees search for greener grass elsewhere. In T. Probst and M. E. Debus (chairs), *Who is most affected by job insecurity and why?* Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
  99. Witt, L. A., & **Shoss, M.** (2013, April). Considering trait interactions: A configural approach to personality. In N. Christiansen (Chair), *Personality at work: Expanding the nomological net*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
  100. Kiewitz, C., Restubog, S. L. D., **Shoss, M. K.**, Garcia, P., & Tang, R. L. (2013, April). When abused employees remain silent: Effects of assertiveness and fear. In N. Ashkanasy & L. Petitta (chairs), *Dark organizational climates and cultures*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
  101. Zagencyk, T. J., Purvis, R. L., **Shoss, M. K.**, & Scott, K. L. (2012, June). *Social networks and leader-member exchange in an IT organization: The mediating effect of trust ties*. Paper presented at the annual conference of Conference on Information Science Technology and Management, Lisboa, Portugal.
  102. **Shoss, M. K.**, Hunter, E. M., & Penney, L. M. (2012, August). *Coping styles and CWB: Towards a better understanding of the personality-CWB relationship*. Paper presented at the annual conference of the Academy of Management, Boston.
  103. **Shoss, M. K.**, Rupprecht, L.†, Maurer, A.†, & Ryan, L.† (2012, August) “*My boss is whack*”: *Exploring employees' online vents*. Paper presented at the annual conference of the Academy of Management, Boston.
  104. **Shoss, M. K.**, Eisenberger, R., Restubog, S., & Zagencyk, T. (2012, April). *Blaming the organization for abusive supervision*. Poster presented at the conference of the Society for Industrial and Organizational Psychology, San Diego.

105. Amdurer, E., **Krischer, M.**, & Callison, K. (2011, August). Do job insecure employees engage in bad behavior? In E. Amdurer and **M. Krischer** (chairs), *Behavioral outcomes of job insecurity*. Symposium presented at the annual meeting of the Academy of Management, San Antonio, TX. *Symposium selected as Showcase Symposium for the Organizational Behavior Division.*
106. Banks, M., Vera, D. & **Krischer, M.** (2011, August). *Towards a typology of stakeholder management strategies*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
107. **Krischer, M.** (2011, April). Job insecurity, coping, and personality: An integrated approach. In **M. Krischer** & T. Probst (chairs), *Individual and organizational strategies for coping with job insecurity*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
108. **Krischer, M.**, Waite, E., Wu, H., Eisenberger, R., & Kernan, M. (2011, April). *Do employees hold the organization responsible for a bad supervisor?* Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
109. **Krischer, M.**, & Shoss, B. (2011, April). *Check-up time: A closer look at physical symptoms*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
110. Dubin, D., **Krischer, M.**, Campion, J. (2011, April). *Can you elaborate? A novel approach for mitigating personality faking*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
111. **Krischer, M.** (2010, August). *Economic downturn, sickness absence, and workplace violence*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
112. **Krischer, M.** & Waite, E. (2010, August). *Job insecurity and change: When does performance suffer?* Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
113. **Krischer, M.**, Waite, E., & Witt, L. A. (2010, August). Antecedents of perceived supervisor support: A multilevel investigation. In K. Orvis (chair), *The role of support in the workplace*. Symposium presented at the annual meeting of the Academy of Management, Montreal, Canada.
114. **Krischer, M.**, Wilson, I., Kou, K., Mirza, C., & Penney, L. (2010, August). *Keeping up with the Joneses: Social comparison and extrinsic motivation*. Poster presented at the annual meeting of the American Psychological Association, San Diego, CA.
115. **Krischer, M.**, & Witt, L. A. (2010, April). *Predicting adaptive performance: The interactive effects of ability and leadership*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
116. Dubin, D., **Krischer, M.**, & Witt, L. A. (2010, April). *The efficacious employee: The effects of mentorship and supervisor fit*. Interactive poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
117. **Krischer, M.**, Rubino, C., & Spitzmueller, C. (2009, November). *Job satisfaction and political environments: The role of political skill and supervisor position*. Poster presented at the International Conference on Occupational Stress and Health, San Juan, Puerto Rico.
118. **Krischer, M.**, Hunter, E., & Penney, L. (2009, August). *Can CWB help employees feel better? The negative association between CWB and emotional exhaustion*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.

119. **Krischer, M.**, & Spitzmueller, C. (2009, August). *Response rates in organizational research: Towards a standardized practice*. Interactive paper presented at the annual meeting of the Academy of Management, Chicago, IL.
120. Tolar, T., Barth, A., **Krischer, M.**, Ellis, M., & Francis, D. (2009, June). *Latent class models of middle school readers with and without reading problems*. Poster presented at the annual meeting of the Society for the Scientific Study of Reading, Boston, MA.
121. **Krischer, M.**, Dubin, D., & Witt, L. A. (2009, May). *When does adaptive performance yield higher overall job performance?* Poster presented at the annual meeting of the European Association of Work and Organizational Psychology, Santiago, Spain.
122. **Krischer, M.**, Luksyte, A., Spitzmueller, C., & Sady, K. (2009, May). *When do people voluntarily quit? It depends on personality and qualifications*. Poster presented at the annual meeting of the European Association of Work and Organizational Psychology, Santiago, Spain.
123. **Krischer, M.**, & Strube, M. J. (2009, April). *Impression-managed responding: The use of response latencies to identify dissimulation*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
124. **Krischer, M.**, & Witt, L. A. (2009, April). Other-oriented perfectionism and task-focused interpersonal citizenship behavior. In J. Weiss (chair), *Perfectionism*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
125. Perry, S. J., **Krischer, M.**, David, E. M., Hunter, E. M., & Witt, L. A. (2009, April). *The interactive effects of performance and emotional exhaustion on turnover*. Interactive poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
126. Stewart, R., David, E., **Krischer, M.**, & Witt, L. A. (2009, April). Instrumental and affective antecedents of POS. In Z. Byrne (chair), *Perceived organizational support: New perspectives*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
127. Griffeth, R. W., Witt, L. A., Polk, C., Thacker, R., Gullekson, N., David, E. M., Robinson, S., **Krischer, M.**, & Gerasymchuk, M. (2009, April). *Assessing the cost of incompetence: A computer programmer example*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.

### **Regional Conferences**

128. Chheda, K. †, DiStaso, M. †, Lee, J. †, Horan, K., **Shoss, M.**, & Mejia, C. (2021, February). *Disparities in COVID-19 layoffs and furloughs in the hospitality industry*. Poster presented at the Annual Southeast Regional Research Symposium, Birmingham, AL, United States.
129. Horan, K., **Shoss, M.**, Beltramo, J. †, Ciarlante, K. †, Grinley, A. †, Jex, S., Breiter-Terry, D., Mejia, C. (2020, February). Industry workshops as a method to improve leader attitudes toward worker safety and health: Initial proof of concept. Poster to be presented at Southeastern Regional ERC Symposium, Birmingham, AL.
130. Striler, J. †, Zhao, X. †, & Shoss, M. K., (2020, February). Evoking job insecurity to experimentally test its impact on stress and generosity. Poster presented at USF Health Research Day, Tampa, FL.
131. **Shoss, M. K.** (2018, November). Data analytic considerations: Illustrations with ISSP & GSS. Presented in panel discussion on *Using archival data in quantitative and qualitative OB and HR research* (Panelists: J. Capitano, B. Dineen, K. Fisher, K. French, B. Pratt, & M. Shoss). Panel presented at annual conference of the Southern Academy of Management, Kentucky.

132. **Krischer, M.,** & David, E. (2009, February). *Scale development of a social skill measure: An IRT analysis*. Symposium presented at the annual IO-OB conference, Chicago, IL.

### **Local Conferences**

133. Le, A. †, Politis, Z. †, Lai, J., DiStaso, M. †, **Shoss, M.** (2021). *The effect of relaxation on employee well-being after experiencing job stressors*. Poster presented at UCF Student Scholar Symposium (SSS) Showcase, virtual.
- 2021 Judges' Choice Award Winner.
134. Sharma, R. †, Chaviano, G. †, DiStaso, M., † & **Shoss, M.** (2021, March). *The Role of Work-Family Conflict on the Relationship Between Job Autonomy and Organizational Commitment*. Poster presented online Student Scholar Symposium (SSS) Showcase at UCF, Orlando, FL.
135. Syed, E. †, Lavina, M.S., † Rayo, N. †, Kalai, M. †, DiStaso, M. †, **Shoss, M.** (2021) *Everything is Under Control: The types of autonomy and their effect on job and life satisfaction*. Poster presented online at the Student Scholar Symposium (SSS) Showcase in Orlando, Florida.
136. Azcarate, I. †, Emile, J. †, DiStaso, M. †, & **Shoss, M.** (2021, March). *The Role of Conscientiousness in the Relationship between Information Processing, Cognitive Engagement, and Job Satisfaction*. Poster presented at the annual Student Scholar Symposium Research Showcase at UCF, Orlando, FL.
137. **Krischer, M.** (2008, April). *Impression-managed responding: The use of response latencies to determine dissimulation*. Poster presented at the Washington University Undergraduate Research Symposium, St. Louis, MO.
138. **Krischer, M.** (2008, April). *Impression-managed responding: The use of response latencies to determine dissimulation*. Poster presented at the Washington University Department of Psychology Honors Poster Session, St. Louis, MO.

### **KEYNOTES AND INVITED PRESENTATIONS** († denotes student collaborators)

139. Vietas, J., & **Shoss, M. K.** (Panelists) (2023, July). A human-centered approach to AI: Engaging stakeholders for effective integration. National Safety Council Webinar.
- Webinar Abstract: Join us for an insightful webinar that emphasizes the importance of implementing a human-centered approach to artificial intelligence (AI) and its impact on the workforce. In this session, we will advocate for involving stakeholders at every stage of the AI tool's lifecycle, from design and development to deployment and ongoing maintenance. Our speakers, Dr. Mindy Shoss and Dr. Jay A. Vietas, will share their expertise and perspectives on incorporating stakeholder engagement to ensure the successful integration of AI tools in various industries.*
140. **Shoss, M. K.** (2023, May). *Does job insecurity make people work harder? Examining a much-debated question*. Tel Aviv University OB Research Seminar (virtual).
141. **Shoss, M. K.** (2023, March). *Does job insecurity make people work harder? Examining a much-debated question*. Baruch College IO Psychology Research Brownbag (virtual).
142. **Shoss, M. K.** (2022, October). *Does job insecurity make people work harder? Examining a much-debated question*. Wright State University IO Psychology Research Colloquium (virtual).
- Abstract: The question of how job insecurity impacts work performance has been the source of much debate in the academic literature as well as in the popular press. This talk will present several recent studies aimed at understanding (a) the types of strategies employees might pursue to try to secure their jobs, (b) the conditions under which individuals are motivated to put forth energy and effort into*

behaviors to try to secure their jobs, (c) whether these strategies are in fact successful at reducing subsequent perceptions of job insecurity, and (d) how the job insecurity-job performance relationship may play out over time. Overall, these studies suggest that job insecurity is associated with greater strategic behaviors when employees are facing proximal threats to their jobs. However, these efforts are rarely in the best interest of organizations and any performance improvements may be short-lived.

143. **Shoss, M. K.** (2022, May). *The future of work: Healthy workplaces and worker adaptability*. Invited presentation to UCF Office of Research Share the Knowledge Talks Seminar.

144. **Shoss, M. K.** (2021, September). *Job insecurity: A crucial consideration for healthy work design in pandemic and post-pandemic times*. Invited paper presentation in NIOSH Curated Paper Session for the biennial of Work, Stress, and Health Conference.

*Abstract: The COVID-19 pandemic introduced many “shocks” to people’s work—millions of workers were laid off, and those who were employed experienced new work-related threats to their health and safety. This talk draws from research on job insecurity, including newly collected data on the COVID-19 pandemic, to examine the important connection between job insecurity and workplace healthy design. I will argue that job insecurity is intricately connected with healthy work design, such that healthy work design can help mitigate future-oriented uncertainty and its ensuing negative well-being effects.*

145. Guimetti, G., Howard, D., Nixon, A., Park, Y., & **Shoss, M. K.** (Panelists) (2021, September). *Panel: Techno-mistreatment in the workplace* (Chair: P. Spector). Invited panel to the biennial of Work, Stress, and Health Conference.

*Abstract: As remote work has become more and more prevalent, a growing concern has been people’s exposure to virtual mistreatment using communication technology. This panel of expert researchers on workplace mistreatment will discuss its nature and its impact on employees with a focus on technology-mediated mistreatment. Included will be actions organizations can take to manage negative behaviors remotely.*

146. **Shoss, M.,** DiStaso, M., Schlotzhauer, A. (2021, September). *How research can make a difference – Insights from Targeted Research Training*. Presentation to the NIOSH-funded Sunshine Education and Research Center Interdisciplinary Day.

147. **Shoss, M. K.** (2021, May). *Job insecurity & the COVID-19 pandemic: Research insights and directions for future work*. Invited talk to the University of Zurich.

*Abstract: Over the course of the COVID-19 pandemic, hundreds of millions of people have lost jobs or been forced to exit the labor market. At the same time, many of those who remain employed experience insecurity about the existence, nature, economic sufficiency, and personal viability of their jobs. This talk explores the consequences of job insecurity for individuals, organizations, and society, with a specific emphasis on the impact of the COVID-19 pandemic. I will begin by offering a general framework that can be used to think about the nature of job insecurity and job insecurity’s effects. Building from this work, I will describe several research projects that can shed light on how workers have experienced and responded to job insecurity during the pandemic. The talk will conclude with some thoughts about research needed to understand the pandemic’s long-term effects on people’s perceptions of and responses to the security of their jobs.*

148. **Shoss, M. K.** (2021, March). *Research productivity: Lessons learned & career strategies*. Invited talk to Australian Catholic University Peter Faber Business School.

*Abstract: Research productivity is as important as it is elusive. Research productivity allows us to discover more and take more scientific risks. It’s the metric by which our careers are evaluated. At the same time, growing demands on time and resource constraints make research productivity difficult to achieve and maintain. In this talk, I will reflect on productivity-enabling factors and lessons learned. I’ll*

also pose career strategy questions that may help audience members think about how they might pursue research productivity in their own careers.

149. **Shoss, M. K.** (2021, January). *Occupational health in hospitality: Insights from the NIOSH-sponsored Targeted Research Training Program*. Invited talk to Boston University School of Hospitality Administration.

150. **Shoss, M. K.**, Jundt, D. K., Su, S. (2020, October). *Variability in Repeated Adaptive Performance (VARI): Examining Personality Predictors*. Invited presentation for Army Research Institute 2020 Program Review. [external evaluators of ARI's research portfolio and Department of Defense officials were in attendance, only 4 projects were selected for presentation].

*Abstract: Adaptive performance (AP) is crucial in contexts requiring people to change plans, solve problems, and remove obstacles that impede task or mission accomplishment. Unfortunately, research suffers from inconsistent findings, narrow range of predictors, and conceptual and operational inconsistencies. The purpose of this research is to allow us to (a) extend the adaptive performance criterion space to include speed and level, (b) identify novel personality predictors of such performance, and (c) develop new statistical paradigms for studying repeated AP.*

151. **Shoss, M. K.** (2020, August). *Strategies for managing an uncertain and disrupted world of work*. Invited Presidential Programming talk at the American Psychological Association Annual Meeting.

*Abstract: While it is difficult to know exactly what work will look like in the future, most commentators anticipate that it will be marked by considerable disruption. Many people will be at risk of losing their jobs as industries shift and automation displaces workers, and many more may experience concerns about being able to find work or switch jobs. The on-going COVID-19 pandemic has in several ways accelerated these trends and demonstrated the fragility of work to extreme and disruptive events. This session will address a number of looming issues, namely, what are the consequences of an increasingly insecure world of work for individuals, organizations, and societies? How are these effects distributed across jobs and people? What strategies can be used to mitigate negative effects?*

152. **Shoss, M.** & Mejia, C. (2020, July 15). *An interdisciplinary approach to Covid-19 impacts on hospitality industry workers* [Webinar]. University of Central Florida Rosen College of Hospitality Management. Link: <https://hospitality.ucf.edu/research-recovery-re-scaling/>

153. Currie, R. †, Perez, A. †, Posey, C., & **Shoss, M. K.** (2020, October). Exploring the cyber behaviors of temporary work-from-home employees. Presentation to 2020 PegaSec Cyber Security Expo, hosted by the University of Central Florida.

- Similar invited presentations were made to other cybersecurity audiences:
  - i. Posey, C., **Shoss, M. K.**, Currie, R. †, Perez, A. † (2021, January). *Covid's impacts on work from home*. Presentation to ISC<sup>2</sup> Central Florida.
  - ii. Posey, C., **Shoss, M. K.**, Currie, R. †, Perez, A. † (2020, December). *Covid WFH Impact on Individuals and Companies Cybersecurity*. Presentation to CyberSecurity NonProfit (CSNP).

*Abstract: Federally-funded by the National Science Foundation, this research attempts to better understand the demands placed on working professionals affected by the COVID-19 pandemic. Our research team is particularly interested in understanding how employers have asked employees to alter their home environments to be able to work from there in a secure fashion. Further, we are investigating how work-from-home employees deal with the stresses affecting them in their new but temporary work environments.*

154. **Shoss, M. K.** (2019, April). *Panelist*. Work-life balance. SIOP Junior Faculty Consortium.

155. Jex, S., **Shoss, M.**, & Spector, P. (2019, February). *Panel: Psychosocial Stressors & Needs Assessment*. Presented at the Sunshine ERC Workshop on Unique Stressors and Challenges in the Hospitality Industry: Establishing the Need for Future Solutions.
156. **Shoss, M. K.** (2017, May). *Adaptability, resilience, and the colonization of Mars*. Presentation to the Buzz Aldrin Space Institute Mars Mission Social Sciences Workshop hosted by the Buzz Aldrin Space Institute and Florida Institute of Technology.
- Abstract: Travel to Mars and Mars colonization is likely to be fraught with unknown and novel circumstances to which individuals and groups will need to readily and successfully adapt. This presentation reviews research on individual adaptive performance and resilience to stressors, highlighting relevant insights and important knowledge gaps.*
157. **Shoss, M. K.** (2016, November). *Keynote address: Employee well-being and productivity in an insecure world of work*. Keynote address presented at the International Research Symposium on Social Identity in the Workplace and Employee Engagement, Sydney, Australia.
- Abstract: Over the past few decades, the combined forces of globalization and technological advancement have led to dramatic increases in competition and uncertainty in the business environment. Many companies have responded by downsizing, restructuring, and cost-cutting in an effort to compete. Often pursued in the name of productivity and profit, such strategies pose direct and indirect threats to employee well-being. However, there is growing recognition across academic, HR, and management circles that employee well-being is critical for productivity and sustainable growth. In this talk, I explore the link between well-being and productivity. This link is perhaps most clearly evidenced by the negative ways in which employees respond to threats to their well-being, including engaging in such counterproductive behaviors as being absent and purposely obstructing rules and procedures. I draw from published works as well as works in progress to illustrate the motivational processes that underlie these reactions, and to examine implications of the link between well-being and productivity for human resource management in an environment where employees experience increasing insecurity over the future of their jobs. With this regard, macro and micro evidence point to job insecurity as a serious threat to employee well-being and productivity that can undermine the benefits of otherwise satisfying work.*
158. **Shoss, M. K.** (2016, April). *Panelist*. Getting tenure: Tips and strategies from tenured faculty. SIOP Junior Faculty Consortium.
159. **Shoss, M. K.** (2015, July). *Building an adaptable workforce: Research evidence and new insights*. Invited presentation at the 1<sup>st</sup> International Symposium for the Prevention of Stress at Work (Simposio Internazionale: Nuove Strategie per gli Interventi di Prevenzione dello Stress da Lavoro), Sardinia, Italy. The conference was sponsored by the University of Sassari, Italian Psychological Society, and several Italian organizations.
160. **Shoss, M. K.** (2015, July). *Lessons in performance assessment and enhancement*. Invited workshop at the 1<sup>st</sup> International Symposium for the Prevention of Stress at Work (Simposio Internazionale: Nuove Strategie per gli Interventi di Prevenzione dello Stress da Lavoro), Sardinia, Italy. The conference was sponsored by the University of Sassari, Italian Psychological Society, and several Italian organizations.
161. Shoss, M.K. & Barber, L. (2014, April). *Beyond science: IO to inspire*. Community of interest at the 2014 annual conference of the Society for Industrial & Organizational Psychology, Honolulu, Hawai`i.
162. **Shoss, M. K.** (2013, June). *Conquering stress*. Stress management workshop presented to the Saint Louis University College of Arts and Sciences staff.



163. **Shoss, M. K.** (2013, January). *Can counterproductive work behaviors be productive? A coping approach to CWB*. Invited presentation to the Department of Psychology, Washington University in Saint Louis, Saint Louis, MO.
164. **Shoss, M. K.** (2012, March). *An introduction to multilevel modeling*. Invited presentation to the Saint Louis University Social Identity Lab, Saint Louis, MO.
165. **Shoss, M. K.** (2012, March). *Can counterproductive work behaviors be productive? A coping approach to CWB*. Invited presentation to the Departments of Psychology and Management, University of Missouri-Saint Louis, Saint Louis, MO.
166. **Krischer, M.** (2009, August). *Cognitive psychology and training: What can ExxonMobil learn from the latest advances in cognitive psychology?* Presentation given at ExxonMobil, Houston, Texas.
167. **Krischer, M.** (2009, August). *Nine cognitive elements for effective training*. Presentation given at ExxonMobil, Houston, Texas.
168. **Krischer, M., & Strube, M. J.** (2008, April). *Impression-managed responding: An HLM approach*. Invited presentation to the Department of Psychology, Washington University in Saint Louis, St. Louis, MO.

**RESEARCH FUNDING RECEIVED** († denotes student collaborators; ^ denotes junior faculty collaborators)

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**Extramural Funding (total extramural funding received = \$2,627,245)**

National Science Foundation. Project title: *FW-HTF-P: Augmenting Healthcare Professionals' Training, Expertise Development, and Diagnostic Reasoning with AI-based Immersive Technologies in Telehealth*. Role: Co-PI (PI: Roger Azevedo). Funded 2022-2023. \$150,000.

National Institute for Occupational Safety and Health Sunshine Education and Research Center. Project title: *Concerns about Change*. Role: Co-PI, Faculty Supervisor (PI: Michael DiStaso†). Funded 2021. \$9,284.

National Science Foundation. Award #2029749. Project title: *RAPID: Collaborative Proposal: Effects of COVID-19 Outbreak and Institution Responses on Undergraduate Faculty and Students Across Disciplines*. Role: Co-PI (PI: Kristin Horan^). Funded 2020-2022. \$113,316.  
<https://sciences.ucf.edu/psychology/covidandhighered/>

National Science Foundation. Award #2030845. Project title: *RAPID: Exploring the Cyber Behaviors of Temporary Work-from-home (TWFH) Employees*. Role: Co-PI (PI: Clay Posey). Funded 2020-2021. \$170,249.

National Institute for Occupational Safety and Health. Contract #9278082. Project title: *COVID-19 Outbreak, Precarious Work, and Employee Health and Safety*. Role: PI. (Co-PIs: Haylee Min^, Kristin Horan^). Funded 2020. \$3,495.

National Institute for Occupational Safety and Health. Award #T42OH008438. Project title: *Targeted Research Training in Occupational Safety and Health* (as part of USF's Sunshine Education & Research Center). Role: PI. (Co-PIs: Steve Jex, Cynthia Mejia, Kristin Horan^). Funded 2019-2024. \$998,876 (Total center amount: \$9 million).

- Supplement to study the impact of COVID-19 in the hospitality industry (April 2020, Role: PI). \$14,000
- Supplement for research collaborations with UniteHere! Workers Union and Rosen College of Hospitality (February 2021, Role: PI). \$18,519
- Supplement to support M. DiStaso & W. Nakahara's dissertations (2022): \$2,214

National Institute for Occupational Safety & Health (NIOSH). Project title: *Acceptance & Use of Wearable Technology Among Hotel Housekeepers to Promote Safety, Health, & Well-Being in the Hospitality Industry*. Role: Co-PI. (PIs: Mejia, C., Shoss, M., Horan, K., Anon, M.J. & Kider, J.) \$7,347.80.

Department of Defense U.S. Army Contracting Command. Award #W911NF1910442. Project title: *Building Laboratories Without Limits: Bringing Behavioral and Neurophysiological Measurement to Real and Virtual Environments*. Role: Co-PI (PI: Dr. Mark Neider, other Co-PIs: Amie Newins<sup>^</sup>, Florian Jentsch, Corey Bohil, Melissa Dagley, Joseph Schmidt<sup>^</sup>). Funded 2019-2021. \$596,430.

Army Research Institute. Award #W911NF1910453. Project title: *Variability in Repeated Adaptive Performance (VARI): Examining Personality Predictors*. Role: PI. Funded 2019-2023. \$372,556.

National Institute for Occupational Safety and Health Sunshine Education and Research Center. Award #6402109503E. Project title: *Evoking Job Insecurity to Experimentally Test its Impact on Stress and Generosity*. Role: Co-PI, Faculty Supervisor (PI: Jamie Striler †). Funded 2018-2019. \$4,040.

Society for Human Resource Management Foundation. Grant #175. Project title: *Fostering Employee Adaptation, Well-Being, and Commitment in Turbulent Times*. Role: PI. Funded 2016-2018. \$77,266.

Institute on Medicine as a Profession and the Josiah Macy Jr. Foundation. Project title: *An Integrated Approach to Enhancing Resident and Medical Student Professionalism at Saint Louis University School of Medicine*. Role: Co-investigator (PI: Dr. Stuart Slavin). Funded 2013-2015. \$100,000.

### **Intramural Funding**

COS Seed Funding Program: 2022 – 2023. *Hospitality Service Robots & Worker Well-Being*. PIs: Shoss, M., Jex, S., Mejia, C., Amon, M.J., & Kider, J. Funded 2023-2024. \$21,784.

UCF Rosen College of Hospitality Management Dean's Research Clusters Program. *Hospitality Service Robots & Stakeholder Well-Being*. PIs: Mejia, C., Shoss, M. & Anon, M.J. Funded 2022-2023. \$5,000.

UCF Office of Undergraduate Research, Research Grant. Awarded to Angelia Le†, Ignacio Azcarate†, and Michael DiStaso† for their project: *Inhospitality in the hospitality industry: Marginalized workers' experiences with guest mistreatment*. Role: Faculty advisor. Funded 2021-2022. \$1,500.

UCF Office of Undergraduate Research, 2020 Summer Undergraduate Research Fellowship (SURF) Program – COVID-19 TEAM Track. Awarded to Ignacio Azcarate † and Zoe Politis † for social science research on the COVID-19 pandemic. Role: Faculty advisor. Funded 2020. Each student received a stipend of \$750, and the team received \$250 for equipment and supplies.

UCF Office of Faculty Excellence, Mid-Career Refresh Program. Project title: *Introducing computational modeling to occupational health psychology: A mid-career refresh proposal*. Role: PI. Funded 2020-2022. \$28,822.

UCF Office of Research Mentoring Opportunity Program. Role: Mentor (Mentee: Dr. Shiyang Su ^). Funded 2019-2021. \$3,000.

UCF Doctoral Research Support Award Awarded to Nicole Carusone. Project title: *Job Insecurity, Economic Stress, and Workplace Discrimination*. Role: Faculty advisor (PI: Nicole Carusone †). 1-year duration. Funded 2019-2020. \$4,600.

UCF Office of Research Salary Support for Large Proposal Development. Project title: *Wise courage*. Role: PI. Funded 2019. \$29,000.

UCF College of Sciences Faculty Travel Award. Project title: *Society for Industrial/Organizational Psychology 2019 conference*. Funded 2019. \$250.

Saint Louis University College of Arts and Sciences, Undergraduate/Graduate Research Collaboration Grant. Awarded to Elizabeth Rupprecht †, Andrew Metzger †, and Chelsi Creech †, Saint Louis University. Project title: *The Effect of College Seniors' Job Market Expectations and Justice Perceptions on their Well-Being and 'Tabling' Behaviors*. Role: Faculty Mentor. 1-year duration. Funded 2012-2013. \$500.

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## SELECTED POPULAR COVERAGE OF RESEARCH

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- Wall Street Journal article on coping with AI and emerging technologies.
- News releases by the American Psychological Association on [toxic workplaces](#) and [worker autonomy](#) in conjunction with APA's release of their 2023 Work in America workforce survey.
- BBC article on [AI and Identity](#)
- New York Times article on [Well-Being and Quitting](#)
- HuffPost article on [AI Anxiety](#)
- TechCrunch article on [AI & Robots](#)
- Washington Post [article](#) on technology and stress
- Ivanhoe Media interviews, distribution of 150 local news networks across the US
- [Healthdays](#) interview on working alongside robots
- [wftv](#)'s reporting on women, work, and the COVID-19 pandemic
- [Knights Do That! Podcast](#)
- Research on managerial listening and job insecurity covered by [APA News Briefs](#)
- [Activist Lab Podcast](#)
- [Department12 Podcast](#)
- Research on anticipated workload change featured on the [Healthy Work Podcast](#)
- NIOSH-Sponsored Targeted Research Training Program work featured on [wftv](#) local news station

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## COURSES TAUGHT

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### University of Central Florida, Department of Psychology:

*Graduate (Ph-D level, face-to-face unless indicated):*

- Professional Issues in I/O Psychology
- Organizational Psychology I
- Industrial Psychology II
- Research Seminar in Occupational Health Psychology

- Research Seminar in the Changing Nature of Work (*offered in both online and face-to-face formats; included master's and doctoral students*)
- Advanced Research Methods in I/O Psychology (*offered in both online and face-to-face formats*)

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

*Undergraduate (all face-to-face):*

- Occupational Health Psychology
- Personality Theory
- Research Capstone in Industrial/Organizational Psychology

*Graduate (Ph-D level; all face-to-face):*

- Occupational Health Psychology
- Individual Differences
- Training: Theory, Program Design, and Evaluation
- Independent Readings on Academic Life
- Advanced Quantitative Research Methods

**Saint Louis University, School for Professional Studies:**

- *Mentor*, Leadership and Organizational Development Capstone Action Research Project (ORLD 590; 595). Master's program in Leadership and Organizational Development (Fall and Spring 2013). (*online*)
- *Instructor*, Occupational Health and Stress (PSYK-477-OG2). Course taught at Barnes Jewish Healthcare Center for Lifelong Learning (Fall 2014). (*hybrid, face-to-face and online*)

**University of Houston, Department of Psychology:**

*Undergraduate:*

- Introduction to Psychological Statistics (Spring 2011)

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**PROFESSIONAL SERVICE**

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**Editorships:**

- Associate Editor, *Journal of Occupational Health Psychology* (2022 – present)
- Associate Editor, *Group & Organization Management* (2020 – 2022)
- Guest Editor, *Journal of Occupational Health Psychology submissions on the COVID-19 crisis* (2020 – 2021)
- Special Issue Co-Editor, *Technology, Mind, and Behavior, Special Issue on Technology, Work, and Inequality* (with Tara Behrend, Purdue) (2020 – present)
- Special Issue Co-Editor, *International Journal of Environmental Research and Public Health, Special Issue "Emerging Issues in Occupational Health Psychology,"* with Jose León-Pérez (Universidad de Sevilla), Aristides Ferreira (ISCTE), and Gabriele Giorgi (European University of Rome) (2020).
- Special Issue Co-Editor, *Frontiers in Organizational Psychology, Special Issue "From organizational welfare to business success: Higher performance in healthy organizational environments,"* with Gabriele Giorgi (European University of Rome) and Annamaria Di Fabio (University of Florence) (2017).

**Editorial Board Member:**

- *Journal of Applied Psychology* (2021 – present)

- *Industrial and Organizational Psychology: Perspectives on Research and Practice* (2021-present)
- *Journal of Organizational Behavior* (2019 – present)
- *Occupational Health Science* (2019 – present)
- *Journal of Business and Psychology* (2017 – present)
- *Journal of Business and Psychology, Special Issue on Cybersecurity* (2021-present)
- *Journal of Occupational Health Psychology* (2016 – present)
- *Journal of Vocational Behavior* (2018 – 2022)
- *Stress and Health* (2014 – 2021)
- *Journal of Business and Psychology, Special Issue on Sports and Management* (2015)

**Ad Hoc Reviewer:**

- *Academy of Management Discoveries*
- *Human Resource Management Journal*
- *Organizational Behavior and Human Decision Processes*
- *Journal of Management*
- *Personnel Psychology*
- *Human Relations*
- *Human Performance*
- *Journal of Occupational and Organizational Psychology*
- *Journal of Managerial Psychology*
- *International Journal of Selection & Assessment*
- *International Journal of Manpower*
- *Journal of Family Issues*
- *Accident Analysis and Prevention*
- *European Journal of Work and Organizational Psychology*
- *European Journal of Psychological Assessment*
- *NSF Decision, Risk and Management Sciences Program*
- *Society for Industrial and Organizational Psychology Annual Conference*
- *Academy of Management Annual Conference*
- *Society for Human Resource Management Grant Proposals*
- *Southern Academy of Management Annual Conference*
- *Wiley Book Proposal*

**Panelist, National Science Foundation** (date/program not permitted to be listed)

**Panelist, National Institute for Occupational Safety and Health** SOHSS Member Conflict Review

**American Psychological Association Office of Advocacy**, advisory committee on the Future of Work (2021 – present)

- Presented at bipartisan briefings with the Congressional Future of Work Caucus on the role of psychology in the future of work.
- Consulted on APA's activities and priorities regarding the future of work

**Committee Member, National Institute for Occupational Safety and Health National Occupational Research Agenda Committee for Healthy Work Design** (2020 – present)

- This council of representatives from industry, academia, worker organizations, and government collaborate to identify the knowledge and actions most urgently needed to prevent avoidable adverse health outcomes among workers. The NORA councils publish a research agenda that helps set public and business priorities with regard to worker safety and health.

**Chair, Society for Industrial and Organizational Psychology Committees:**

- *Division 14 Program Chair*, American Psychological Association Convention 2017.
  - This is a 3-year position that included serving as chair in training for the 2016 APA Convention, chair for the 2017 APA Convention, and past program chair for the 2018 APA Convention.
- *Chair, The Educational Outreach Program (THEO)*; Society for Industrial and Organizational Psychology Education and Training Committee (2012-2015).
  - This subcommittee of SIOP's Education and Training Committee organizes and facilitates SIOP member efforts to give introductory talks about I/O psychology to high school and college students. Since 2012, SIOP member participation has increased from 212 to 551 individuals and the committee is continuing to work towards greater community involvement.

**Member, Society for Industrial and Organizational Psychology Committees:**

- *Futures Committee* (2020-2021)
  - The Futures Committee advises the SIOP Executive Board with regard to how to best prioritize activities to stay relevant in the changing nature of work.
- *Scientific Affairs Committee* (2015-2017)
  - This committee is concerned with all aspects of IO Psychology as a science.
- *Flanagan Award Committee*; Society for Industrial and Organizational Psychology Conference Program Committee (2013-2014)
  - This subcommittee of SIOP's Conference Program Committee is responsible for putting out the call for conference papers and deciding the Flanagan Award, which is awarded to the best student paper at the conference.
  - This subcommittee of SIOP's Education and Training Committee organizes and facilitates SIOP member efforts to give introductory talks about I/O psychology to high school and college students. Since 2012, SIOP member participation has increased from 212 to 551 individuals and the committee is continuing to work towards greater community involvement.
- *Member, Flanagan Award Committee*; Society for Industrial and Organizational Psychology Conference Program Committee (2013-2014)
  - This subcommittee of SIOP's Conference Program Committee is responsible for putting out the call for conference papers and deciding the Flanagan Award, which is awarded to the best student paper at the conference.

**Tenure and Promotion External Reviewer:**

- Department of Psychology, University of Tulsa
- College of Business & Economics, Australian National University
- College of Business and Public Policy, University of Alaska-Anchorage

**UNIVERSITY SERVICE**

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**University of Central Florida:**

*Interim Director*, Ph.D. Program in Industrial-Organizational Psychology (2016-2017)

**Service Committees:**

- Member, College of Sciences Research Committee (2021-present)
- Member, Chair's Advisory Committee, Department of Psychology (2022-present)
- Member, Industrial-Organizational Psychology Ph.D. Program Committee (2016-present)

- Member, Doctoral Admissions Committee, Ph.D. Program in Industrial-Organizational Psychology (2016-present)
- Member, College of Sciences Sabbatical Committee (2018)
- Member, I/O Psychology Faculty Search Committee, Junior Faculty Searches (2017-2018)
- Chair, I/O Psychology Faculty Search Committee, Junior Faculty Search (2016-2017)
- Chair, Doctoral Admissions Committee, Ph.D. Program in Industrial-Organizational Psychology (2016-2017)
- Member, I/O Psychology Faculty Search Committee, Senior Faculty Search (2016-2017)
- I/O Psychology Faculty Search Committee, Junior Faculty Search (2016)

### **Student Committees:**

#### *Chair:*

1. Masters Thesis Committee – Crandell, H. (Industrial/Organizational, present)
2. Masters Thesis Committee – Jacobs, A. (Industrial/Organizational, present)
3. Masters Thesis Committee – Zhao, X. (Industrial/Organizational, 2020)
4. Masters Thesis Committee – Striller, J. (Industrial/Organizational, 2019)
5. Masters Thesis Committee – Ciarlante, K. (Industrial/Organizational, 2019)
6. Masters Thesis Committee – Zheng, J. (Industrial/Organizational, 2018)
7. Masters Thesis Committee – Carusone, N. (Industrial/Organizational, 2018)
8. Dissertation Committee – Naranjo, A. (Industrial/Organizational, present). Title: *Patterns of risk behavior and their value: A latent class growth modeling approach.*
9. Dissertation Committee – DiStaso, M. (Industrial/Organizational, 2022). Title: *Mistreatment anticipation and mistreatment anxiety.*
10. Dissertation Committee – Ciarlante, K. (Industrial/Organizational, 2022). Title: *Testing a dynamic model of counterproductive work behavior: How changes in job stressors and affective experiences influence CWB trajectory.*
11. Dissertation Committee – Carusone, N. (Industrial/Organizational, 2022). Title: *Resources and racism: An examination of a dual-pathway model of economic stress and workplace prejudice and discrimination.*
12. Dissertation Committee – Zheng, J. (Industrial/Organizational, 2021). Title: *Examining the indirect effects of the big-five traits on the change in job satisfaction via the change in specific work characteristics.*
13. Dissertation Committee (co-chair) – Ng, M. (Industrial/Organizational, present). Title: TBD.
14. Preliminary Exams Committee – Zhao, X. (Industrial/Organizational, 2021)
15. Preliminary Exams Committee – Ciarlante, K. (Industrial/Organizational, 2021)
16. Preliminary Exams Committee – Naranjo, A. (Industrial/Organizational, 2021)
17. Preliminary Exams Committee – DiStaso, M. (Industrial/Organizational, 2020)
18. Preliminary Exams Committee – Striller, J. (Industrial/Organizational, 2019)
19. Honors in the Major Committee – Mazur, S. (Industrial/Organizational, 2023)
20. Honors in the Major Committee – Jaffe, R. (Industrial/Organizational, 2017)

#### *Member:*

1. Masters Thesis Committee – Yu, H. (Industrial/Organizational, present)
2. Masters Thesis Committee – Kane, M. (Industrial/Organizational, present)
3. Masters Thesis Committee – Dye, K. (Industrial/Organizational, 2022)
4. Masters Thesis Committee – Lyew, A. (Industrial/Organizational, 2022)
5. Masters Thesis Committee – Lane, L. (Industrial/Organizational, 2022)
6. Masters Thesis Committee – Gebben, A. (Industrial/Organizational, 2021)
7. Masters Thesis Committee – Broksch, E. (Industrial/Organizational, 2020)

8. Masters Thesis Committee – Holden, C. (Industrial/Organizational, 2020)
9. Masters Thesis Committee – Perez, A. (Industrial/Organizational, 2019)
10. Masters Thesis Committee – Monsky, D. (Industrial/Organizational, 2018)
11. Dissertation Committee – Kandah, A. (Industrial/Organizational, present)
12. Dissertation Committee – Hong, J. (Industrial/Organizational, present)
13. Dissertation Committee – Schlotzhauer, A. (Industrial/Organizational, present)
14. Dissertation Committee – Hill, E. (Industrial/Organizational, present)
15. Dissertation Committee – Tavoosi, S. (Industrial/Organizational, present)
16. Dissertation Committee – Rivera, M. (Industrial/Organizational, present)
17. Dissertation Committee – Cui, C. (Industrial/Organizational, present)
18. Dissertation Committee – Ng, M. (Industrial/Organizational, present)
19. Dissertation Committee – Beltramo, J. (Industrial/Organizational, present)
20. Dissertation Committee – Broksch, E. (Industrial/Organizational, present)
21. Dissertation Committee – Gebben, A. (Industrial/Organizational, present)
22. Dissertation Committee – Crowell, J. (Text & Technology, present)
23. Dissertation Committee – Nakahara, W. (Industrial/Organizational, 2023)
24. Dissertation Committee – Baz, G. (Industrial/Organizational, present)
25. Dissertation Committee – Lee, J. (Industrial/Organizational, 2021)
26. Dissertation Committee – Currie, R. (Industrial/Organizational, 2021)
27. Dissertation Committee – Sarno, D. (Human Factors, 2020)
28. Dissertation Committee – McCord, M. (Industrial/Organizational, 2017)
29. Dissertation Committee – Dhanani, L. (Industrial/Organizational, 2017)
30. Dissertation Committee – Wolcott, A. (Industrial/Organizational, 2017)
31. Dissertation Committee – LePalme, M. (Industrial/Organizational, 2017)
32. Preliminary Exams Committee – Hong, J. (Industrial/Organizational, 2023)
33. Preliminary Exams Committee – Kandah, A. (Industrial/Organizational, 2023)
34. Preliminary Exams Committee – Rivera, M. (Industrial/Organizational, 2022)
35. Preliminary Exams Committee – Tavoosi, S. (Industrial/Organizational, 2022)
36. Preliminary Exams Committee – Ng, M. (Industrial/Organizational, 2022)
37. Preliminary Exams Committee – Beltramo, J. (Industrial/Organizational, 2022)
38. Preliminary Exams Committee – Gebben, A. (Industrial/Organizational, 2021)
39. Preliminary Exams Committee – Zhao, E. (Industrial/Organizational, 2021)
40. Preliminary Exams Committee – Cui, C. (Industrial/Organizational, 2021)
41. Preliminary Exams Committee – Nakahara, W. (Industrial/Organizational, 2020)
42. Preliminary Exams Committee – Broksch, E. (Industrial/Organizational, 2020)
43. Preliminary Exams Committee – Lee, J. (Industrial/Organizational, 2019)
44. Preliminary Exams Committee – Currie, R. (Industrial/Organizational, 2019)
45. Honors in the Major Committee – Gass, J. (Industrial/Organizational, 2022)
46. Honors in the Major Committee – Fan, J. (Industrial/Organizational, 2023)

***Awards Won by Lab Members:***

- 2022 Judges' Choice Award, UCF Student Scholar Symposium:
  - Broker, E., & DiStaso, M. (2022). *Emotional Exhaustion and Content Validity Concerns*. Presented at UCF Student Scholar Symposium (SSS) Showcase in Orlando, Florida.
- 2021 Judges' Choice Award, UCF Student Scholar Symposium:
  - Le, A., Politis, Z., Lai, J., DiStaso, M., Shoss, M. (2021). The effect of relaxation on employee well-being after experiencing job stressors. Presented virtually at UCF Student Scholar Symposium (SSS) Showcase in Orlando, Florida.
- Zoe Politis, College of Science Nominee for UCF's Undergraduate Order of the Pegasus Award, 2021



- Michael DiStaso, College of Science Nominee for UCF’s Graduate Order of the Pegasus Award, 2021
- Alissa Gebben, winner of the Society for Industrial/Organizational Psychology’s James L. Outtz Grant for Student Research on Diversity, 2020
- Elaine Zhao, winner, Chicago Industrial Organizational Psychologists Consulting Challenge, 2018
- Nicole Carusone, winner, Chicago Industrial Organizational Psychologists Consulting Challenge, 2017

### **Saint Louis University:**

#### ***Service Committees:***

- University Joint Faculty and Staff Committee on Workplace Bullying (2013-2015)
- Psychology Department Undergraduate Program Committee (2012-2015)
- University Libraries Advisory Committee (2012-2015)
- Psychology Department Ad Hoc Committee on Promotion Criteria for
- Non Tenure-Track and Emeritus Faculty (2013-2015)
- I/O Psychology Faculty Search Committee (2012-2013)
- Psychology Department Diversity Committee (2011-2014)

*Faculty Mentor*, workshop for Pius/Medical Center Libraries faculty and staff on survey design.

- Mentored graduate students in the *Training: Theory, Program Design, and Evaluation* (PSY 649) course to prepare and deliver a 1-hour workshop for the Libraries Assessment Committee and other library faculty and staff on survey design and administration (Fall 2013) and on qualitative data (Spring 2015)

*Faculty Judge*, Psychology Capstone Research Symposium (2013, 2015), Psi Chi Research Award, Sayons Awards (2013)

#### ***Student Committees:***

##### *Chair:*

1. Masters Thesis Committee – Van Gronigan, A. (Industrial/Organizational, 2016)
2. Masters Thesis Committee – Metzger, A. (Industrial/Organizational, 2016)
3. Masters Thesis Committee – Erb, K. (Industrial/Organizational, 2015)
4. Masters Thesis Committee – Reynolds, C. (Industrial/Organizational, 2014)
5. Masters Thesis Committee – Robertson, M. (Industrial/Organizational, 2014)
6. Masters Thesis Committee – Maurer, A. (Industrial/Organizational, 2013)
7. Preliminary Exams Committee – Maurer, A. (Industrial/Organizational, 2014)
8. Preliminary Exams Committee – Reynolds, C. (Industrial/Organizational, 2015)
9. Preliminary Exams Committee – Robertson, M. (Industrial/Organizational, 2015)
10. Dissertation Committee – Rupperecht, L. (Industrial/Organizational, 2015)
11. Dissertation Committee – Maurer, A. (Industrial/Organizational, 2015)
12. Dissertation Committee – Reynolds, C. (Industrial/Organizational, 2016)

##### *Member:*

1. Masters Thesis Committee – Guarino, S. (Industrial/Organizational, 2016)
2. Masters Thesis Committee – Bleckman, A. (Industrial/Organizational, 2016)
3. Masters Thesis Committee – Toomey, E. (Industrial/Organizational, 2015)
4. Masters Thesis Committee – L’Hommedieu, J. (Industrial/Organizational, 2015)
5. Masters Thesis Committee – Nelson, C. (Clinical, 2013)
6. Preliminary Exams Committee – Erb, K. (Industrial/Organizational, 2017)
7. Preliminary Exams Committee – Scott, N. (Industrial/Organizational, 2015)

8. Preliminary Exams Committee – Krienkamp, D. (Industrial/Organizational, 2014)
9. Preliminary Exams Committee – Ryan, L. (Industrial/Organizational, 2013)
10. Preliminary Exams Committee – Rupperecht, L. (Industrial/Organizational, 2013)
11. Dissertation Committee – Nelson, C. (Clinical, 2016)
12. Dissertation Committee – Smit, B. (Industrial/Organizational, 2014)
13. Dissertation Committee – Heitman, J. (Industrial/Organizational, 2014)
14. Dissertation Committee – Maloney, P. (Industrial/Organizational, 2013)

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## **PROFESSIONAL ASSOCIATIONS**

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Society for Industrial and Organizational Society (SIOP)

Academy of Management

Society for Occupational Health Psychology

Global Labor Organization

American Psychological Association

Positive Relationships at Work Microcommunity, Academy of Management

(<http://smgworld.bu.edu/prw/>)

Time Microcommunity, Academy of Management

Global Organisation for Humanitarian Work Psychology (GOHWP) (<http://gohwp.org>)

Scientist Network, Georgia Tech Work Science Center