

# Brent N. Reed

Assistant Professor, Psychological & Organizational Science  
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## Education

Doctor of Philosophy in Organizational Science University of North Carolina at Charlotte, Charlotte, NC	2021 – 2025
Master of Science in Applied Psychology (Industrial/Organizational Psychology) University of Baltimore, Baltimore, MD	2017 – 2020
Bachelor of Science in Biology University of Tennessee, Knoxville, TN	2001 – 2005

## Academic Appointments

Assistant Professor, Psychological Science & Organizational Science University of North Carolina at Charlotte, Charlotte, NC	2025 – present
Instructor, Psychological Science University of North Carolina at Charlotte, Charlotte, NC	2023 – 2025
Instructor, Belk College of Business University of North Carolina at Charlotte, Charlotte, NC	2022 – present

## Scholarship

### Interests

My research examines how individuals psychologically connect to their work and how those connections shape their thoughts, feelings, and behaviors. I am particularly interested in the unintended consequences of seemingly positive phenomena and how work spills over into nonwork life. Much of my research explores the temporal dynamics of workplace experiences using methods such as experience sampling and multilevel modeling.

### Peer-Reviewed Publications

6. **Reed, B. N.**, Rogelberg S. G., Hinds, R., & Gray, J. (2025, February 2). The hidden toll of meeting hangovers. *Harvard Business Review*. <https://hbr.org/2025/02/the-hidden-toll-of-meeting-hangovers>
5. **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>
4. **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(3), 279-291. <https://doi.org/10.1037/str0000332>
3. Smith, K. J., **Reed, B. N.**, Neely, S., Farland, M. Z., Haines, S. T., & Robinson, J. D. (2024). Exploring the utility and fairness of a multi-institutional situational judgment test. *American Journal of Pharmaceutical Education*, 88(8), Article 100735. <https://doi.org/10.1016/j.ajpe.2024.100735>
2. **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(11), 1279-1288. <https://doi.org/10.1002/jac5.1848>
1. Smith, K. J., **Reed, B. N.**, Neely, S., Farland, M. Z., Haines, S. T., & Robinson, J. D. (2023). Opening the black box: Agreement and reliability of a situational judgment test across multiple institutions. *American Journal of*

*Pharmaceutical Education*, 87(11), Article 100129. <https://doi.org/10.1016/j.ajpe.2023.100129>

*\*Awarded Paper of the Year, Education and Training Practice & Research Network*

### Manuscripts Under Review or In Preparation

8. Loignon, A. C., **Reed, B. N.**, Knoblich, A. J., Summerville, K. M., Clayton, E., Banks, G. C., & Tonidandel, S. (under second round of review). Title blinded for peer review. *Journal of Applied Psychology*
7. Endacott, C. G., **Reed, B. N.**, & Steltenpohl, C. N. (under second round of review). Title blinded for peer review. *The Leadership Quarterly*
6. **Reed, B. N.** (under second round of review). Title blinded for peer review. *Management Teaching Review*
5. Banks, G. C., Heggstad, E. D., Canevello, A., Gabriel, A. S., Knoblich, A. J., Loignon, A. C., Oh, I. S., **Reed, B. N.**, & Ruggs, E. N. (under first round of review). Title blinded for peer review. *The Leadership Quarterly*
4. **Reed, B. N.**, & McGonagle, A. K. (under first round of review). Title blinded for peer review. *Journal of Business & Psychology*
3. **Reed, B. N.**, McGonagle, A. K., & Gil-Rivas, V. (invited for full submission following editorial review of extended abstract). Title blinded for peer review. Target journal: *Occupational Health Science*
2. **Reed, B. N.**, Wilde, N., & Woehr, D. J. (final draft in progress). Dispositional confounds in job attitude correlations. Target Journal: *Organizational Research Methods*
1. Reed, B. N., Meyer, K. A., & Pindek, S. (analysis underway). Workplace stressors, exhaustion, and moral injury. Target journal: *Journal of Occupational Health Psychology*

### Conference Presentations

14. **Reed, B. N.**, & McGonagle, A. K. (2025, October). *Navigating food autonomy: An inductive study of resource loss across work and home* [Paper presentation]. Southern Management Association Annual Meeting, Greenville, NC.  
*\*Awarded Best Overall Doctoral Student Paper Award and Best Doctoral Student Paper Award (Track 3; Human Resources, Careers, and Development)*
13. **Reed, B. N.**, McGonagle, A. K., Scott, C. W., & Woehr, D. J. (2025, October). *Shifting selves at work: Daily variation in identification and relationships to burnout* [Paper presentation]. Southern Management Association Annual Meeting, Greenville, NC.
12. McGonagle, A. K., Gil-Rivas, V., & **Reed, B. N.** (2025, July). *Work factors, diabetes self-management, and work ability in vulnerable workers: Preliminary findings* [Paper presentation]. Work, Stress, and Health Conference, Seattle, WA.
11. **Reed, B. N.** (2025, June). *The Big Five in action: An interactive approach to exploring personality at work*. [Symposium]. Management and Organizational Behavior Teaching Society Annual Conference, Fort Wayne, IN.
10. **Reed, B. N.**, McGonagle, A. K., Woehr, D. J., & Tonidandel, S. (2025, April). *Many mes at work: Work identification profiles and relationships to well-being* [Poster]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
9. Gil-Rivas, V., McGonagle, A. K., **Reed, B. N.** (2025, March). *Diabetes self-management: The role of habit strength and workplace support* [Poster]. Society of Behavioral Medicine Annual Meeting & Scientific Sessions. San Francisco, CA.
8. **Reed, B. N.**, Wilde, N., & Woehr, D. J. (2024, October). *I am, therefore I think: Investigating the role of dispositional traits in the correlations among job attitudes* [Paper presentation]. Southern Management Association Annual Meeting, San Antonio, TX.

7. **Reed, B. N.**, McGonagle, A. K., & Gil-Rivas, V. (2024, October). *Navigating diabetes at work: An inductive exploration of workers' journeys* [Paper presentation]. Southern Management Association Annual Meeting, San Antonio, TX.
6. Loignon, A. C., **Reed, B. N.**, Knoblich, A. J., Summerville, K. M., Clayton, E., Banks, G. C., & Tonidandel, S. (2024, August). A meta-analysis of the dynamism of emergent states and team processes. In E. Clayton (chair) (2024). *Advancing team process and emergent state research by spanning common divides* [Symposium]. Academy of Management Annual Meeting, Chicago, IL.
5. McGonagle, A. K., **Reed, B. N.**, Gil-Rivas, V., & Khan, F. (2024, June). *Work-health management interference and work characteristics in blue-collar and service workers with type 2 diabetes* [Abstract]. European Academy of Occupational Health Psychology Conference, Granada, Spain.
4. Meyer, K. A., **Reed, B. N.**, Pindek, S., & Arvan, M. L. (2024, April). *Examining the impact of understaffing on nurses' moral injury* [Poster presentation]. Society for Industrial and Organizational Psychology Annual Conference, Chicago, IL.
3. **Reed, B. N.** (2023, April). *Ups & downs: Conflict at the crossroads of work and health* [Symposium]. 2023 Piedmont Organizational Behavior Research Summit, Kenan-Flagler Business School, University of North Carolina at Chapel Hill, Chapel Hill, NC.
2. **Reed, B. N.** & McGonagle, A. K. (2023, April). Ups & downs: Fluctuations in chronic pain and work-health management interference. In D. F. Arena & S. G. Smith (co-chairs) (2023). *New insights on the experiences of employees with concealable health conditions* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.
1. Pindek, S., **Reed, B. N.**, Meyer, K., & Arvan, M. (2023, April). Predictors of unreasonable tasks in hospital nurses: A weekly diary study. In Z. E. Zhou & M. J. Fila (co-chairs) (2023). *Novel research directions on illegitimate tasks predictors, outcomes, and mechanisms* [Symposium]. Society for Industrial and Organizational Psychology Annual Conference, Boston, MA.

### Book Chapters

1. McGonagle, A. K., & **Reed, B. N.** (in press). Supporting workers with chronic health conditions: Prescriptions for more sustainable and inclusive work. In J. Barling, K. Kelloway, & K. Nielsen (Editors) *Work & Health*, SIOP Organizational Frontiers Series. Oxford University Press.

### Honors & Awards

#### Awards

Best Overall Doctoral Student Paper Award, Southern Management Association	2025
Best Doctoral Student Paper Award, Track 3 (Human Resources, Careers, and Development)	2025
Outstanding Graduate Teaching Assistant Award (Instructor of Record Level), University of North Carolina at Charlotte	2024
Finalist, Three Minute Thesis Competition, University of North Carolina at Charlotte	2023

#### Consortia & Institute Acceptances

Late-Stage Doctoral Consortium, Southern Management Association	2024
Doctoral Consortium, Organizational Behavior Division, Academy of Management	2024
Doctoral Institute, Management and Organizational Behavior Teaching Society	2024

## Teaching

### University of North Carolina at Charlotte

*Master of Arts in Industrial/Organizational Psychology, College of Humanities & Earth and Social Sciences*

Course Title	Course No.	Format	Size	Credits	Term	Ratings
Talent Acquisition	PSYC 6172	In-Person	15	3	FA 2025	Pending

*Undergraduate Studies, College of Humanities & Earth and Social Sciences*

Course Title	Course No.	Format	Size	Credits	Term	Ratings
Introduction to I-O Psychology	PSYC 2171	Online (A)	10	3	SU 2024	4.9/5.0
Introduction to I-O Psychology	PSYC 2171	Online (A)	10	3	SU 2023	4.6/5.0

*Notes.* (A) = asynchronous, (S) = synchronous.

*Belk College of Business*

Course Title	Course No.	Format	Size	Credits	Term	Ratings
Management and Organizational Behavior	MSMG 6120	In-person	30	3	SU 2025	Pending
Management and Organizational Behavior	MGMT 3140	Online (A)	60	3	SU 2025	Pending
Management and Organizational Behavior	MGMT 3140	In-person	60	3	SP 2024	4.8/5.0
Management and Organizational Behavior	MGMT 3140	In-person	60	3	FA 2023	4.8/5.0
Management and Organizational Behavior	MGMT 3140	Online (A)	50	3	SU 2023	4.7/5.0
Introduction to Business and Professional Development (Section 1)	BUSN 1101	In-person	50	3	FA 2022	4.6/5.0
Introduction to Business and Professional Development (Section 2)	BUSN 1101	In-person	50	3	FA 2022	4.6/5.0
Management and Organizational Behavior	MGMT 3140	Online (S)	50	3	SU 2022	4.6/5.0

*Notes.* (A) = asynchronous, (S) = synchronous.

## Invited Talks

1. **Reed, B. N.** (2025, April). *Beyond the myths: Breaking free with learning science* [Symposium]. 2025 Teaching Symposium, University of North Carolina at Charlotte, Charlotte, NC.

## Media Contributions

1. **Reed, B. N.** (2025, June 9). Quoted in S. Hubler. Why are we all so burned out in Charlotte? Here's what we can do about it. *The Charlotte Observer*. <https://www.charlotteobserver.com/charlottefive/c5-wellness/article307078821.html>

## Service

### Professional Memberships

Academy of Management

2023 – present

Management and Organizational Behavior Teaching Society	2023 – present
American Psychological Association	2023 – present
Society for Occupational Health Psychology	2020 – present
Society for Industrial and Organizational Psychology	2017 – present
Southern Management Association	2024 – present

### Leadership and Volunteering

Member, Healthy Work Design and Well-Being Council	2024 – present
National Institute for Occupational Safety and Health	
Senator, Graduate & Professional Student Government	2024 – 2025
University of North Carolina at Charlotte	
Treasurer, Organizational Science Student Government	2024 – 2025
University of North Carolina at Charlotte	
Member, Government Relations Advocacy Team (GREAT), Society for Industrial and Organizational Psychology	2022 – present
Member, Selection Committee, Dr. Shawn Long Organizational Science Institute	2021 – present

### Editorial Board Service

Assistant Editor, <i>Journal of Business and Psychology</i>	2023 – 2025
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### Ad Hoc Reviewing

<i>Personnel Review</i>	2025 – present
Management and Organizational Behavior Teaching Society Annual Conference	2025 – present
Management and Organizational Behavior Teaching Society Roethlisberger Award	2025 – present
Academy of Management Annual Meeting	2024 – present
Southern Management Association Annual Meeting	2024 – present
Society for Industrial and Organizational Psychology Annual Meeting	2024 – present
Understanding and Preventing Burnout among Public Health Workers: Guidance for Public Health Leaders ( <a href="#">Online Training Series</a> )	2023
National Institute for Occupational Safety & Health	

### Consulting and Practical Experiences

Charlotte Mecklenburg Library (Charlotte, NC)	2022 – 2023
Supervisor: Cliff Scott, PhD	
Roles: Assisted in an internal communication audit, including structured interviews and focus groups, survey design, data analysis and interpretation, and drafting of a final report.	
Graduate Assistantship, Office of the Provost	2021 – 2022
University of North Carolina at Charlotte (Charlotte, NC)	
Roles: Developed a survey to assess faculty return-to-campus experience; analyzed and presented results to Faculty Executive Committee and Chancellor's Cabinet; integrated undergraduate curricula into a platform for analyzing curricular complexity.	
Trigger Transformation, Inc. (Baltimore, MD)	2020

Roles: Completed a preliminary validation study of client's performance evaluation platform, including analyses of internal consistency reliability and construct validity.

Supervisor: Sharon Glazer, PhD

### **Note**

An extended CV documenting scholarly, clinical, teaching, and service activities from my prior career in health care and health professions education is available [here](#).