

Education

Ph.D. (2011)	Psychology (Industrial/Organizational)	University of Connecticut, Storrs, CT
M.A. (2008)	Psychology (Industrial/Organizational)	University of Connecticut, Storrs, CT
B.A. (2000)	Psychology (Cum Laude)	College of the Holy Cross, Worcester, MA

Academic Positions

2020–	Associate Professor, Psychological Science & Organizational Science, UNC Charlotte
2016–2020	Assistant Professor, Psychological Science & Organizational Science, UNC Charlotte
2011–2016	Assistant Professor, Psychology, Wayne State University

Grants Awarded (External)

<u>Agency</u>	<u>Role</u>	<u>Funds</u>	<u>Dates</u>	<u>Abbreviated Title</u>
NIH/NIAAA	Co-I (PI: Montanaro)	\$415,769	9/24-9/26	Bystander Measure Dev. Renewal
CDC/NIOSH	PI	\$151,000	9/23-8/25	Work Design & Diabetes Self-Mgt.
Carolina Ctr. for Healthy Work	Mentor (PI: Chen)	\$14,000	11/22-9/23	Construction Worker Job Stress
NIH/NIAAA	Co-I (PI: Mennicke)	\$406,742	1/2021-4/24	Bystander Measure Development
SIOF Foundation	PI	\$7,092	11/17-5/19	Mitigating Disability Bias in Hiring
Institute of Coaching	PI	\$39,278	6/15-4/19	Coaching Primary Care Physicians
Alfred P. Sloan Foundation	Co-PI (w. Fisher)	\$63,773	6/15-6/16	Investigating Perceived Work Ability
Alfred P. Sloan Foundation	Co-PI (w. Fisher)	\$20,000	7/14-10/14	Investigating Perceived Work Ability
Institute of Coaching	PI	\$22,500	8/11-8/13	Coaching Workers w. Chronic Illness
SIOF Foundation	PI	\$7,345	5/12-8/13	Coaching Workers w. Chronic Illness

Grants Awarded (Internal)

<u>Institution</u>	<u>Role</u>	<u>Funds</u>	<u>Dates</u>	<u>Abbreviated Title</u>
UNC Charlotte	PI	\$16,000	7/22-12/23	Work-Health Management
UNC Charlotte	PI	\$4,318	3/17-3/18	Examining Work Ability Within Person
Wayne State University	PI	\$10,000	5/12-5/13	Workplace Coping with Chronic Illness

Books

1. McGonagle, A. K. (2025). *Chronic health conditions and work: Proactive strategies for supporting employees and doing well by doing good*. Oxford University Press. doi: <https://doi.org/10.1093/9780197660669.001.0001>

Journal Articles (*student co-author)

1. *Reed, B. N., & McGonagle, A. K. (2024). Ups and downs: Workers with fluctuations in chronic pain and work–health management interference. *International Journal of Stress Management*, 31, 279-291. <https://doi.org/10.1037/str0000332>
2. Montanaro, E., Mennicke, A., McGonagle, A., Moxie, J., Meehan, E. A., *Jules, B. N., *Temple, J., *Brienzo, M. J., *Williams, M., *Yoder, A., *Carlson, H., *Haley, G., Correia, C., & McMahon, S. (2024). Factor structure for measures of bystander likelihood, barriers, and actions to prevent problematic alcohol use among college students. *Journal of American College Health*. <https://doi.org/10.1080/07448481.2024.2418534>
3. McGonagle, A. K., Chosewood, C., Hartley, T., Newman, L., Ray, T., & Rosenberg, M. (2024). Chronic health conditions in the workplace: Work stressors and supportive supervision, work design, and programs. *Occupational Health Science*, 8, 233-241 <https://doi.org/10.1007/s41542-024-00192-0>
4. Ruggs, E. N., & McGonagle, A. K. (2023). Can brief video trainings reduce bias and improve knowledge and attitudes toward applicants with disabilities? *Journal of Business and Psychology*, 38, 305-326. <https://doi.org/10.1007/s10869-022-09857-5>
5. *Reed, B. N., & McGonagle, A. K. (2023). Research and scholarly methods: Studies of workplace well-being and other organizational phenomena. *Journal of the American College of Clinical Pharmacy*, 6, 1279-1288.

<https://doi.org/10.1002/jac5.1848>

6. Shaw, W. S., Dugan, A. G., McGonagle, A. K., Nicholas, M. K., & Tveito, T.H. (2023). The Job Leeway Scale: Initial evaluation of a self-report measure of health-related flexibility and latitude at work. *Journal of Occupational Rehabilitation*, 33(3), 581-591. <https://doi.org/10.1007/s10926-023-10095-6>
7. *Etzel, L., McGonagle, A. K., *Roos, L., & *Mooney, J. (2023). All for one, one for all: Compassionate goal orientation, social support, and work engagement. *International Journal of Applied Positive Psychology*. <https://doi.org/10.1007/s41042-023-00115-4>
8. Mennicke, A., Montanaro, E., Bowling, J., Williams, M., Tirunagari, A., *Jules, B. N., *Campbell, S., *Carlson, H., *Farris, S., Kissler, N., McClare, V., McGonagle, A., Pruneda, P., McMahon, S., Correia, C., Benson, K., Willard, J., Post, A., McCabe, S., Coates, A., & Sotiroff, A. (2023). A systematic review of validated measures of US-based bystander intervention related constructs. *Trauma, Violence, & Abuse*, 24(5), 3732-3747. <https://doi.org/10.1177/15248380221137067>
9. McGonagle, A. K., *Bardwell, T., *Flinchum, J., & *Kavanaugh, K. (2022). Perceived work ability: A constant comparative analysis of workers' perspectives. *Occupational Health Science*, 6, 207-246. <https://doi.org/10.1007/s41542-022-00116-w>
10. *Roos, L., McGonagle, A. K., & *Etzel, L. (2022). Are your goals working for you or against you? Implications of interpersonal goals at work on surface acting and burnout. *International Journal of Stress Management*, 29, 193-204. <https://doi.org/10.1037/str0000249>
11. McGonagle, A. K. (2021, Jan. 19). How organizations can support employees with chronic health conditions. Harvard Business Review. Digital Article H0642R, 2-6. <https://hbr.org/2021/01/how-organizations-can-support-employees-with-chronic-health-conditions>
12. McGonagle, A. K., *Schmidt, S., & Speights, S. L. (2020). Work-health management interference for workers with chronic health conditions: Construct and scale development. *Occupational Health Science*, 4, 445-470. <https://doi.org/10.1007/s41542-020-00073-2>
13. McGonagle, A. K., Schwab, L., Yahanda, N., Duskey, H., Gertz, N., Prior, L., Roy, M., & Kriegel, G. (2020). Coaching for primary care physician well-being: A randomized trial and follow-up analysis. *Journal of Occupational Health Psychology*, 25, 297-314. <https://doi.org/10.1037/ocp0000180>
14. Walsh, B. M., McGonagle, A. K., Bauerle, T., & *Bardwell, T. (2020). Safety stressors: Uncivil reactions to work-safety tension. *Occupational Health Science*, 4, 63-81. <https://doi.org/10.1007/s41542-020-00055-4>
15. Walsh, B. M., Burrus, A., Kabat-Farr, D., McGonagle, A. K., Call, E., & Shen, F. C. (2020). Living a calling and perceived work ability in domestic violence services. *Journal of Counseling Psychology*, 67, 241-250. doi: 10.1037/cou0000387
16. Rudolph, C. W., & McGonagle, A. K. (2019). Exploring age-conditional effects in the emotional labor-perceived work ability linkage: A daily diary study. *Work, Aging, & Retirement*, 5(2), 163-174. doi: 10.1093/workar/way014
17. Kabat-Farr, D., Walsh, B. M., & McGonagle, A. K. (2019). Uncivil supervisors and perceived work ability: The joint moderating roles of job involvement and grit. *Journal of Business Ethics*, 156, 971-985. doi: 10.1007/s10551-017-3604-5
18. *Fragoso, Z. L. & McGonagle, A. K. (2018). Chronic pain in the workplace: A diary study of pain interference at work and worker strain. *Stress and Health*, 34, 416-424. doi: 10.1002/smi.2801
19. Walsh, B. M., Lee, J., Jensen, J., McGonagle, A. K., & Samnani, A. (2018). Positive leader behaviors and workplace incivility: The mediating role of perceived norms for respect. *Journal of Business and Psychology*, 33, 495-508. doi: 10.1007/s10869-017-9505-x Received Editor's Commendation (1 of 8 papers selected for 2018)
20. *Liu, M., McGonagle, A. K., & Fisher, G. (2018). Sense of control, job stressors, and well-being: Inter-relations and reciprocal effects among older U.S. workers. *Work, Aging, & Retirement*, 4, 96-107 doi: 10.1093/workar/waw035
21. *Fragoso, Z. L., Holcombe, K. J., McCluney, C. L., Fisher, G., McGonagle, A. K., & Friebe, S. J. (2016). Burnout

- and engagement: Relative importance of predictors and outcomes in two healthcare worker samples. *Workplace Health & Safety*, 64(10), 479-487. doi: 10.1177/2165079916653414
22. McGonagle, A. K., Essenmacher, L., *Hamblin, L., Luborsky, M., Upfal, M., & Arnetz, J. (2016). Management commitment to safety, teamwork, and hospital worker injuries. *Journal of Hospital Administration*, 5(6), 46-52. doi: 10.5430/jha.v5n6p46
23. McGonagle, A. K., *Childress, N. M., Walsh, B. M., & Bauerle, T. J. (2016). Can civility norms enhance positive effects of management commitment to safety? *The Journal of Psychology: Interdisciplinary and Applied*, 5, 591-605. doi: 10.1080/00223980.2016.1143798
24. Williams, L. J., & McGonagle, A. K. (2016). Four research designs and a comprehensive analysis strategy for investigating common method variance with self-report measures using latent variables. *Journal of Business and Psychology*, 31, 339-359. doi: 10.1007/s10869-015-9422-9 Received Editor's Commendation
25. McGonagle, A. K., Roebuck, A., *Diebel, H., Aqwa, J., *Fragoso, Z., & *Stoddart, S. (2016). Anticipated work discrimination scale: A chronic illness application. *Journal of Managerial Psychology*, 31, 61-78. doi: 10.1108/JMP-01-2014-0009
26. Bauerle, T., McGonagle, A. K., & Magley, V. J. (2016). Mere overrepresentation? Using cross-occupational injury and job analysis data to explain men's risk for workplace fatalities. *Safety Science*, 83, 102-113. doi: 10.1016/j.ssci.2015.11.006
27. Beatty, J. E., & McGonagle, A. K. (2016). Coaching employees with chronic illness: Supporting professional identities through biographical work. *International Journal of Evidence Based Coaching and Mentoring*, 14, 1-15. <https://radar.brookes.ac.uk/radar/items/10de2fa4-dcb6-4f8a-98a0-faf1013f6ac3/1/>
28. McGonagle, A. K., Huang, J. L., & Walsh, B. M. (2016). Insufficient effort survey responding: An under-appreciated problem in work and organizational health psychology research. *Applied Psychology: An International Review*, 65, 287-321. doi: 10.1111/apps.12058
29. McGonagle, A. K. (2015). Participant motivation: A critical consideration. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 208-214. doi: 10.1017/iop.2015.27
30. McGonagle, A. K., Fisher, G. G., Barnes-Farrell, J. L., & Grosch, J. W. (2015). Individual and work factors related to perceived work ability and labor force outcomes. *Journal of Applied Psychology*, 100, 376-398. doi: 10.1037/a0037974.
31. McGonagle, A. K., Beatty, J. E., & Joffe, R. (2014). Coaching for workers with chronic illness: Evaluating an intervention. *Journal of Occupational Health Psychology*, 19, 385-398. doi: 10.1037/a0036601 Runner-up for paper of the year award, *Journal of Occupational Health Psychology*
32. McGonagle, A. K., Walsh, B. M., Kath, L. M., & Morrow, S. L. (2014). Civility norms, safety climate, and safety outcomes: A preliminary investigation. *Journal of Occupational Health Psychology*, 19, 437-452. doi: 10.1037/a0037110
33. McGonagle, A. K., & *Hamblin, L. (2014). Proactive responding to anticipated discrimination based on chronic illness: Double-edged sword? *Journal of Business and Psychology*, 29, 427-442. doi: 10.1007/s10869-013-9324-7
34. McGonagle, A. K., Freake, H. C., Zinn, S., Bauerle, T., Winston, J., Lewicki, G., Jehnings, M., Khan-Bureau, D., & Phillion, M. (2014). Evaluation of STRONG-CT: A program supporting minority and first-generation U.S. science students. *Journal of STEM Education: Innovations and Research*, 15, 52-61.
35. McGonagle, A. K., Barnes-Farrell, J., Di Milia, L., Fischer, F. M., Hobbs, B., Iskra-Golec, I., Kaliterna, L., & Smith, L. (2014). Demands, resources, and work ability: A cross-national examination of health care workers. *European Journal of Work and Organizational Psychology*, 23, 830-846. doi: 10.1080/1359432X.2013.819158
36. McGonagle, A. K., & Barnes-Farrell, J. (2014). Chronic illness in the workplace: Stigma, identity threat, and strain. *Stress & Health*, 30, 310-321. doi: 10.1002/smi.2518.
37. McGonagle, A. K., & Kath, L. M. (2010). Work-safety tension, perceived risk, and worker accidents: A meso-

mediational model. *Journal of Safety Research*, 41(6), 475-479. doi: 10.1016/j.jsr.2010.09.002

38. Morrow, S., McGonagle, A. K., Dove-Steinkamp, M., Walker, Jr., C., Marmet, M., & Barnes-Farrell, J. (2010). Relationships between psychological safety climate facets and safety behavior in the rail industry: A dominance analysis. *Accident Analysis and Prevention*, 42, 1460-1467. doi: 10.1016/j.aap.2009.08.011
39. Barnes-Farrell, J., Davies-Schriels, K., McGonagle, A. K., Walsh, B., Di Milia, L., Fischer, F., Hobbs, B., Kaliterna, L., & Tepas, D. (2008). What aspects of shift work influence off-shift well-being of healthcare workers? *Applied Ergonomics*, 39, 589-596. doi: 10.1016/j.apergo.2008.02.019

Chapters and Other Publications (*indicates current or former student)

1. McGonagle, A. K. & Reed, B. N. (2025). Supporting workers with chronic health conditions: Prescriptions for more sustainable and inclusive work. Chapter in J. Barling, K. Kelloway, & K. Nielsen (Eds.) *Work & Health*, SIOF Organizational Frontiers series, Oxford University Press.
2. *Reed, B. N., & McGonagle, A. K. (2024). Working with chronic Health conditions: A case for more proactive support. *Workplace Health & Safety*, 72(10), 453. <https://doi.org/10.1177/21650799241267835>
3. McGonagle, A. K., & *Bardwell, T. (2022). Working with chronic health conditions: Challenges and interventions. Chapter in *Routledge Psychology in the Real World*. <https://doi.org/10.4324/9780367198459-REPRW191-1>
4. Rosemberg, M. A., Spector, J., McGonagle, A., Hartley, T. A., Ray, T., Newman, L., & Chosewood, C. (2022, June 15). Climatologic Conditions, Chronic Disease and Work: Emerging Evidence and Implications. *NIOSH Science Blog*. <https://blogs.cdc.gov/niosh-science-blog/2022/06/15/climate-and-work/>
5. Beatty, J. E., & McGonagle, A. K. (2018). Chronic health conditions and work identity from a lifespan development frame. Chapter in S. Werth and Brownlow, C. *Work and Identity: Contemporary Perspectives on Workplace Diversity*. Palgrave Macmillan. doi: 10.1007/978-3-319-73936-6
6. McGonagle, A. K. (2016). Common method variance. Entry in S. G. Rogelberg (Ed.), *Encyclopedia of Industrial and Organizational Psychology*, 2nd edition, SAGE Publications. DOI: 10.4135/9781483386874.n68
7. McGonagle, A. K., & *Hamblin, L. (2012). A dark side of coping with chronic illness stigma threat. In Leslie A. Toombs (Ed.) *Proceedings of the Seventieth Annual Meeting of the Academy of Management*, ISSN 1543-8643.

Manuscripts under Review or in Preparation (*indicates current or former student)

1. *Bourque, L., & McGonagle, A. K. Managing Employees with Chronic Health Conditions: Insights into Perspectives on Challenges and Supports Solutions from Human Resource Professionals, Managers, and Leaders in Large and Small Organizations. *Under Review*.
2. McGonagle, A. K., *Williams, N., & *Hoffer, L. Can-do and will-do: Theoretical Updates to Perceived Work ability and Differentiation from Motivation to Continue Working. *In preparation*.
3. *Reed, B. N., McGonagle, A. K., & Gil-Rivas, V. Navigating Diabetes at Work: An Inductive Exploration of Workers' Journeys. *Under Review*.
4. *Reed, B. N., & McGonagle, A. K. Protecting Food Autonomy: An Inductive Study of Resource Loss Across Work and Home. *Under review*.
5. McGonagle, A. K., Kulkarni, M., & Santuzzi, A. Disability, Neurodiversity, and Inclusion at Work. Invited chapter in D. Brown, E. King, and M. Hebl (Eds.), *Handbook of Inclusion*, Oxford University Press. *In preparation*.

Conference Presentations and Panels (*indicates current or former student)

1. Reed, B. N.* & McGonagle, A. K. (2025, October). Navigating Food Autonomy: An Inductive Study of Resource Loss Across Work and Home. Paper accepted for presentation at Southern Management Association conference, Greenville, SC.
2. Reed, B. N.*, & McGonagle, A. K. (2025, October). Shifting Selves at Work: Daily Variation in Identification and Relationships to Burnout. Paper accepted for presentation at Southern Management Association conference,

Greenville, SC.

3. McGonagle, A. K., Gil-Rivas, V. G., & *Reed, B. N. (2025, July). Work factors, diabetes self-management, and work ability in vulnerable workers: Preliminary findings. Paper Presented at Work, Stress, and Health conference, Seattle, WA.
4. *Reed, B. N., & McGonagle, A. K. (2025, April). Many me's at work: Work identification profiles and relationships to well-being [Poster]. Presented at Society for Industrial/Organizational Psychology Conference, Denver, CO.
5. Mundada, I. (Chair), Aguinas, H. (Panelist), Hebl, M. (Panelist), Kandola, B. (Panelist), & McGonagle, A. (Panelist). (2025, April). Best Practices in Conducting Research with Hard-to-Reach Populations. Presented at Society for Industrial Organizational Psychology Annual Conference, Denver, CO.
6. Kreamer, L. (Chair), Cunningham, C. (Panelist), McGonagle, A. (Panelist), & Voss, N. (Panelist). (2025, April). Silent Vacationing and its Impacts on Organizations. Presented at Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
7. Gil-Rivas, V. G. R., McGonagle, A. K., & *Reed, B. N. (2025, March). Diabetes self-management: The role of habit strength and workplace support. Presented at the Society of Behavioral Medicine annual conference, San Francisco, CA.
8. *Reed, B. N., McGonagle, A. K., Gil-Rivas, V. G., & *Khan, F. (2024, November). Navigating diabetes at work: An inductive exploration of workers' journeys. Paper Presented in Navigating Marginalization at Work: Impacts on Employees at Southern Management Association Conference, San Antonio, TX.
9. McGonagle, A. K., *Reed, B. N., Gil-Rivas, VGR, & *Khan, F. (2024, June). Work-health management interference and work characteristics in blue-collar and service workers with type 2 diabetes. Poster presented at 16th annual EAOHP Conference, Grenada, Spain.
10. Robertson, M. M. (Co-Chair), Kendrick, M. K. (Co-Chair), Dimoff, J. (Panelist), Finkelstein, L. (Panelist), McGonagle, A. (Panelist), Santuzzi, A. (Panelist), Wessel, J. (Panelist), & Whelpley, C. (Panelist). (2024, April). Supporting employees with chronic health conditions and disabilities. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL, United States.
11. Mennicke, A., Montanaro, E., McGonagle, A., *Jules, B., *Temple, J., *Williams, M., *Yoder, A., & *Brienzo, M. (2024, January). Initial factor structure for measures of bystander likelihood, barriers, and actions to prevent problematic alcohol use among college students. Poster presented at the 28th Annual Conference for the Society for Social Work and Research, Washington, DC.
12. *Temple, J., *Brienzo, M., McGonagle, A., *Williams, M., *Jules, B., Bowling, J., Mennicke, A., & Montanaro, E. (2023, November). Measures of bystander intervention for problematic alcohol use: Results from a national sample of college students. Poster presented at the American Public Health Association Annual Meeting. Atlanta, GA.
13. Surface, E. (Chair), Shepherd, C., Bill, C., Salton, W., Hammer, L., & McGonagle, A. K. *Addressing worker mental health in the food & beverage industry* [Panel]. (2023, August). American Psychological Association Annual Convention, Washington, DC.
14. McGonagle, A. K. (co-chair & panelist), & Santuzzi, A. (co-chair). Baldrige, D. (panelist), Bruk-Lee, V., Bruyere, S. (panelist), & Rutigliano, P. (panelist). (2023, April). *From Research to Practice: Intervention Strategies for Disabilities in the Workplace*. Society for Industrial Organizational Psychology Annual Conference, Boston, MA.
15. Garcia, S. C. (Co-chair), Moran, L. H. (Co-chair), French, K. A. (Co-chair), Cheung, H. K. (Panelist), Hebl, M. R. (Panelist), Martinez, L. (Panelist), McGonagle, A. (Panelist), & Rudolph, C. W. (Panelist) (2023, April). *Conducting Organizational Psychology Research Among EEOC Protected Peoples*. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.
16. *Reed, B. N., & McGonagle, A. K. (2023, April). Ups & Downs: Fluctuations in Chronic Pain and Work-Health Management Interference. Paper presented in Smith, S., & Caspar, W. (co-chairs), New Insights on the Experiences of Employees with Concealable Health Conditions symposium, SIOP annual conference, Boston, MA.
17. McGonagle, A., *Bourque, L., *Bardwell, T., *Flinchum, J., & *Kavanaugh, K. (2022, October). *Supporting workers*

- with chronic health conditions: Perspectives from workers, managers, and human resource professionals.* In McGonagle, A. (Chair), *Helping Workers with Chronic Health Conditions Manage their Health and Maintain their Work Ability*. 3rd International Symposium to Advance Total Worker Health, Bethesda, MD.
18. McGonagle, A., Yang, L. Q., Bergman, M., Cunningham, C. J. L., Hamill, L., Hunt, S., & Ray, T. (2022, October). *The Great Resignation and what it means for OHP research and practice*. Panel discussion at 3rd International Symposium to Advance Total Worker Health (virtual).
 19. McGonagle, A. (2022, August). *Can-do and will-do: Work ability and motivation to continue working in workers with mental illness*. Virtual poster presentation at American Psychological Association conference.
 20. Rosemberg, M. A, McGonagle A. K., Hartley, T., Ray, T., Newman, L., & Choosewood, C. (2021, September). *A Mid-Decade Expansion to the National Occupational Research Agenda 2012-2026: Report from the Healthy Work Design Council Team Leading the 4th Objective on Chronic Conditions*. Virtual presentation at APA/NIOSH Work, Stress, and Health conference.
 21. *Bardwell, T., & McGonagle, A.K. (2021, April). *Symptom severity, anticipated discrimination, internalized stigma, and work ability for employees with mental illness*. Virtual presentation at Society for Industrial/Organizational Psychology conference.
 22. McGonagle, A.K., & Ruggs, E. (2020, June). *Does video diversity training help to reduce bias against job applicants with disabilities?* Virtual presentation at the Society for I/O Psychology Annual Conference.
 23. Kraiger, K., McGonagle, A. K., & Sanchez, D. R. (2020, April). What's in a sample? Comparison of effect size replication and response quality across student, MTurk, and Qualtrics samples. In 11th Conference on Organizational Psychology: People and Risks. Saratov State University.
 24. Barber, L. (Moderator), Kath, L. (Moderator), with McGonagle, A., Sinclair, B., Crain, C., Pindek, S., Cunningham, C., Ford, M., Gonzalez-Morales, G., & Huang, E. (Speakers) (2019, November). *What does the future hold for OHP? (What does the future hold for chronic health conditions in the workplace?)* Ignite-style presentation at Work, Stress, and Health Conference, Philadelphia, PA.
 25. *Flinchum, J., *Bardwell, T., *Kavanagh, K., & McGonagle, A. K. (2019, November). *Perceived work ability: An inductive, qualitative study assessing workers' perspectives*. Poster presented at the APA/NIOSH Work, Stress & Health conference, Philadelphia, PA.
 26. *Etzel, L, *Roos, L. G., *Flinchum, J., & McGonagle, A. K. (2019, November). *One for all and all for one: Support at work as a mediator between compassionate goals and work engagement*. Poster presented at the APA/NIOSH Work, Stress & Health conference, Philadelphia, PA.
 27. *Roos, L. G., *Etzel, L, *Flinchum, J., & McGonagle, A. K. (2019, November). *I want you to like me and it's stressing me out: The paradoxical effects of self-image goals on surface acting and burnout at work*. Paper presented at the APA/NIOSH Work, Stress & Health conference, Philadelphia, PA.
 28. *Fulton, M., & McGonagle, A. (2019, November). *Joint effects of sense of control, job Control, and dispositional mindfulness as relating to work engagement*. Poster presented at APA/NIOSH Work, Stress, and Health Conference, Philadelphia, PA
 29. *Flinchum, J. & McGonagle, A. K. (2019, April). *Selection, optimization, and compensation strategies and perceived work ability: Roles of health and job control*. Paper presented in When Age Matters and Why: Crucial Factors for Success and Well-being at Work symposium, Society for Industrial and Organizational Psychology annual conference, National Harbor, MD.
 30. Schwab, L., Yahanda, N., Duskey, H., & McGonagle, A. K. (2018, September). *Coaching for primary care physicians to alleviate burnout and improve well-being*. Paper presented at Coaching for Leadership and Healthcare Conference, Boston, MA.
 31. McGonagle, A. K., Shaw, W., & McLellan, R. (2018, May). *Project EMPOWER: Study protocol for a novel web-based intervention for workers with chronic health conditions*. Poster presented at NIOSH 2nd International Symposium to Advance Total Worker Health, Bethesda, MD.

32. McGonagle, A. K., & Kraiger, K. (2018, April). *Examination of separate and combined effects of IER and CMV in survey response data*. Presentation in Recent Advances in Careless Responding Research symposium, Society for Industrial and Organizational Psychology annual conference, Chicago, IL.
33. Rudolph, C., & McGonagle, A. K. (2018, April). *Exploring age-conditional effects in the emotional labor-perceived work ability linkage: A daily diary study*. Presentation in New Frontiers in Work Ability: Theory, Research, and Practice symposium, Society for Industrial/Organizational Psychology conference, Chicago.
34. *Hamblin, L., Arnetz, J., & McGonagle, A. K. (2018, April). *The mediating role of violence prevention climate for healthcare employees at risk*. Presentation in Workplace Violence in Healthcare: Protective Climates and Processes in the Work Unit, Society for Industrial/Organizational Psychology annual conference, Chicago.
35. McGonagle, A. K., Yahanda, N., Duskey, H., & Schwab, L. A. (2018, April). *Coaching primary care physicians: Implications for perceived work ability*. Presentation in New Frontiers in Work Ability: Theory, Research, and Practice, Society for Industrial and Organizational Psychology annual conference, Chicago, IL.
36. McGonagle, A. K., Yahanda, N., Duskey, H., & Schwab, L. (2017, October). *Coaching effectiveness for primary care physicians: Preliminary results*. Presented at Coaching in Leadership & Healthcare Conference, Boston.
37. McGonagle, A. K., & *McMillan, A. (2017, October). *Coaching workers with chronic health conditions: Common challenges*. Paper presented at Coaching in Leadership & Healthcare Conference, Boston, MA.
38. McGonagle, A. K., Essenmacher, L., *Hamblin, L., Luborsky, M., Upfal, M., & Arnetz, J. (2017, April). *Management commitment to safety, teamwork, and hospital worker injuries*. In McGonagle, A., & Bauerle, T. (Co-Chairs). From Challenges to Solutions: Research and Practice in Workplace Safety symposium at Society for Industrial and Organizational Psychology Annual Conference, Orlando, FL.
39. *Fragoso, Z., McGonagle, A. K., & *Schmidt, S. (2017, April). *Work-health conflict: Daily fluctuations in workers with chronic pain*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
40. Kraiger, K., Sanchez, D., & McGonagle, A. K. (2017, April). *Replication of effects in organizational, student, MTurk, and Qualtrics samples*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
41. McGonagle, A. K. (2017, April). *Chronic health conditions*. In Henderson, A. (Chair). Hot Topics in Diversity and Inclusion in Organizations. Ignite session presented at annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
42. Walsh, B. M., Burrus, A., Kabat-Farr, D., Call, E., McIntire, A., & McGonagle, A. K. (2017, April). *An integrative model of calling in domestic violence work*. Poster presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, FL.
43. Schwab, L., Duskey, H., Yahanda, N., & McGonagle, A. K. (2016, September). *Coaching for primary care physicians: A positive psychology approach for improving well-being and reducing burnout and intentions to leave medical practice*. Presented at Coaching in Leadership and Healthcare Conference, Boston, MA.
44. McGonagle, A. K. (2016, April). *Participant motivation: Need to screen? Ignite session presented in R. Landers and T. Behrend (Co-Chairs), Should we trust or avoid online convenience samples?* Society for Industrial/Organizational Psychology Conference, Anaheim, CA.
45. Fisher, G. G., McGonagle, A. K., & Chaffee, D. (2016, April). *Depressive symptoms, cognitive functioning, work ability and retirement expectations*. In Fisher, G. G. and Truxillo, D. (Co-Chairs), Working longer: Factors related to continued work for older workers. Paper presented at Society for Industrial/Organizational Psychology Conference, Anaheim, CA.
46. *Fragoso, Z., & McGonagle, A. K. (2016, April). *Pain interference, exhaustion, and the mediating role of negative affectivity: A diary study of workers with chronic pain*. Poster presented at Society for Industrial/Organizational Psychology Conference, Anaheim, CA.
47. Williams, L. J., & McGonagle, A. K. (2016, April). *ESEM to examine multidimensional method variance with*

- unmeasured latent constructs*. Poster presented at Society for Industrial/Organizational Psychology Conference, Anaheim, CA.
48. McGonagle, A. K., Huang, J. L., & Williams, L. J. (2015, August). *Modeling multiple sources of measured method variance: An examination of the effects of insufficient effort responding*. Presentation in Current Topics in Common Method Variance symposium, Academy of Management Conference, Vancouver, BC.
 49. Walsh, B. M., Kabat-Farr, D., & McGonagle, A. K. (2015, August). *Supervisor incivility and work ability: The roles of job involvement and grit*. In Toward a Better Understanding of Workplace Mistreatment symposium. Academy of Management Conference, Vancouver, BC.
 50. McGonagle, A. K., & Fisher, G. G. (2015, May). *Working longer with poor work ability and relation to worker well-being*. Paper presented at APA Work, Stress, and Health Conference, Atlanta, GA.
 51. McGonagle, A. K., *Childress, N. M., Walsh, B. M., & Bauerle, T. J. (2015, May). *Can civility norms enhance positive effects of safety climate?* Poster presented at APA Work, Stress, and Health Conference, Atlanta, GA.
 52. McGonagle, A. K., Essenmacher, L., *Hamblin, L., Ager, J., Luborsky, M., Upfal, M., & Arnetz, J. (2015, May). *Insider and outsider aggression, safety climate and worker injuries*. Paper presented at APA Work, Stress, and Health Conference, Atlanta, GA.
 53. McGonagle, A. K., & Pitts, V. E. (Co-Chairs). (2015, April). *Chronic pain in the workplace: I/O research and practice opportunities*. Panel discussion with McGonagle, A., Tetrick, L., Shaw, W., & Beatty, J. at annual Society for Industrial/Organizational Psychology conference, Philadelphia, PA.
 54. *Fragoso, Z., Dvorak, K. J., McCluney, C., Fisher, G., McGonagle, A. K., & Friebe, S. J. (2015, April). *Burnout and engagement: Construct distinction in two healthcare worker samples*. Poster presented at annual Society for Industrial/Organizational Psychology conference, Philadelphia, PA.
 55. McGonagle, A. K., Beatty, J. E., & Joffe, R. (2014, September). *Coaching for workers with chronic illness: Evaluating an intervention*. Coaching in Leadership and Healthcare Conference, Boston, MA.
*Received second place (honorable Mention) Harnisch Scholars Award from Institute of Coaching
 56. McGonagle, A. K., Williams, L. J., & *Wiegert, D. (2014, August). *A review of recent studies using an unmeasured latent method construct in the organizational literature*. In L. J. Williams (Chair), Current issues in investigating common method variance. Academy of Management conference, Philadelphia, PA.
 57. *Liu, M., McGonagle, A. K., & Fisher, G. (2014, August). *Sense of control, job stress, and well-being: A longitudinal examination of older U.S. workers*. Paper presented at Academy of Management Conference, Philadelphia, PA.
 58. McGonagle, A. K., & Beatty, J. (2014, May). *Coaching for workers with chronic illness: Evaluating an intervention*. Poster presented at Society for Industrial/Organizational Psychology Conference, Honolulu.
 59. Walsh, B., McGonagle, A. K., & Bauerle, T. (2014, May). *Safety stressors: Uncivil reactions to work-safety tension*. Paper presented at Society for Industrial/Organizational Psychology Conference, Honolulu, HI.
 60. Wynne, K., *Hamblin, L., *Stoddart, S., & McGonagle, A. K. (2014, May). *A preliminary investigation of work/work conflict: Conflict between two jobs*. Poster presented at Society for Industrial/Organizational Psychology Conference, Honolulu, HI.
 61. McGonagle, A. K., *Diebel, H., *Fragoso, Z., & Zabel, K. (2013, May). *Initial validation of a workplace felt stigma scale*. Poster presented at APA Work, Stress, and Health Conference, Los Angeles, CA.
 62. McGonagle, A. K., & Fisher, G. (2013, May). *Work ability, Self-efficacy, employability, and disability: Initial evidence of discriminant validity*. Presented at APA Work, Stress, and Health Conference, Los Angeles, CA.
 63. McGonagle, A. K., & *Hamblin, L. (2013, April). *Workplace discrimination based on chronic illness: Experiences and responses*. Poster presented at Society for Industrial/Organizational Psychology Conference, Houston.
 64. *Childress, N., McGonagle, A. K., & Kath, L. (2013, April). *Safety norms: Relationships with safety climate, safety behaviors, and injuries*. In Safety Culture, Climate, and Norms: The latest Empirical Research symposium at

Society for Industrial and Organizational Psychology Conference, Houston, TX.

65. McGonagle, A. K., & *Hamblin, L. (2012, August). *A dark side to coping with chronic illness stigma threat at work*. Paper presented at Annual Academy of Management Conference, Boston, MA.
Received Best Paper Distinction (in top 10% of papers submitted to the conference)
66. Barnes-Farrell, J. & McGonagle, A.K. (2011, November). *Understanding the Role of Age in Worker Responses to Stigma of Chronic Illness*. Paper presented at Small Group Meeting: Age Cohorts in the Workplace: Understanding Strengths through Differences in Rovereto, Italy, November 2011.
67. McGonagle, A. K., & Beatty, J. (2011, August). *Chronic illness, stress, and work ability: Can coaching help?* Paper presented at Academy of Management Conference, San Antonio, TX.
68. Fisher, G., McGonagle, A.K., Grosch, J., & Barnes-Farrell, J. (2011, May). *Getting the picture: Work ability and sociodemographic characteristics among older workers in the U.S.* In A. McGonagle & G. Fisher (Co-chairs), *Work Ability and Implications for Occupational Health Psychology*. Symposium presented at 2011 APA Work, Stress and Health Conference, Orlando, FL.
69. McGonagle, A. K., & Barnes-Farrell, J. (2011, April). *Testing a model of chronic illness stigma in the workplace*. In A. McGonagle & J. Barnes-Farrell (Co-Chairs), *Pregnant, Disabled, Sick, Surviving: Experiences and Outcomes of Workplace Stigma* symposium at the annual conference of the Society for Industrial and Organizational Psychology, Chicago, IL.
70. McGonagle, A. K. (2010, April). *Work-safety tension, perceived risk, and worker accidents: A meso-mediational model*. Poster presented at Society for Industrial Organizational Psychology Conference, Atlanta, GA.
71. McGonagle, A. K., Barnes-Farrell, J. L., Di Milia, L., Fischer, F. M., Hobbs, B., Kaliterna, L., Smith, L. (2009, November). *Health care workers' work ability in five nations: Testing a model of demands and resources*. Poster presented at APA Work, Stress and Health conference, San Juan, Puerto Rico.
72. McGonagle, A. K., Morrow, S., Walker, Jr., C., & Barnes-Farrell, J. L. (2009, November). *Foundational and specific climates impacting safety behavior: An examination of respectful climate*. Poster presented at APA Work, Stress and Health conference, San Juan, Puerto Rico.
73. Barnes-Farrell, J., McGonagle, A.K., Walsh, B., Walker, C., DiMilia, L., Fischer, F. M., Hobbs, B., Iskra-Golec, I., Kaliterna, L., Smith, L., & Tepas, D. (2009, August). *Implications of job design for worker well-being in an international context: Cross-nation patterns of work ability, work demands, and work strain of health care professionals*. Paper presented at annual Shiftwork and Working Time conference, Venice, Italy.
74. Dove-Steinkamp, M., Barnes-Farrell, J. L., McGonagle, A. K., & Golay, L. (2009, April). *Relationships between age and work-related attitudes: A nonlinear analysis*. Paper presented at annual Society for Industrial Organizational Psychology conference, New Orleans, LA.
75. Johnson, N. C., McGonagle, A. K., Barnes-Farrell, J. L., & Morrow, S. (2009, April). *Drivers of psychological age among working adults: Age-dependent phenomena*. Paper presented at Society for Industrial Organizational Psychology annual conference, New Orleans, LA.
76. McGonagle, A. K., Magley, V. J., Dugan, A., Gallus, J., Johnson, N., Walker, Jr., C., & Bunk, J. (2009, April). *Resource loss from incivility: Perpetrator power and resource threat*. Paper presented at annual Society for Industrial Organizational Psychology conference, New Orleans.
77. McGonagle, A.K., Winston, J., Barnes-Farrell, J., & Freake, H. (2009, April). *Factors associated with academic success in the sciences*. Poster presented at annual Experimental Biology conference, New Orleans.
78. Barnes-Farrell, J. L., Dove-Steinkamp, M., Golay, L., Johnson, N. C., & McGonagle, A. K. (2008, November). *How does the nature of the work-family interface influence planned retirement age of men and women?* Paper presented at European Academy of Occupational Health Psychology Conference, Valencia, Spain.
79. McGonagle, A. K., & Barnes-Farrell, J. L. (2008, March). *Using the Job Demands-Resources Model to examine work ability in U.S. nurses*. Poster presented at Work, Stress, & Health Conference, Washington, D.C.

80. McGonagle, A. K., Bunk, J., Dugan, A., Gallus, J., Johnson, N., & Magley, V. (2008, March). *Personal power as a buffer of negative outcomes of workplace incivility*. Paper presented at APA Work, Stress, & Health Conference, Washington, D.C.
81. McGonagle, A. K., Johnson, N. C., Golay, L., & Barnes-Farrell, J. L. (2008, August). *What does work-life balance mean to imminent workers?* Poster presented at annual American Psychol. Association Conference, Boston, MA.
82. McGonagle, A. K., Mathieu, J. E., & Kath, L. M. (2008, April). *A multi-level look at upward safety communication*. Paper presented in McGonagle, A. & Kath, L. (Co-Chairs). Relationships between Supportive Work Environments and Worker Safety Outcomes symposium at Society for Industrial/Organizational Psychology Annual Conference, San Francisco, CA.
83. Barnes-Farrell, J., Davies-Schriels, K., McGonagle, A.K., Walsh, B., Di Milia, L., Fischer, F. M., Hobbs, B., Kaliterna, L., & Tepas, D. (2007, August). *What aspects of shiftwork influence off-shift well-being of health care workers?* Paper presented at the 18th International Symposium on Shiftwork and Working Time, Yeppoon QLD, Australia.
84. McGonagle, A. K., Matthews, R., & Barnes-Farrell, J. L. (2006, May). *Deconstructing work-family conflict and its consequences for health and work outcomes*. Poster presented at the Association for Psychological Science annual conference, New York City, NY.

Invited Talks/Interviews/Workshops/Webinars/Media

1. McGonagle, A. K. *Chronic Health Conditions and Work: Challenges and Supportive Strategies*. Departmental Colloquium Talk (Psychology Department), UNC Greensboro, March 7, 2025.
2. McGonagle, A. K. *Chronic health conditions and work: Challenges and supportive strategies*. Talk presented to Keystone Strategy, December 3, 2024.
3. McGonagle, A. K. *Chronic health conditions and work: Supporting workers with proactive solutions*. Talk presented to Lands' End, August 7, 2024.
4. McGonagle, A. K. *Chronic health conditions and work: Supporting workers with proactive solutions*. Talk presented to MITRE, May 1, 2024.
5. Banks, G. (Panelist), Yavorsky, J. (Panelist), McGonagle, A. (Panelist), & Gooty, J. (Moderator). *Gender at Work: The Role of Male Leaders as Powerful Allies*. Center for Leadership Science, UNC Charlotte Belk College of Business Leading for Impact: A Science Based Approach Series. October 20, 2023 (95 registrants).
6. Quoted in From Day One: A Forum on Corporate Values published stories. October 12, 2023. *Chronic Kidney Disease: Its Rising Prevalence and Cost to Employers* https://www.fromdayone.co/published_stories/2023/10/12/chronic-kidney-disease-its-rising-prevalence-and-cost-to-employers
7. Panelist, *From Day One* webinar: *What employers need to know about chronic kidney disease: Its rising prevalence, its high cost, and how to manage it*. September 14, 2023. 295 registrations; 131 attendees. https://www.fromdayone.co/conferences/2023/2023_september_14_webinar_renalogic
8. Expert contributor, Health Central article: *Working While Chronic in 2023*. September, 2023. <https://www.healthcentral.com/chronic-health/working-while-chronic>
9. WalletHub "Ask the Experts" – Best States for Working from Home. March 2023. <https://wallethub.com/edu/best-states-for-working-from-home/72801>
10. Guest Speaker (virtual) in TWH Graduate Certificate Program, Gillings School of Global Public Health, University of North Carolina Chapel Hill, November 8, 2022.
11. Chronic Health Conditions. Virtual Talk in Total Worker Health Peer Learning Series. Center for Health, Work, & Environment, October 31, 2022.
12. Research on Working with Chronic Health Conditions. Virtual presentation in Jex Lab, University of Central Florida, March 14, 2022.

13. Careers in Occupational Health Psychology: Panelist for APA video, November, 2021.
<https://www.apa.org/applied-psychology/career-videos>
14. Guest on Work for Change Podcast, Chronic Health Conditions in the Workplace, August, 2021.
15. Chronic Health Conditions in Organizations: Career Insights and Future Directions. Panelist at 2021 SIOF Conference, April 2021.
16. Webinar on Working with Chronic Health Conditions for LimeConnect, March 10, 2021.
17. Coaching Primary Care Physicians: A Positive Psychology Coaching Intervention Improves Well-Being. Panelist for webinar by the Institute of Coaching (McLean Hospital, Harvard Medical School). June 16, 2020 (400 registrants).
18. Making Work “Work” for Employees with Chronic Health Conditions: Challenges and Opportunities. Presented at MetLife Return-to-Work Summit, December 11, 2019. Cary, NC
19. TRENDS series presenter, UConn Health Center, Using MTurk for Recruiting Participants, January 9, 2019
20. Commentary in “Ask the Experts” section of WalletHub article, Mar. 14, 2018
21. Coaching for workers with chronic health conditions: Test of an intervention. Panelist in joint Total Worker Health and National Ctr. for Productive Aging and Work webinar, NIOSH, Sept. 28, 2017 (951 registrants).
22. Coaching Employees with Chronic Health Conditions to Support Career Success. Webinar panelist with J. E. Beatty and R. Joffe for National Wellness Institute Webinar Series, Aug. 22, 2017 (210 registrants).
23. How Did You Get That Job? Lessons Learned from Academic & Applied Job Searches. Panelist at APA/NIOSH Work, Stress, and Health conference. Jun. 9, 2017.
24. Improving Well-Being in the Workplace: Current Research on the Role of Health Coaching. Panelist for webinar sponsored by the Institute of Coaching (McLean Hospital, Harvard Medical School). Oct. 28, 2015.
25. Williams, L. J., & McGonagle, A. K. (2015, August). CFA models for addressing common method variance. Professional Development Workshop presented at Academy of Management Conference, Vancouver, BC.
26. Kath, L. M., & McGonagle, A. K. (2015, May). A beginner’s guide to multi-level modeling. Pre-conference workshop presented at APA Work, Stress, and Health Conference, Atlanta, GA.
27. McGonagle, A. K. Working with Chronic Illness and Chronic Pain: Issues and Interventions. Presented at Bowling Green State University I/O Psychology Brown Bag, Bowling Green, OH, Mar. 20, 2015.
28. Williams, L. J., & McGonagle, A. K. (2014, November). A comprehensive approach to dealing with common method variance using a latent variable approach. Workshop presented at Southern Management Association Conference, Savannah, GA.
29. Working with Chronic Illness and Chronic Pain: Issues and Interventions. Presented at Colorado State University I/O Psychology Brown Bag, Fort Collins, CO, Sept. 19, 2014.
30. Managing Chronic Conditions in the Workplace. *Public Health Minute* radio show interview with Bill Latimer on University of Florida College of Public Health & Health Professions NPR Station. Oct. 10, 2013.
31. Civility and Safety Outcomes: Foundational and Specific Climates. Presentation at Michigan State University I/O Psychology Brown Bag Series, East Lansing, MI, Nov. 2, 2012.
32. Chronic Illness in the Workplace: Stress, Burnout, and How Coaching Can Help. Presentation to The Center for Managing Chronic Disease, University of Michigan, Ann Arbor, MI, Apr. 3, 2012.
33. Chronic Illness in the Workplace: Stigma, Stress, and Coping. Presented at Psychology Semi-Annual Series at Central Michigan University, Mount Pleasant, MI, Oct. 29, 2011.

Courses Taught

Undergraduate Level

1. Research Methods II

2. Introduction to Industrial/Organizational Psychology
3. Senior Seminar in Health Psychology (Occupational Health Psychology)
4. Research in Psychology

Graduate Level

1. Organizational Research Methods (Master's)
2. Quantitative Methods (Master's)
3. Topics in Organizational Psychology; Occupational Health Psychology (Master's)
4. Job Attitudes (Master's)
5. Measurement (Master's)
6. Motivation & Morale (Master's)
7. Macro Organizational Science (Doctoral)
8. Occupational Health Psychology (Doctoral)
9. Industrial/Organizational Psychology (Doctoral)
10. Readings and Research in Organizational Science (Doctoral)
11. Current Topics in Organizational Science (Doctoral)

Chaired Theses, Qualifying Exams, & Dissertations (UNCC=UNC Charlotte; WSU=Wayne State University)

1. Meyer, K. Occupational Stressors, Safety Behaviors, and Near Misses in Nurses, *Dissertation*, UNCC (in-progress)
2. Hoffer, L. From Ambiguity to Alignment: How Leaders Use Sense-giving to Facilitate Psychological Safety in Meetings, *Master's Thesis*, UNCC (in-progress)
3. Reed, B. N., Organizational & Professional Identity, Recovery, and Burnout, *Dissertation*, UNCC (April 2025)
4. Stelmack, J., Race, Chronic Health Conditions and Work-Health Management Interference. *Undergraduate Honors Thesis*, UNCC (Dec. 2024)
5. Reed, B. N., Organizational & Professional Identity, Recovery, and Burnout, *Qualifying Exam*, UNCC (Sept. 2023)
6. Meyer, K. Occupational Stress and Safety Behaviors. *Qualifying Exam*, UNCC (May 2023)
7. Bardwell, T. Anticipated Discrimination and Work Ability in Workers with Mental Health Conditions. *Master's Thesis*, UNCC (Jan. 2021).
8. Baumann, K. Gender Signaling and Gender Bias in Selection. *Master's Thesis*, UNCC (April 2020).
9. Flinchum, J. Selection, Optimization, and Compensation Strategies and Perceived Work Ability: The Moderating Roles of Job Control and Health Status. *Master's Thesis*, UNCC (November 2019).
10. Salge, M. Reducing Disability Discrimination in the Workplace. *Master's Thesis*, UNCC (Co-chair with E. Ruggs, May 2018)
11. Liu, M. Personality Changes among Older Working Adults: Effects of Discrimination and Unemployment. *Dissertation*, WSU (Co-chair with J. Huang; June 2017).
12. Hamblin, L. Safety Climate, Violence Prevention Climate and Work Outcomes. *Dissertation*, WSU (Nov. 2016).
13. Fragoso, Z. The Effects of Pain Interference at Work and the Mediating Role of Negative Affect: A Diary Study of Workers with Chronic Pain. *Master's Thesis*, WSU (July 2016).
14. Wiegert, D. Workplace Aggression, Safety Performance, and Safety Outcomes Mediated by Burnout and Moderated by Psychological Capital. *Master's Thesis*, WSU (June 2016).
15. Stoddart, S. The Impact of Cyberloafing and Mindfulness on Employee Burnout and Engagement. *Dissertation*, WSU (February 2016).
16. Childress, N. The Effect of Individual Violence Climate Prevention Perceptions within Schools on Faculty Withdrawal Behaviors and Burnout. *Master's Thesis*, WSU (August 2014).
17. Stoddart, S. Work-Health Conflict Scale for Workers with Chronic Illness. *Master's Thesis*, WSU (July 2014).
18. Hamblin, L. Antecedents and Outcomes of Work School Conflict. *Master's Thesis*, WSU (May 2014).
19. Fragoso, Z. Promoting Engagement, Mitigating Burnout: Autonomy Mastery, and Purpose in EMS Workers. *Undergraduate Honors Thesis*, WSU (August 2013).
20. Diebel, H. The Effect of a Visible Chronic Illness on Engagement and Disengagement Coping. *Undergraduate Honors Thesis*, WSU (May 2013).

Student Committee Membership (WSU=Wayne State University; UNCC=UNC Charlotte)

1. Bourque, L., Dissertation Committee (Organizational Science), UNCC (in-progress)
2. Dye, K., Dissertation Committee, External Member, University of Central Florida (in-progress)
3. Beltramo, J. Dissertation Committee, External Member, University of Central Florida (in-progress)
4. Del Grosso, B. Dissertation Committee (Department of Health Services Research), UNCC (2024)
5. Bourque, L. Qualifying Exam Committee, (Organizational Science), UNCC (2024)
6. Wilde, N. Qualifying Exam Committee, (Organizational Science), UNCC (2023)
7. Dickson, A. Dissertation Committee (Organizational Science), UNCC (2023)

8. Buggeln, C. Undergraduate Honors Thesis Committee, UNCC (2023)
9. Kavanaugh, K. Dissertation Committee (Organizational Science), UNCC (2023)
10. Demure, R. Undergraduate Honors Thesis (Psychological Science), UNCC (2022)
11. Roatch, J. Master's Thesis Committee (Industrial/Organizational Psychology), UNCC (2022)
12. Gordon, J. Undergraduate Honors Thesis Committee (Psychological Science), UNCC (2021)
13. Kavanaugh, K. Qualifying Exam Committee, (Organizational Science) UNCC (2021)
14. Mansfield, C. Dissertation Committee (Organizational Science), UNCC (2021)
15. Chandler, A. Dissertation Committee (Organizational Science), UNCC (2021)
16. Toth, A. Dissertation Committee (Organizational Science), UNCC (2021)
17. Udomsirirat, T. Undergraduate Honors Thesis Committee (Psychological Science), UNCC (2021)
18. Dickson, A. Master's Thesis Committee (Organizational Science), UNCC (2020)
19. Harrington, N. Dissertation Committee (Organizational Science), UNCC (2020)
20. Coffey, K. Master's Thesis Committee (Industrial/Organizational Psychology), UNCC (2020)
21. Alexander, S. Master's Thesis Committee (Industrial/Organizational Psychology), UNCC (2020)
22. Kavanaugh, K. Master's Thesis Committee (Organizational Science), UNCC (2020)
23. Chandler, A. Qualifying Exam Committee (Organizational Science), UNCC (2019)
24. Toth, A. Qualifying Exam Committee (Organizational Science), UNCC (2019)
25. Engemann, K. Qualifying Exam Committee (Organizational Science), UNCC (2017)
26. Harrington, N. Qualifying Exam Committee (Organizational Science), UNCC (2017)
27. Davis, S., Undergraduate Honors Thesis Committee (Psychological Science), UNCC (2017)
28. Childress-Powell, N., Dissertation Committee (I/O Psychology), WSU (2017)
29. Ran, S., Dissertation Committee (I/O Psychology), WSU (2017)
30. Wynne, K., Dissertation Committee (I/O Psychology), WSU (2016)
31. Holmes, H., Master's Thesis Committee (Clinical Psychology), WSU (2016)
32. Pace, M., Dissertation Committee (Education), WSU (2016)
33. Magomaeva, A. Master's Thesis Committee (I/O Psychology), WSU (2013)
34. Wells, C., Dissertation Committee (I/O Psychology), WSU (2013)
35. Reiss, A., Dissertation Committee (I/O Psychology), WSU (2012)
36. Weidner, N., Dissertation Committee (I/O Psychology), WSU (2012)
37. Zabel, K., Master's Thesis Committee (I/O Psychology), WSU (2012)

Service to Profession (External)

- Co-Chair, Nationwide Healthy Work Design and Well-Being Council (2024-)
- Associate Editor: *Occupational Health Science* (2022-)
- Special Issue Editor: Chronic Health Conditions in the Workplace: Implications of Work Organization, Work Design, and Organizational Practices, *Occupational Health Science* (2022-2024)
- Grant Review Panelist: CDC/NIOSH Special Emphasis Panel (2024)
- Letter Writer for Tenure and Promotion: University of Connecticut School of Medicine (2023)
- Chair: APA Annual Conference Program; Division 14 SIOP (2021-2023)
- Member: Work Disability Prevention and Integration Mid-Career Working Group (2022-2024)
- Member: NIOSH Healthy Work Design and Well-Being Council (2021-)
- Treasurer and Secretary: Society for Occupational Health Psychology (2019-2022)
- Chair-in-Training: APA Conference Program Committee for Division 14 SIOP (2020)
- Reviewer: NIOSH online training series: Burnout and Public Health Workers (2022)
- Ad-hoc Reviewer: *Journal of Applied Psychology*; *Stress & Health*; *Journal of Occupational Health Psychology*
- Ad-hoc Reviewer: Institution of Occupational Safety and Health in UK (2020)
- Ad-hoc Reviewer: National Science Foundation Science of Organizations Program (2016; 2017)
- Ad-hoc Reviewer: Israeli Science Foundation (2017)
- Editorial Board Member: *Occupational Health Science* (2017-2022)
- Editorial Board Member: *Journal of Business and Psychology* (2016-)
- Member: SIOP Call for Papers/Flanagan Award Committee (2014-2015; 2016-2017)
- Member: APA Work, Stress, & Health Conference Workshop Planning Committee (2014-2015; 2016-2017)
- Reviewer: Best Intervention Competition (Work, Stress, and Health 2017)
- Editorial Board Member: *Stress & Health* (2015-2022)
- Chair: SIOP Call for Papers/Flanagan Award Committee (2015-2016)
- Reviewer: Society for Industrial and Organizational Psychology Annual Conference (2011-2019)
- Reviewer: APA Work, Stress, and Health Biannual Conference (2012, 2014, 2016, 2019, 2021)
- Reviewer: Academy of Management Annual Conference (2012, 2013)
- Reviewer: SIOP Foundation Grant Awards (2013)

Service to Institution (Internal)

- Program Director, Industrial-Organizational Psychology Master's Program (2024-)
- University Faculty Council Representative (2025-2027)
- Chair, Faculty Search Committee, two tenure track positions in Industrial/Organizational Psychology (2024-2025)
- Faculty K-Award Mentor for Natalie Ricciutti, Assistant Professor of Counseling, UNC Charlotte
- Co-Chair, Faculty Search Committee for two Lecturer faculty positions in Psychological Science (2023-2024)
- Member, University Faculty Welfare Committee (2023-2025)
- Member, College Review Committee for Faculty Promotion and Tenure (2023-2024)
- Member, I/O Psychology Master's Program Admissions Committee (2020; 2022)
- Member, Social Justice Committee, Psychological Science Department (2021-2023)
- Committee Member, Organizational Science Program Admissions (2020-2021)
- Chair, Faculty Search Committee for an I/O Psychology Assistant Professor position (2019-2020)
- Committee Member, CLAS Research Advisory Committee (2018- 2021)
- Faculty Mentor and Speaker, Organizational Science Summer Institute (2018; 2020; 2021)
- CLAS (College) Faculty Council Representative (2018-2020)
- University Faculty Council Alternate (2020- 2021)
- Advisory Board member, Organizational Science Program (2017-2019)
- New Faculty Co-Mentor, Organizational Science (2018)
- University Faculty Council Representative (2016-2018)
- Psi Chi Chapter Co-Advisor, UNC Charlotte Psychological Science Department (2017)
 - Gave induction ceremony speech (November 2017)
- Faculty Search Committee Member, Wayne State University Psychology Department (2011, 2013, 2015)
- Graduate Committee Representative, Wayne State University Psychology Department (2011 – 2016)

Applied Experience and Consulting

Applied Research in Organizations Group (APORG), Wayne State University (Aug. 2011 – Aug. 2016)

- Led project to create workplace stressor survey for 17,000 UAW workers
- Led project to conduct focus groups and administer survey of work stressors for Detroit Police Officers

Industrial Psychology Applications Center (IPAC), University of Connecticut (Sept. 2005 – May 2011)

- Conducted program evaluation of state initiative to increase representation of historically under-represented students in the sciences funded by National Science Foundation
- Assisted with large-scale longitudinal study on aging workers and health
- Led project team to administer safety climate survey; analyzed data; presented results
- Conducted 360-degree feedback sessions for managers (Leadership Research Institute)
- Led focus groups assessing safety issues for managers and supervisors at a utilities company
- Created and administered online safety survey, analyzed data, presented results

Northeast Utilities System, Newington, CT (Jan. 2005 – Aug. 2005) Intern, Organizational Development

Yale University, New Haven, CT (Jan. 2004 – Oct. 2004) Intern, Organizational Development & Learning Center

Keystone Consulting Group, Boston, MA (Jan. 2002 – Sept. 2003) Candidate Coordinator

EF Education, Cambridge, MA (Sept. 2000 – Nov. 2001) Regional Manager

Contracts Awarded

<u>Agency</u>	<u>Role</u>	<u>Funds</u>	<u>Dates</u>	<u>Description</u>
United Auto Workers Local 6000	Project Lead	\$3,750	8/14-8/16	Work Stress Survey
National Inst. Occup. Safety & Health	Consultant (Lead: Grosch, J.)	\$3,000	7/14-9/14	Data Analysis
NSF-Funded STRONG-CT Program	Consultant (PI: Freake, H.)	\$6,330	5/12-9/12	Program Evaluation

Grant Proposals: Selected Proposals Scored but Unfunded

<u>Agency</u>	<u>Role</u>	<u>Funds Req.</u>	<u>Date</u>	<u>Status</u>	<u>Abbreviated Title</u>
NIOSH	PI	\$396,571	11/18	Recommended for Funding (Score: 25)	Project EMPOWER

Awards and Fellowships

Reassignment of Duties (Sabbatical Award), UNC Charlotte
Catalyst Fellow, UNC Charlotte

Fall 2021
Summer 2017

College of Liberal Arts and Sciences Teaching Award, Wayne State University
National Institute for Occupational Safety & Health (NIOSH) Research Fellow
NIOSH Training Grant Summer Research Fellowship

2016
2010-2011
2008, 2009, 2010

Professional Memberships/Affiliations

- Member, Society for Industrial and Organizational Psychology
- Charter Member, Society for Occupational Health Psychology
- Founding Member, Society for Total Worker Health
- Member, American Psychological Association
- Member, Academy of Management

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MyBibliography: <https://www.ncbi.nlm.nih.gov/myncbi/alyssa.mcgonagle.2/bibliography/public/>

Google Scholar: <https://scholar.google.com/citations?user=ZbSzNS8AAAAJ&hl=en>