

TAHIRA M. PROBST

Department of Psychology
Washington State University Vancouver
14204 NE Salmon Creek Avenue
Vancouver, WA 98686-9600
Phone: (360) 546-9746
Fax: (360) 546-9038
E-mail: probst@wsu.edu
Web: <http://research.vancouver.wsu.edu/ohs-lab>

BRIEF BIOGRAPHY

During her 22 year career at WSU, Dr. Tahira Probst has worked with over 100 organizations from various industries including manufacturing, mining, construction, food processing, pulp and paper processing, health care, and transportation. She was recently PI on a Robert Wood Johnson funded sub-grant to examine the influence of community health context on how people cope with economic stressors. Another project funded by the Center for Construction Research and Training developed and validated an online self-assessment safety climate tool for use in the construction industry (<http://safetyclimateassessment.org>) which has been used by ~5000 individuals in the U.S. and abroad.

She has published 100+ journal articles and book chapters which have appeared in outlets such as *Journal of Applied Psychology*, *Journal of Occupational Health Psychology*, *Applied Psychology: An International Review*, and *Accident Analysis & Prevention*. She co-edited the Wiley Handbook on *The Psychology of Occupational Health & Safety*. Her research has received international attention from major news outlets and trade magazines.

Dr. Probst is a sought after speaker due to her ability to translate research into practice for a practitioner audience, giving invited presentations in venues such as the Oregon Governor's Occupational Safety and Health Conference, the CPWR/NIOSH Safety Culture/Climate Workshop, the Portland SafeBuild Alliance, the Northwest Occupational Health Conference, and the Italian Civil Aviation Authority.

She was the recipient of the 2002 SHRM Research Award for her research assessing the impact of safety climate and production pressure on the relationship between job insecurity and employee safety and received the Chancellor's Award for Research Excellence in 2015. She was a Visiting Scholar at the United Nation's International Labor Organization and served as a Research Consultant for the National Academies Institute of Medicine on their project to evaluate workplace wellness programs at NASA.

She is past Editor in Chief of *Stress & Health*, a Section Editor of the *International Journal of Environmental Research and Public Health* (Occupational Health and Safety), and sits on the Editorial Boards of the *Journal of Occupational Health Psychology*, *Military Psychology*, *Occupational Health Science*, *Safety*, and the *Journal of Business and Psychology*. In addition, she has served on several NIH NIOSH Study Section Review Panels. She was appointed Edward R. Meyer Distinguished Professor in the Liberal Arts (2014-2017). Most recently, she was recognized by the WSU College of Arts & Sciences with the Outstanding Achievement in International Activities Award (2020).

EDUCATION

- 1998** Ph.D., University of Illinois at Urbana-Champaign
Major: Industrial and Organizational Psychology
Minors: Social Psychology and Quantitative Psychology
Dissertation: *Antecedents and Consequences of Job Security: An Integrated Model*
Advisor: Charles L. Hulin
- 1995** M.A., University of Illinois at Urbana-Champaign
- 1994** Fulbright Teaching Assistantship, Austria
- 1993** B.A., University of Notre Dame
Academic Majors: Psychology and German

PROFESSIONAL EXPERIENCE

Academic Positions:

- Jun – July 2021** Visiting Scholar, Sapienza University of Rome, Italy
- Nov – Dec 2019** Visiting Scholar, Sapienza University of Rome, Italy
- Mar – Apr 2018** Visiting Scholar, Sapienza University of Rome, Italy
- 2010 – present** Full Professor, Department of Psychology, WSU Vancouver
- May 2017** Visiting Scholar, Sapienza University of Rome, Italy
- 2014 – 2017** Edward R. Meyer Distinguished Professor in the Liberal Arts, Washington State University
- May – Jul 2014** Visiting Scholar, Sapienza University of Rome, Italy
- 2013 – 2014** Interim Assistant Vice Chancellor for Academic Affairs, WSU Vancouver
- Jan – Apr 2012** Visiting Scholar, Sapienza University of Rome, Italy
- 2006 – 2010** Interim Director of Assessment, WSU Vancouver
- Jan – Apr 2005** Visiting Scholar, International Labor Organization, Geneva, Switzerland
- 2003 – 2010** Associate Professor, Department of Psychology, WSU Vancouver
- 2002 – 2003** Diversity Faculty Fellow, WSU Vancouver
- 1998 – 2003** Assistant Professor, Department of Psychology, WSU Vancouver

Course Taught:

- Introduction to Industrial/Organizational Psychology
- Work, Stress, and Health
- Cultural Diversity in Organizations
- Introduction to Statistics
- Psychological Testing and Measurement
- Field Experience in Personnel Psychology
- Applications of Item Response Theory (graduate)
- Correlation, Regression, and Quasi-Experimentation (graduate)
- Occupational Health Psychology (graduate)

Student Committees:

Role	Committee	Student Name	Year
Chair	Honors Thesis	Alina Chizh	2016-2018

Chair	Masters	Kendall Rogers	2016-2018
		Andrea Bazzoli	2019-present
		Erica Bettac	2017-2019
		Melissa Jenkins	2017-2019
		Chris T. Austin	2016-2017
		Lindsey Lavaysse*	2015-2017
		*recipient of NSF Graduate Research Fellowship	
		Jesse Byrd	2013-2016
		Nicholas Gailey	2013-2016
		Maja Graso	2007-2008
Chair	Preliminary Exams	Jeremiah Brown	2005-2007
		Hyun Jung Lee	2019-present
		Erica Bettac	2019-2020
		Melissa Jenkins	2019-2020
		Chris Austin	2017-2018
		Lindsey Lavaysse	2017-2018
		Jason Potwora	2013-2014
		Wendi Benson	2011
		Lixin Jiang	2010-2011
		Maja Graso	2008-2009
Chair	Dissertation	Nicole Nelson	2000
		Erica Bettac	2020-present
		Melissa Jenkins	2020-present
		Chris Austin	2018-2020
		Lindsey Lavaysse	2018-2020
		Sean Rice	2018-2020
		Jason Potwora	2014-2017
		Wendi Benson	2011-2013
		Lixin Jiang	2011-2013
		Maja Graso	2009-2011
Member	Masters	Nicole Nelson	2000-2001
		Chris Austin	2015-2016
		Dave Arena	2015-2016
		Jackie Schroeder	2014-2016
		Wendi Benson	2009-2010
		Wynne Chan (Chinese U. of Hong Kong)	2008-2009
		Cheng Hak Land Grand (C.U. of Hong Kong)	2003-2004
		Sean Rice	2017-2018
		Bethany Shorey-Fennell	2017-2018
		Rich Carson (IIDP)	2010-2018
Member	Preliminary Exams	Jim Vaux (IIDP)	2010-2014
		Kristine Olson	2008-2009
		Cheryl Becker	2002-2004
		Nick Chittester	2002-2003
		Lena Lastad (Stockholm University)* I served as the "opponent" at her defense, i.e., the	2013-2015

person conducting the major portion of the oral examination.

Kimber Saville	2013-2014
Jim Vaux (IIDP)	2010-2014
Joy Scott (IIDP)	2003-2008
Susan Berel	2001-2003

In addition, I hosted two graduate students from the University of Zurich in my research lab – Sarah Staffen (2007) and Maïke Debus (2010) – resulting in 2 refereed journal publications and 7 conference presentations. Another student from the University of Verona (Morteza Charkhabi) visited my lab in Spring 2015. I have also hosted Visiting Professors from Nigeria (2005), China (2016-2017), Italy (2019), South Africa (2019) and Croatia (Fulbright awarded for 2020 - delayed until 2021 due to COVID-19) for research stays at WSU working in my lab.

GRANTS, AWARDS, AND HONORS

Awards & Recognition:

- Included in December 2020 Stanford [PLOS Biology publication](#) identifying the world's top scientists. Ranked in the top 1.5% of all scholars for overall career and single year citations in the Business and Economics field. Only researcher identified from WSU Vancouver.
- Outstanding Achievement in International Activities Award, College of Arts and Sciences, Washington State University, 2020.
- Visiting Professor Research Award, 1-3 month stipends funded by the University of Rome to conduct safety and health research in Italy, 2012, 2014, 2017, 2018, 2019, 2021.
- Awarded Fulbright U.S. Scholar Grant to conduct research on the health and safety implications of the economic crisis in Italy, 2017-2018.
- Chancellor's Award for Research Excellence, WSU Vancouver, 2015.
- Student mentored paper with M. Charkhabi received the "Best Student Manuscript" award at the 20th International Academy of Management and Business conference, October, 2015.
- 2015 Emerald Literati Network Award for Excellence (Highly Commended Paper) for co-authored 2014 *Career Development International* article on faith at work and coping with job insecurity.
- Nominee, Editor of *Journal of Occupational Health Psychology*, 2013.
- Appointed Co-Editor in Chief, *Stress & Health* journal, 2014.
- WSU College of Liberal Arts Mid-Career Achievement in Scholarship Award, 2011.
- Nominee, Distinguished Woman of the Year Award, WSU Vancouver, 2011.
- Superior Merit Award, WSU Vancouver student chapter of the Society of Human Resource Management, 2002, 2004, 2006, 2007, 2010; Merit Award, 2008. I served as the faculty advisor for this club; these awards are granted by SHRM in recognition of chapter programming and professional development of students, support of the Human Resources profession, and partnership with SHRM.
- Nominee, WSU Outstanding Mentor Award, 2009.
- Nominee, Editor of *Journal of Occupational Health Psychology*, 2009.
- Appointed Associate Editor, *Stress & Health* journal, December 2008.
- "Top Poster" Award at the 2006 annual conference of the Society for Industrial and Organizational Psychology for presentation entitled, "Job Insecurity and Accident Underreporting".

- Recipient, Accomplished & Under 40, *Vancouver Business Journal*, 2005. This annual award recognizes individuals in the Southwest Washington region “who have distinguished themselves through their accomplishments early in their careers.”
- Nominee, Students Choice Award for Teaching Excellence, WSU Vancouver, 2004.
- Nominee, Editor of *Journal of Occupational Health Psychology*, 2004.
- Recipient, Society for Human Resource Management Research Award, 2002. This annual award “recognizes the finest empirical research in Human Resource Management” and was presented by the SHRM Foundation for research assessing the impact of organizational safety climate on the relationship between job insecurity and employee safety and health outcomes.
- Nominee, APA Division 14 (Society for Industrial Organizational Psychology) S. Rains Wallace Dissertation Award, 1998.
- Fulbright Teaching Assistantship Award, Austria, 1993-1994.
- Academic Excellence Award, Department of Psychology, University of Notre Dame, 1993.
- Academic Excellence Award, Department of German Studies, University of Notre Dame, 1993.

Honors:

- Nominee, National Advisory Committee on Occupational Safety and Health (NACOSH), April 2014. Nominated by the SIOP Governmental Relations Committee for membership on this national science advocacy committee that advises the Assistant Secretary of Labor on the *Occupational Safety and Health Act of 1970*.
- Fellow, Society for Industrial/Organizational Psychology (APA Division 14), January 2014.
- Research published in *Journal of Occupational and Organizational Psychology* conducted with S. Stewart, M. Gruys, and B. Tierney (2007) on job insecurity and workplace creativity selected by the British Psychological Society Media Centre to be featured in a press release, August 2007.
- Appointed WSU Vancouver Diversity Faculty Fellow by the University Chancellor, January, 2002-December, 2003.
- Research conducted with Ty L. Brubaker (2001) on job insecurity and safety outcomes selected by the APA Public Affairs Directorate to be featured in their monthly press release to all news media, April, 2001. See <http://www.apa.org/releases/workinjury.html> for a copy of the press release.
- Research conducted with Robert, Drasgow, Martocchio, & Lawler (2000) featured in *Academy of Management Executive* May 2001 issue.
- APA Monitor article highlighting Probst & Brubaker (2001) research on job insecurity and safety outcomes appeared in April, 2001 issue.
- Honorable Mention, National Science Foundation Graduate Research Fellowship, 1995.
- Phi Beta Kappa, inducted 1993.
- Delta Phi Alpha, German National Honor Society, inducted 1993.
- Psi Chi, Psychology National Honor Society, inducted 1993.

Grants, Contracts, and Other Funding:

- *Job Insecurity and Smart Working During the COVID-19 Pandemic*. Visiting Scholar Grant from Sapienza University of Rome. Awarded €5000. Active: June-July, 2021.
- *Longitudinal Study of Work/Life Experiences During the COVID-19 Pandemic*. WSU Vancouver Research Mini-Grant. Award Amount: \$5000. Active April 13, 2020-May 15, 2021.
- Interventions to Instill Growth Mindset Attitudes among Instructors in Math-Intensive Gateway Courses”. Funded by *Samuel H. and Patricia W. Smith Teaching and Learning Grant*. Award Amount: \$7000. Active May 1, 2019-May 1, 2020.

- *Work-family Balance as a Predictor of Job Safety in the Face of Job and Financial Instability: The Role of National Context.*
 - College of Arts and Sciences International Travel Grant. Awarded \$1000. Active: November 2018-December 2019.
 - Visiting Scholar Grant from Sapienza University of Rome. Awarded €5000. Active: November-December, 2019.
- *Open Educational Resources Development Grant for Elementary Statistics in Psychology.* Funded by WSU Vancouver, Spring 2018. Award Amount: \$5000.
- *Economic Stress and Sleep Deprivation as Predictors of Poor Job Safety Outcomes.* Visiting Scholar Grant from Sapienza University of Rome. Awarded €5000. Active: May, 2018.
- Faculty mentor, Department of Psychology Undergraduate Research Grant to James Shea (\$600) for his study to examine the link between supervisor burnout and visual/cognitive perceptions of safety violations. Award active: 2017-2018.
- Faculty mentor, Department of Psychology Undergraduate Research Grant to Alina Chizh (\$750) for her study to evaluate cognitive and affective mediators of the relationship between job insecurity and employee creativity. Award active: 2017-2018.
- Faculty mentor, Washington State University Honors Program research grant to Kendall Rogers (\$1000) to examine individual and organizational antecedents of intrasexual competition. Award active: 2017-2018.
- Faculty mentor, Washington State University Honors Program research grant to Alina Chizh (\$1000) to test cognitive and affective mediators of the relationship between job insecurity and employee creativity. Award active: 2017-2018.
- *Development and Validation of the Spanish Language Safety Climate Assessment Tool (S-CAT).* Funded by CPWR: The Center for Construction Research and Training. Award amount: \$28,360. Role: PI. Status: Funded. Award active: 3/1/2017-8/31/2017.
- *Pregnant employees and occupational safety: Does stereotype threat play a role?* NC Occupational Safety and Health Education and Research Center. Role: Co-I (PI: L. Lavaysse). Award amount: \$1000. Active: 12/1/2016-6/30/17.
- *Safety and Insecurity in Italy: Multilevel Effects on Economic Stress and Employee Health and Safety.*
 - Fulbright Scholar Grant. Award Period: 1/1/18-4/30/18. Status: Grant awarded, but I declined the award.
 - College of Arts and Sciences International Travel Grant. Awarded \$1000. Active: November 2016-June 2017.
 - Visiting Scholar Grant from Sapienza University of Rome. Awarded €5000. Active: May, 2017.
 - Visiting Scholar Grant from Sapienza University of Rome. Awarded €5000. Active: March, 2018.
- *Interventions to Instill a Growth Mindset among Students in Math-Intensive Gateway Courses.* WSU Student Success Seed Grant. Award amount: \$23,743. Role: Co-PI (with A. Dimitrov); Co-Is (K. Lesseig, A. MacLean, U. Umesh). Status: Funded. Award active: 7/1/2016-6/30/2018.
- *Development of the Online Safety Climate Assessment Tool.* Funded by CPWR: The Center for Construction Research and Training. Award amount: \$19,730. Role: PI. Status: Funded. Award active: 3/1/2016-8/31/2016.
- *County-Level Health Factors as Moderators of the Relationship between Individual-Level Economic Stress and Well-Being.* Research grant funded by the County Health Rankings & Roadmaps: A Robert Wood Johnson Foundation program. Award amount: \$49,966. Role: PI. Status: Funded. Award active: 7/1/2015-6/30/2016.

- Faculty mentor, Department of Psychology Undergraduate Research Grant to Bre Shores (\$750) for her study to develop and validate a measure of propensity to commit workplace revenge. Award active: 2015-2016.
- *Refinement and Validation of the CPWR Jobsite Safety Climate Rubric*. Funded by CPWR: The Center for Construction Research and Training. Award amount: \$26,035. Role: PI. Status: Funded. Award active: 6/1/2015-12/31/2015.
- *Organizational Culture, Safety Climate, and Employee Safety Outcomes*. Collaborative research conducted with faculty at the University of Rome (Summer, 2014) as part of the Visiting Professor Research Award received from the University of Rome (€9000; ~\$12,000).
 - CAS International Faculty Travel Grant. Awarded \$1000.
 - WSU International Research Travel Award. Awarded \$5000 (1 of 5 funded projects out of 120 applications university-wide).
- *Organizational Safety Climate and Supervisor Safety Enforcement: Multi-level Explorations of the Causes of Accident Under-Reporting*. SHRM Foundation Research Grant. Award amount: \$31,119. Role: Principal Investigator. Status: Fully Funded. Award Active: 1/12-12/13.
- *Organizational Safety Climate and Supervisor Safety Enforcement: Multi-level Explorations of the Causes of Accident Under-Reporting*. Edward R. Meyer Project Award for \$5,000 to supplement the proposed activities of a SHRM grant application on the same topic. Role: Principal Investigator. Award Active: 11/11-11/12.
- *WSU College of Liberal Arts Faculty Travel Grant*. Amount awarded: \$750 for presentation of invited workshop at the 2011 Work, Stress, and Health Conference in Orlando, FL.
- *Evaluating the Effects of the Budget Crisis and Economic Stress on the Performance and Retention of WSU Faculty*. NSF ADVANCE EXCELinSE Small Grant. Amount Awarded: \$9940.50. Role: Principal Investigator. Award Active: 6/10-6/11.
- *Integrating Statistics and Methodology Instruction Through a Problem-Based Learning Laboratory*. NSF Course, Curriculum, and Laboratory Improvement (CCLI) Grant. Amount Awarded: \$145,032. Role: Senior Personnel. (PI: Steve Lakatos)
- *WSU Office of Research Faculty Travel Grant*. Amount awarded: \$750 for presentation of research at the 2006 Work, Stress, and Health Conference in Miami, FL.
- *Fostering Collaboration with the International Labor Organization*. Washington State University Internationalization Professional Development Grant. Amount Requested: \$1,000. Purpose: To defray the travel costs associated with sabbatical leave in Geneva, Switzerland working with Dr. David Gold in the SAFEWORK program at the International Labor Organization. Status: Fully funded. Award active: 12/04-7/05.
- *Interactive SOLVE: Workplace Training to Address Alcohol and Drug Abuse, Stress, Violence, HIV/AIDS, and Tobacco Use*. Washington State University Alcohol and Drug Abuse Research Program. Amount Requested: \$12,680. Role: Principal Investigator. Co-Investigator: Dr. David Gold, International Labor Organization, Geneva, Switzerland. Purpose: To pilot test the effectiveness of the ILO's SOLVE training program aimed at preventing and mitigating psychosocial risk factors in the workplace. Status: Fully funded, plus granted an additional \$2,000 over original request. Active: 7/04-6/08.
- *Interactive SOLVE: Workplace Training to Address Alcohol and Drug Abuse, Stress, Violence, HIV/AIDS, and Tobacco Use*. Washington State University Vancouver Research Grant. Amount Requested: \$5,000. Role: Principal Investigator. Co-Investigator: Dr. David Gold, International Labor Organization, Geneva, Switzerland. Purpose: To pilot test the effectiveness of the ILO's SOLVE training program aimed at preventing and mitigating psychosocial risk factors in the workplace. Status: Fully funded. Award active: 7/04-7/05.

- *Arts and Humanities Travel Grant*. College of Liberal Arts, Washington State University. \$450 for travel and presentation of research at the 2003 Society for Industrial/Organizational Psychology Conference in Orlando, FL.
- *Defining the Relationship between Job Insecurity, Employee Safety, and Organizational Climate: A Multi-Organizational Study*. Grant Development Award, Department of Psychology, Washington State University. Award Amount: \$5,000. Role: Principal Investigator. Active: 9/02-9/03. Purpose: To support activities related to the development of a major funded extramural grant.
- *Development and Validation of the International Organizational Culture Scale*. Funded by the Center for Human Resource Management, University of Illinois. Active from 7/98-00. \$38,427 (no indirect costs). Principal Investigators: F. Drasgow, University of Illinois & C. Robert, University of Missouri. Co-Investigators: J. Martocchio, & J. Lawler, University of Illinois, & T. Probst, WSU Vancouver. Purpose: to study the impact of national and organizational culture on the effectiveness of human resource practices.
- *Job Insecurity and Employee Safety Outcomes*. Funded by the WSU Vancouver Internal Research Mini-Grant program. Active 5/01-5/02. \$4,000. Purpose: to investigate in a laboratory setting the effects of employee layoffs on employee adherence to safety policies and procedures.
- *American Diversity Curriculum Development Mini-Grant*, Office of the Provost, Washington State University. Status: Awarded \$1,000 in January, 2000 to develop course on diversity in the workplace.
- *College of Liberal Arts Initiation and Completion of Research Mini-Grant*, Washington State University, November, 1998. Status: Funded \$234 for the development of WSU Collaboration for Organizational Research brochures.
- *Graduate College Dissertation Research Fellowship*, University of Illinois, Spring, 1998. \$1,000.
- *Department of Psychology Dissertation Grant*, University of Illinois, Fall, 1997. \$500.
- *Industrial/Organizational Division Field Research Grants*, University of Illinois, Fall, 1997 & Spring, 1998. \$1,200.
- *Graduate College Conference Travel Grant*, University of Illinois, Spring, 1996. \$200.

PUBLICATIONS, PRESENTATIONS, AND WORKS IN PROGRESS

[Note: h-index: 45; i10-index: 89; Total Citations: 8891 (944 in 2020)]

Refereed Publications (102):

1. Bettac, E., & Probst, T. M. (in press). Work-family conflict, sleep, and health: A comparison of traditional and self-employed workers. *International Journal of Manpower*.
2. Hu, S., Jiang, L., Probst, T. M., & Liu, M. (in press). The relationship between qualitative job insecurity and subjective well-being in Chinese employees: The role of work-family conflict and work centrality. *Economic and Industrial Democracy*.
3. Petitta, L., Probst, T. M., Ghezzi, V., & Barbaranelli, C. (in press). The impact of emotional contagion on workplace safety: Investigating the roles of sleep, health, and production pressure. *Current Psychology*. <https://doi.org/10.1007/s12144-021-01616-8>
4. Probst, T. M., Bazzoli, A., Jenkins, M. R., Jiang, L., & Lopez-Bohle, S. (in press). Coping with job insecurity: Employees with grit create I-Deals. *Journal of Occupational Health Psychology*.

5. Austin, C., & Probst, T. M. (2021). Masculine gender norms and adverse workplace safety outcomes: The role of sexual orientation and risky safety behaviors. *Safety*, 7(3), 55. <https://doi.org/10.3390/safety7030055>
6. Bazzoli, A., Probst, T. M., & Lee, H. J. (2021). Economic stressors, COVID-19 attitudes, worry, and behaviors among US working adults: A mixture analysis. *International Journal of Environmental Research and Public Health*, 18(5), 2338. <https://doi.org/10.3390/ijerph18052338>
7. Bettac, E., Rice, S., & Probst, T. M. (2021). Job performance: Comparing differences among self- and organizationally-employed workers. *Performance Improvement Quarterly*, 34 (1), 55-76.
8. Debus, M., Unger, D., & Probst, T. M. (2021). Dirty work on the COVID-19 frontlines: Exacerbating the situation of marginalized groups in marginalized professions. *Industrial and Organizational Psychology*, 14(1-2), 144-148. <https://doi.org/10.1017/iop.2021.33>
9. Lavaysse, L. M., & Probst, T. M. (2021). Pregnant employees and occupational safety: The impact of stereotype threat. *Work & Stress*, 35, 93-109.
10. Petitta, L., Probst, T. M., Ghezzi, V., & Barbaranelli, C. (2021). Emotional contagion as a trigger for moral disengagement: Their effects on workplace injuries. *Safety Science*, 140, 105317. <https://doi.org/10.1016/j.ssci.2021.105317>
11. Probst, T. M., & Lee, H. J., Bazzoli, A., Jenkins, M. R., & Bettac, E. L. (2021). Work and non-work sickness presenteeism: The role of workplace COVID-19 climate. *Journal of Occupational and Environmental Medicine*, 6(8), 713-718. <https://doi.org/10.1097/jom.0000000000002240>
12. Rice, S. P. M., Probst, T. M., & Lopez, S. (2021). Psychometric properties and measurement invariance of psychological capital, grit, and gratitude in selected samples from Chile and the USA. *Journal of Well-Being Assessment*. <https://doi.org/10.1007/s41543-021-00039-3>
13. Sinclair, R., Probst, T., Watson, G., & Bazzoli, A. (2021). Caught between Scylla and Charybdis: How economic stressors and occupational risk factors influence workers' occupational health reactions to COVID-19. *Applied Psychology: An International Review*, 71, 85-119.
14. Benson, W. L., Probst, T. M., Jiang, L., Olson, K. J., & Graso, M. (2020). Insecurity in the ivory tower: Direct and indirect effects of pay stagnation and job insecurity on faculty performance. *Economic and Industrial Democracy*, 41, 693-708.
15. Ghezzi, V., Probst, T. M., Petitta, L., & Barbaranelli, C. (2020). Multilevel job demands and resources: Cross-level effects of organizational safety and production pressure climates on the relationship between workload and risky safety behaviors. *International Journal of Environmental Research and Public Health*, 17, 3496.
16. Ghezzi, V., Probst, T. M., Petitta, L., Ciampa, V., Ronchetti, M., Di Tecco, C., Iavicoli, S., & Barbaranelli, C. (2020). The interplay among age and employment status on the perceptions of psychosocial risk factors at work. *International Journal of Environmental Research and Public Health*, 17, 3611.
17. Petitta, L., Probst, T. M., Barbaranelli, C., & Ghezzi, V. (2020). Economic stress, emotional contagion and safety outcomes: A cross-country study. *Work*, 66, 421-435.
18. Probst, T. M., Lee, H. J., & Bazzoli, A. (2020). Economic stressors and the enactment of CDC-recommended COVID-19 prevention behaviors: The impact of state-level context. *Journal of Applied Psychology*, 105(12), 1397-1407. <http://dx.doi.org/10.1037/apl0000797>

19. Probst, T. M., Chizh, A., Hu, S., Jiang, L., & Austin, C. T. (2020). Explaining the relationship between job insecurity and creativity: A test of cognitive and affective mediators. *Career Development International*, 25(3), 247-270.
20. Probst, T. M., Jiang, L., & Lopez-Bohle, S. (2020). Job insecurity and impression management: Which is the horse and which is the cart when it comes to job performance? *Career Development International*, 25(3), 306-324.
21. Probst, T. M., Petitta, L., Barbaranelli, C., & Austin, C. (2020). Safety-related moral disengagement in response to job insecurity: Counterintuitive effects of perceived organizational and supervisor support. *Journal of Business Ethics*, 162, 343–358.
22. Reuter, M., Wahrendorf, M., Di Tecco, C., Probst, T. M., Chirumbolo, A., Ritz-Timme, S., Barbaranelli, C., Iavicoli, S., Dragano, N. (2020). Precarious employment and self-reported experiences of unwanted sexual attention and sexual harassment at work: An analysis of the European Working Conditions Survey. *PLoS ONE*, 15(5): e0233683.
23. Shoss, M., Brummel, B., Probst, T.M., & Jiang, L. (2020). The joint importance of secure and satisfying work: Insights from three studies. *Journal of Business and Psychology*, 35, 297-316.
24. Sinclair, R. R. *, Allen, T., Barber, L., Bergman, M., Britt, T., Butler, A., Ford, M., Hammer, I., Kath, L., Probst, T. M., & Yuan, Z. (2020). Occupational health science in the time of COVID-19: Now more than ever. *Occupational Health Science*, 4, 1-22. *Authorship following first author is alphabetical.
25. Jiang, L., Lavaysse, L., & Probst, T. M. (2019). Safety climate and safety outcomes: A meta-analytic comparison of universal versus industry-specific safety climate predictive validity. *Work & Stress*, 33, 41-57.
26. Jiang, L., & Probst, T. M. (2019). The moderating effect of trust in management on consequences of job insecurity. *Economic and Industrial Democracy*, 40, 409-433.
27. Morgan, J., Reidy, J., & Probst, T. (2019). Age group differences in household accident risk perceptions and intentions to reduce hazards. *International Journal of Environmental Research and Public Health*, 16(12) n° 2237; doi:10.3390/ijerph16122237.
28. Petitta, L., Probst, T. M., Ghezzi, V., & Barbaranelli, C. (2019). Cognitive failures in response to emotional contagion: Their effects on workplace accidents. *Accident Analysis and Prevention*, 119, 165-173.
29. Probst, T. M., Goldenhar, L., Byrd, J., & Betit, E. (2019). Development and validation of the Safety Climate Assessment Tool (S-CAT): A rubric-based self-assessment for the construction industry. *Journal of Safety Research*, 69, 43-51.
30. Reuter, M., Wahrendorf, M., Di Tecco, C., Probst, T. M., Ruhle, S., Ghezzi, V., Barbaranelli, C., Iavicoli, S., & Dragano, N. (2019). Do temporary workers more often decide to work while sick? Evidence for the link between employment contract and presenteeism in Europe. *International Journal of Environmental Research and Public Health*, 16, n° 1868; doi:10.3390/ijerph16101868.
31. Probst, T.M., Sinclair, R., Sears, L., Gailey, N., Jennings, K., & Cheung, J. (2018). Economic stress and well-being: Does population health context matter? *Journal of Applied Psychology*, 103, 959-979.
32. Byrd, J. L., Gailey, N., Probst, T. M., & Jiang, L. (2018). Explaining the job insecurity-safety link in the public transportation industry: The mediating role of safety-production conflict. *Safety Science*, 106, 255-262.

33. Fida, R., Tramontano, C., Guglielmetti, C., Gilardi, S., Paciello, M., Probst, T. M., & Barbaranelli, C. (2018). 'First, do no harm': The role of negative emotions and moral disengagement in understanding the relationship between workplace aggression and misbehavior. *Frontiers in Psychology*, 9, 671.
34. Jiang, L., Probst, T. M., Benson, W. L., & Byrd, J. (2018). Voices carry: Effects of verbal and physical aggression on safety. *Accident Analysis & Prevention*, 118, 190-199.
35. Lavaysse, L., Probst, T. M., & Arena, D. F. (2018). Is more always merrier? Intersectionality as an antecedent of job insecurity. *International Journal of Environmental Research and Public Health*, 15(11), n°2559.
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42. Drasgow, F. & Probst, T. M. (2005). The psychometrics of adaptation: Evaluating measurement equivalence across languages and cultures. In R. Hambleton, P. Merenda, & C. Spielberger (Eds.) *Adapting educational and psychological tests for cross-cultural assessment* (pp. 265-296). New Jersey: Lawrence Erlbaum Associates.
43. Nelson, N. L., & Probst, T. M. (2004). Multiple minority individuals: Multiplying the risk of workplace harassment and discrimination. In J. L. Chin (Ed.) *The psychology of prejudice and discrimination* (vol. 2, pp. 193-217). Westport, CT: Praeger Publishers.
44. Probst, T.M. (2004). Job insecurity: Exploring a new threat to employee safety. In J. Barling, & M. Frone (Eds.) *Psychology of workplace safety*, (pp. 63-80). Washington, DC: American Psychological Association.
45. Probst, T.M. (2002). The impact of job insecurity on employee work attitudes, job adaptation, and organizational withdrawal behaviors. In J. M. Brett & F. Drasgow (Eds.) *The psychology of work: Theoretically based empirical research* (pp. 141-168). New Jersey: Lawrence Erlbaum Associates.
46. Probst, T.M., & Johns, D. (2002). Harassment and discrimination in the workplace. In J.C. Thomas & M. Hersen (Eds.) *Handbook of mental health in the workplace* (pp 413-436). Thousand Oaks, CA: Sage Publication, Inc.
47. Probst, T. M. (1999, April 29). Involve workers in downsizing for better results. *The Columbian*, p. C2.
48. Carnevale, P. J., & Probst, T. M. (1997). Good news about competitive people. In C. de Dreu & E. van der Vliert (Eds.) *Using conflict in organizations* (pp. 129-146). London: Sage.
49. Carnevale, P. J., & Probst, T. M. (1997). Conflict on the internet. In S. Kiesler (Ed.) *Culture of the internet* (pp. 233-255). New Jersey: Lawrence Erlbaum Associates.

Invited Addresses and Presentations (34):

1. Probst, T. M. (2021, August). *Results from the Longitudinal Study of Work/Life Experiences During the COVID-19 Pandemic*. Invited presentation to the ProPEL Hub International Research Series sponsored by Aston University, Ulster University and the Universities of Sheffield, Nottingham, East Anglia, Cardiff and Strathclyde, UK.
2. Probst, T. M. (2021, July). *Results from the Longitudinal Study of Work/Life Experiences During the COVID-19 Pandemic*. Invited presentation to the Faculty of Medicine and Psychology, Sapienza University of Rome, Rome, Italy.
3. Probst, T. M. (2021, May). *Results from the Longitudinal Study of Work/Life Experiences During the COVID-19 Pandemic*. Invited research seminar, Norwich Business School, University of East Anglia, UK.
4. Probst, T. M. (2021, May). *Results from the Longitudinal Study of Work/Life Experiences During the COVID-19 Pandemic*. Invited presentation to the Department of Psychology, Justus Liebig University Giessen, Germany.
5. Probst, T. M. (2019, December). *Stereotype Threat in the Workplace: Health and Safety Outcomes of Pregnancy and Work-Family Stereotype Threats*. Invited presentation to the Faculty of Medicine and Psychology, Sapienza University of Rome, Rome, Italy.
6. Probst, T. M. (2018, April). *Multilevel Investigations of Job Insecurity: The Importance of National Context*. Invited presentation to the Faculty of Medicine and Psychology, Sapienza University of Rome, Rome, Italy.
7. Probst, T. M. (2017, December). *Multilevel Investigations of Job Insecurity and Economic Stress: The Importance of National, Community, and Cultural Contexts*. Invited presentation to the Job Insecurity in Higher Education Institutions Workshop, Johannesburg, South Africa.
8. Probst, T. M. (2017, August). *Economic Stress and Employee Health, Safety, and Well-Being*. Invited presentation at Catholic University of Chile, Santiago, Chile.
9. Probst, T. M. (2017, May). *Occupational Health Psychology: Enhancing Worker Health and Well-Being*. Invited presentation to the Faculty of Medicine and Psychology, Sapienza University of Rome, Rome, Italy.
10. Goldenhar, L., & Probst, T. M. (2016, November). *Tools to Improve Jobsite Safety Climate*. Invited presentation to the U.S. Department of Energy Safety Culture Improvement Panel (SCIP).
11. Goldenhar, L., Probst, T.M., & Betit, E. (2016, October). *New Safety Climate Assessment Tool (S-CAT) & S-CAT Website: Tools to Self-Assess & Improve Your Company's Jobsite*. A CPWR webinar attended by ~100 construction industry professionals.
12. Probst, T. M. (2015, May). *Occupational Health Psychology: Enhancing Worker Health and Well-Being*. Invited research presentation to the WSU Vancouver Campus Advisory Council. Vancouver, WA.
13. Probst, T. M. (2014, July). *Building a Reporting Culture: A Closer Look at Organizational Culture, Climate, and Leadership*. Invited ½ day workshop to the Italian Civil Aviation Authority [ENAC, L'Ente Nazionale per l'Aviazione Civile], Rome, Italy.
14. Probst, T. M. (2014, June). *Safety Climate and Supervisor Safety Leadership: Leading Indicators of Employee Safety Reporting*. Invited presentation to the Faculty of Medicine and Psychology, Sapienza University of Rome, Rome, Italy.

15. Probst, T. M. (2013, November). *Job Insecurity and Relationships with Employee Safety and Well-Being*. Keynote presentation to the Health and Safety Workshop "The Changing Employment Relationship and Worker Well-Being" sponsored by the Center for Research in Occupational and Environmental Toxicology (CROET) at OHSU, PSU, and the Oregon Healthy Workforce Center, Portland, OR.
16. Probst, T. M. (2013, September). *Strategies to Shift Your Company's Culture*. Invited presentation to the SafeBuild Alliance, Portland, OR.
17. Probst, T. M. (2013, June). *Evaluating Safety Culture and Climate: Key Measurement Issues*. Invited presentation to the Safety Culture and Climate in Construction: Bridging the Gap between Research and Practice Workshop hosted by CPWR and NIOSH, Washington, DC.
18. Probst, T. M. (2013, March). *Safety Climate and Supervisor Safety Leadership: Leading Indicators of Employee Safety Reporting*. Invited presentation to the 2013 Oregon Governor's Occupational Safety and Health Conference, Portland, OR.
19. Probst, T. M. (2012, March). *Catch me if I fall! Enacted uncertainty avoidance and the social safety net as country-level moderators in the job insecurity-job attitudes link*. Invited presentation to the Faculty of Medicine and Psychology, Sapienza University of Rome, Rome, Italy.
20. Probst, T.M. (2011, October). *A Social Science Research Roundtable on Gender and Faculty Life at WSU*. Panelist for brownbag presentation to WSU faculty, Vancouver, WA.
21. Probst, T.M. (2011, September). *"Survey Says...": A Summary of WSU Employee Reactions to the 2008-2010 Budget Cuts*. Brownbag presentation to WSU faculty and staff, Pullman, WA.
22. Probst, T.M. (2011, September). *"Survey Says...": Work-Life Implications from the Budget Cuts Survey*. Brownbag presentation to WSU Work-Life Advisory Council, Pullman, WA.
23. Probst, T. M. (2011, May). *Economic stressors: Implications of job insecurity and underemployment for work and well-being*. Invited luncheon tutorial presented at the 2011 Work, Stress, and Health Conference, Orlando, FL.
24. Probst, T. M. (2011, April). *Economic stress and job insecurity: Implications for employees and organizations*. Chancellor's Seminar Series, WSU Vancouver, WA.
25. Probst, T. M. (2011, March). *Organizational culture, climate, and safety: Understanding the fundamentals*. Invited address presented at the 2011 Oregon Governor's Occupational Safety and Health Conference, Portland, OR.
26. Probst, T. M. (2008, October). *Psychosocial predictors of accident under-reporting*. Invited presentation to the Northwest Occupational Health Conference, Seattle, WA.
27. Probst, T. M. (2006, October). *Individual- and organizational- accident under-reporting: The moderating effect of organizational safety climate*. Invited presentation to the Portland Industrial/Organizational Psychology Association, Portland, OR.
28. Probst, T.M. (2005, February). *Unemployment, underemployment, and job insecurity: Implications for Spain*. Invited presentation to the IESE Business School, University of Navarra, Barcelona, Spain.
29. Probst, T. M. (2004, October). *Unemployment, underemployment, and job insecurity: Economic stressors at work*. Invited presentation to the Department of Psychology at Portland State University, Portland, OR.

30. Probst, T. M. (2004, January). *A new threat to employee safety? Emerging implications of job insecurity*. Invited address at the British Psychological Society Occupational Psychology symposium on the psychology of workplace safety (Nick Turner, Chair). Stratford, UK.
31. Probst, T. M. (2002, June). *Organizational safety climate and production pressure: Attenuating and exacerbating job insecurity's toll on employee safety*. SHRM Research Award invited address at the 2002 annual conference of the Society for Human Resource Management, Philadelphia, PA.
32. Probst, T.M. (2001, October). *Job insecurity: Exploring a new threat to employee safety*. Invited address at the Health and Safety Seminar "Stress in the Workplace: Challenges for the 21st Century", sponsored by the Center for Research in Occupational and Environmental Toxicology (CROET) at OHSU, Portland, OR.
33. Probst, T.M. (2000, May). *The impact of job insecurity on employee work attitudes, job adaptation, and organizational withdrawal behaviors*. Invited address at the Psychology of Work Conference: Theoretically-based Empirical Research, Urbana-Champaign, IL.
34. Drasgow, F., & Probst, T. M. (1999, May). *The psychometrics of translation: Assessing the measurement equivalence of the JDI across languages*. Invited address at the International Conference on Test Adaptations, Georgetown.

Conference Presentations (125+):

1. Bazzoli, A., & Probst, T. M. (2021, November). *The impact of workplace COVID-19 safety climate and employee job insecurity on COVID-19 moral disengagement and prevention behaviors: A moderated mediation model* [Poster]. Work, Stress, and Health Conference, Miami, FL, United States.
2. Bazzoli, A., Probst, T. M., Bettac, E. L., Jenkins, M. R., & Lee, H. J. (2021, November). *On the job during COVID-19: Exploring the effect of COVID-19 safety climate on employees' fatigue, performance, and mental health* [Poster]. Work, Stress, and Health Conference, Miami, FL, United States.
3. Bazzoli, A., Probst, T. M., & Sharock, A. (2020, April). Looking back and moving forward: A textual statistics approach to synthesizing two decades of job insecurity research. WSU Vancouver Research Showcase, Vancouver, WA. [virtual conference due to COVID-19]
4. Bazzoli, A., Brondino, M., De Witte, H, Pasini, M., & Probst, T. M. (2020, April). Challenge, hindrance, and control: An analysis of primary and secondary appraisals' role in the job insecurity-outcomes relationships. In H. De Witte, *Job Insecurity - Symposium 1: New directions in job insecurity research*. Paper presented at 14th European Academy of Occupational Health Psychology Conference, Nicosia, Cyprus. [presentation cancelled due to COVID-19]
5. Bettac, E., & Probst, T. M. (2020, August). National work-family policies: Multilevel effects on employee reactions to work/family conflict. In J. Brady & N. Smith (Chairs), *Diverse methodological approaches to understanding novel work-life interface questions*. Paper presented to the annual Academy of Management conference, Vancouver, BC, Canada. [virtual conference]
6. Ghezzi, V., Probst, T. M., Patitta, L., Ciampa, V., & Barbaranelli, C. (2020, April). The affective component of job insecurity climate: A latent state-trait approach. In H. De Witte, *Job Insecurity - Symposium 2: Latest research on qualitative job insecurity*. Paper presented at 14th European Academy of Occupational Health Psychology Conference, Nicosia, Cyprus.

7. Jenkins, M., & Probst, T.M. (2020, April). Climate of inclusion: A necessary ingredient for a successful diversity climate? Poster presented to the annual Society for Industrial/Organizational Psychology conference, Austin, TX. [presentation cancelled due to COVID-19]
8. Lavaysse, L.M., Probst, T.M., & Rice, S. (2020, April). Intersectionality and Stereotype Threat during Pregnancy. Poster presented to the annual Society for Industrial/Organizational Psychology conference, Austin, TX. [presentation cancelled due to COVID-19]
9. Lee, H. J., & Probst, T. M. (2020, August). Positive spillover between family and work: Impact on work outcomes through job affective well-being. In J. Brady & N. Snith (Chairs), *Diverse methodological approaches to understanding novel work-life interface questions*. Paper presented to the annual Academy of Management conference, Vancouver, BC, Canada. [virtual conference]
10. Probst, T. M. (2020, April). Invited discussant. In S. Payne (Chair), *Promoting a Culture of Reporting Health Concerns*. Symposium presented to the annual Society for Industrial/Organizational Psychology conference, Austin, TX. [presentation cancelled due to COVID-19]
11. Roll, L., Probst, T.M., & Wang, H. (2020, April). *Job Insecurity in Higher Education: The Struggle and the Road Forward*. Roundtable session presented to the annual Society for Industrial/Organizational Psychology conference, Austin, TX. [presentation cancelled due to COVID-19]
12. Bettac, E., Probst, T. M., Lavaysse, L. M., Petitta, L., & Barbaranelli, C. (2019, February). The impact of family-to-work conflict on workplace safety outcomes: The moderating impact of stereotype threat. Poster presented to the 20th Annual Meeting of the Society for Personality and Social Psychology, Portland, OR.
13. Lavaysse, L.M., Rice, S., Lopez, S., & Probst, T.M. (2019, February). The role of motivation in the complicated relationship between job insecurity and performance. Poster presented to the 20th Annual Meeting of the Society for Personality and Social Psychology, Portland, OR.
14. Petitta, L., Probst, T. M., Ghezzi, V., & Barbaranelli, C. (2019, May). Economic stress, emotional contagion and safety outcomes: A cross-country study. In H. De Witte & E. Selenko (Chairs), *Job Insecurity Symposium 2: Organizational outcomes*. Paper presented to the European Association of Work and Organizational Psychology conference, Turin, Italy.
15. Petitta, L., Probst, T. M., Bettac, E., Lavaysse, L. M., Barbaranelli, C., & Ghezzi, V. (2019, August). Job insecurity and work-family interface as predictors of mental and physical health: The moderating role of work-family stereotype threat. In L. Jiang (Chair), *Job Insecurity, Job Insecurity Change, and Job Insecurity Climate: Exploring Moderators and Mediators*. Paper presented to the annual Academy of Management conference, Boston, MA.
16. Probst, T. M., & Lavaysse, L. M. (2019, August). Pregnancy-related job insecurity and the development of stereotype threat, pregnancy concealment efforts, and supra-performance. In L. Jiang (Chair), *Expanding the Conceptualization of Job Insecurity: Evidence from Four Continents*. Paper presented to the annual Academy of Management conference, Boston, MA.
17. Probst, T. M., Petitta, L., Barbaranelli, C., Ghezzi, V., & Bettac, E. (2019, May). The impact of job insecurity on accidents and injuries: A moderated mediation with production pressure and sleep disturbances. In H. De Witte & E. Selenko (Chairs), *Job Insecurity Symposium 1: Individual outcomes*. Paper presented to the European Association of Work and Organizational Psychology conference, Turin, Italy.

18. Rice, S. P. M., Probst, T. M., & Lopez, S. (2019, July). Psychological capital among US and Chilean employees: Measurement invariance and implications for cross-cultural assessment. Poster presented at the 6th World Congress on Positive Psychology in Melbourne, Australia.
19. Probst, T. M., Chizh, A., Hu, S., Jiang, L., & Austin, C. T. (2018, December). Explaining the relationship between job insecurity and creativity: A test of cognitive and affective mediators. Paper presented at the 7th Aotearoa New Zealand Organizational Psychology and Organizational Behavior Conference, Auckland, NZ.
20. Probst, T.M., Lavaysse, L.M., Dimitrov, A., Lesseig, K., Gailey, N., Cohen, E., & Ehrlinger, J. (2018, March). *Evaluation of a Semester-based Mindset Intervention in Math-Intensive College Courses*. Paper presented at the 2018 Society for Personality and Social Psychology conference, Atlanta, GA.
21. Lavaysse, L.M., Probst, T.M., Arena, D.F., & Shea, J. (2018, April). Intersectionality and its implications for employee job insecurity. In L. Jiang (Chair), *New Developments in Job Insecurity Research: Antecedents, Mediators, and Moderators*. Paper presented to the annual Society for Industrial/ Organizational Psychology conference, Chicago, IL.
22. Goldenhar, L., Probst, T. M., Byrd, J., & Betit, E. (2018, October). The Safety Climate Assessment Tool (S-CAT): A rubric-based approach to measuring construction safety climate. In T. Sharf (Chair), *Connecting Safety Culture to Safety and Health Management on Construction Jobsites*. Paper presented at the National Occupational Injury Research Symposium, Morgantown, WV.
23. Goldenhar, L., Probst, T. M., Byrd, J., & Betit, E. (2018, November). Developing and validating a new rubric-based safety climate assessment tool: The S-CAT. Poster presented at the annual meeting of the American Public Health Association, San Diego, CA.
24. Jiang, L., Lavaysse, L. M., Brunkow, A N., & Probst, T. M. (2017, August). A meta-analytic comparison of universal versus industry-specific safety climate measures. In Jiang, L. (Chair), *Safety Climate: Measurements, Cultural Causes, and Climate Strength*. Paper presented to the 2017 Academy of Management Conference, Atlanta, GA.
25. Probst, T. M., Goldenhar, L.M., & Byrd, J. (2017, August). A rubric-based safety climate assessment tool for construction: The S-CAT. In Jiang, L. (Chair), *Safety Climate: Measurements, Cultural Causes, and Climate Strength*. Paper presented to the 2017 Academy of Management Conference, Atlanta, GA.
26. Probst, T. M., Jiang, L., Lopez-Bohle, S., & Gailey, N. J. (2017, August). Coping with job insecurity through job crafting: Employees with grit create I-Deals. . In Jiang, L. (Chair), *Job Insecurity: A Comprehensive Integration of Research Findings*. Paper presented to the 2017 Academy of Management Conference, Atlanta, GA.
27. Lavaysse, L.M., Probst, T.M., Leffler, A. & Castro, K. (2017, June). The impact of stereotype threat on workplace safety for pregnant employees. Poster presented to the 12th Annual Meeting of Work, Stress and Health, Minneapolis, MN.
28. Austin, C., & Probst, T. M. (2017, April). Job insecurity and health: The moderating role of sexual orientation. In D. Arena and K. Jones (Chairs), *Don't Trust the B: Bisexual Stigma in Modern Organizations*. Paper presented at the 2017 Society for Industrial and Organizational Psychology conference, Orlando, FL. *Note: Symposium selected as one of 4 finalists for the SIOP *Best Lesbian/Gay/Bisexual/Transgender (LGBT) Research Award*. Award TBA at the SIOP conference.

29. Goldenhar, L.M., Probst, T. M., & Betit, E. (2017, March). *Tools for assessing jobsite safety climate: The S-CAT survey and website*. Paper presented to the 2017 Annual Construction Expo and Safety Conference. Oakbrook Terrace, IL.
30. Debus, M., & Probst, T. M. (2016, April). *When does job insecurity hurt? Evidence for moderating variables*. Symposium presented at the 2016 Society for Industrial and Organizational Psychology conference, Anaheim, CA.
31. Gailey, N., Probst, T. M., Jiang, L., & Lopez-Bohle, S. (2016, April). Psychological capital: Buffering longitudinal effects of job insecurity on performance. In M. Debus and T. Probst (Chairs), *When does job insecurity hurt? Evidence for moderating variables*. Paper presented at the 2016 Society for Industrial and Organizational Psychology conference, Anaheim, CA.
32. Jiang, L., & Probst, T. M. (2016, August). Multilevel examination of affective job insecurity climate on safety outcomes. In L. Petitta & C. Hartel (Chairs), *Promoting Workplace Safety: Causes, Measurement Issues, and Intervention*. Paper presented at the 2016 Academy of Management conference, Anaheim, CA.
33. Jiang, L., Probst, T. M., Byrd, J. L., & Benson, W. L. (2016, April). Voices carry: Effects of verbal and physical aggression on safety. In B. Erdogan (Chair), *Workplace safety research: What is next?* Paper presented at the 2016 Society for Industrial and Organizational Psychology conference, Anaheim, CA.
34. Olson, K. J., Probst, T. M., Burge, K., & Child, D. (2016, April). Diversity climate: In the midst of multicultural programming and harassment. Poster presented at the 2016 Society for Industrial and Organizational Psychology conference, Anaheim, CA.
35. Probst, T.M., Sinclair, R., Sears, L., Gailey, N., Jennings, K., & Cheung, J. (April, 2016). Economic stress and well-being: Does community health context matter? In H.N. Odle-Dusseau and J. H. Cheung (Chairs), *Employment and income: Effects of economic stress on occupational health*. Paper presented at the 2016 Society for Industrial and Organizational Psychology conference, Anaheim, CA.
36. Charkhabi, M.*, Probst, T.M., & De Witte, H. (2015, October). Boundaryless career orientation: A help or hindrance in the face of job insecurity in USA and Belgium? Paper presented at the 20th annual conference of the International Association of Management and Business, Istanbul, Turkey.
*Recipient of the *Best Student Manuscript* award.
37. Jiang, L., Tripp, T., & Probst, T. M. (2015, April). The pros and cons of being an organizational lynchpin. Poster presented at the 30th Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
38. Probst, T. M., Petitta, L., & Barbaranelli, C. (2015, April). Contingent work: Moderating the relationship between job insecurity and safety. In T. M. Probst (Chair), *Job (In)security: Resource Loss vs. Gain Spirals*. Symposium presented at the 30th Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
39. Probst, T. M. (2015, April). *Job (In)security: Resource Loss vs. Gain Spirals*. Symposium presented at the 30th Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.
40. Probst, T. M. (2015, April). Panelist. In M. Bergman (Chair), *Economic Insecurity: A Discussion*. Panel discussion at the 30th Annual Conference of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

41. Jiang, L., & Probst, T. M. (2014, May). Safety-production incompatibility and employee safety: Impacts of multiple climates. In A. D. Krauss (Chair), *Widening the safety lens by exploring macro-organizational factors*. Symposium presented at the 29th Annual Conference of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.
42. Jiang, L., & Probst, T. M. (2014, May). Transformational and passive leadership as cross-level moderators of safety outcomes. Poster presented at the 29th Annual Conference of the Society of Industrial and Organizational Psychology, Honolulu, Hawaii.
43. Petitta, L., Probst, T. M., Ghezzi, V., & Barbaranelli, C. (2014, July). Comparing different culture models in predicting employee job satisfaction and turnover intentions. In L. Petitta & N. Ashkanasy (Chairs), *Coping with the endemic consequences of global crisis: Advances on the culture and climate underpinnings of organizational well-being and effectiveness*. Presented at the 28th International Congress of Applied Psychology, Paris, France.
44. Petitta, L., Barbaranelli, C., Probst, T. M., & Ghezzi, V. (2013, April). Organizational culture, moral disengagement, and employees' silence on work accidents. In N. Ashkanasy & L. Petitta (Chairs), *Dark organizational climates and cultures*. Paper presented to the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
45. Probst, T. M. (2013, April). Organizational safety climate, supervisor safety leadership, and accident under-reporting. In A. Krauss (Chair), *Digging deeper into the safety leadership – safety outcome relationship*. Paper presented to the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
46. Probst, T. M., Benson, W. L., & Petery, G. (2013, April). Silent Generation to the Millennials: Generational implications of job insecurity. In T. M. Probst & M. Debus (Chairs), *Who is most affected by job insecurity and why?* Paper presented to the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
47. Probst, T. M., & Debus, M. (2013, April). *Who is most affected by job insecurity and why?* Symposium presented to the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
48. Jiang, L., & Probst, T. M. (2013, April). Multilevel effects of individual trust and trust climate. Poster presented to the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
49. Jiang, L., & Probst, T. M. (2013, April). The moderating effect of trust on consequences of job insecurity. Poster presented to the annual conference of the Society for Industrial and Organizational Psychology, Houston, TX.
50. Probst, T. M. (2013, May). Job insecurity and accident under-reporting: Exploring the moderating effect of organizational safety climate. Paper presented to the 2013 Work, Stress & Health Conference, Los Angeles, CA.
51. Probst, T. M. (2013, May). Recall vs. recognition measures of accident under-reporting. Poster presented to the 2013 Work, Stress & Health Conference, Los Angeles, CA.
52. Probst, T. M., Benson, W. L., Jiang, L., Olson, K. J., & Graso, M. (2013, May). Insecurity in the ivory tower: Budgetary effects of pay and job insecurity on faculty outcomes. Poster presented to the 2013 Work, Stress & Health Conference, Los Angeles, CA.

53. Barbaranelli, C., Probst, T. M., Ghezzi, V., & Petitta, L. (2012, April). Does safety climate predict safety performance in Italy? Paper presented to the European Academy of Occupational Health Psychology conference, Zurich, Switzerland.
54. Benson, W. L., Burch, K.A., Dai, H. H., Dewar, L., Olson, K. J., Probst, T. M., & Williams, C. (2012, April). Testing the JD-R model: Are demands and resources both linked to engagement and burnout? Poster presented to the annual Western Psychological Association convention, San Francisco, CA.
55. De Witte, H. & Probst, T. M. (2012, April). *Employee reactions to job insecurity: A look at novel individual and organizational moderators*. Symposium presented to the European Academy of Occupational Health Psychology conference, Zurich, Switzerland.
56. Graso, M., Jiang, L., Probst, T. M., & Benson, W. (2012, April). Cross-level effects of procedural justice perceptions on faculty job outcomes. Poster accepted to the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
57. Jiang, L., Probst, T. M., & Benson, W. (2012, April). Multilevel predictors of employee reactions to psychological contract breach. Poster accepted to the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
58. Jiang, L., Probst, T. M., & Benson, W. (2012, April). The frog's pond matters: Budget cuts and faculty job outcomes. Poster accepted to the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
59. Petitta, L., Barbaranelli, C., Probst, T. M. (2012, April). Cross-cultural validation of the Intensity & Strength Organizational Culture Questionnaire. In L. Petitta (Chair), *Understanding the culture and climate underpinnings of organizational effectiveness*. Symposium presented to the annual conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
60. Probst, T. M. (2012, April). Boundaryless career orientation and reactions to job insecurity: Some surprising results. In H. De Witte & T. M. Probst (Co-chairs), *Employee reactions to job insecurity: A look at novel individual and organizational moderators*. Symposium presented to the European Academy of Occupational Health Psychology conference, Zurich, Switzerland.
61. Probst, T. M., Barbaranelli, C., & Petitta, L. (2012, April). Non molto bene: Job insecurity and accident under-reporting in Italy. Poster presented to the European Academy of Occupational Health Psychology conference, Zurich, Switzerland.
62. Probst, T. M., & De Witte, H. (2012, April). *Recent advances in research on job insecurity*. Symposium presented to the European Association of Occupational Health Psychology conference, Zurich, Switzerland.
63. Benson, W. L., Burch, K.A., Dai, H. H., Dewar, L., Olson, K. J., Probst, T. M., & Williams, C. (April, 2012). Testing the JD-R model: Are demands and resources both linked to engagement and burnout? Poster presented to the 12th annual WSU Vancouver Research Showcase, Vancouver, WA.
64. Wharton, A., & Probst, T. M. (2011, November). "Survey Says...": A Summary of STEM Faculty Reactions to the 2008-2010 Budget Cuts. Poster presented to the 2011 NSF ADVANCE Program Meeting: *Celebrating 10 Years of Broadening Participation and Inclusion*. Alexandria, VA.
65. Schreurs, B. H. J., van Emmerik, H., De Cuyper, N., Probst, T. M., van den Heuvel, M., & Demerouti, E. (2011, August). Praying for security: The role of religion in moderating outcomes of job

insecurity. Paper presented to the Annual Conference of the Academy of Management, San Antonio, TX.

66. Debus, M. E., Probst, T. M., König, C.J. ., & Kleinmann, M. (2011, May). The social safety net and its effect on outcomes of job insecurity. In R. Sinclair (Chair), *Expanding Conceptions of Economic Stress: Implications for Occupational Health*. Symposium presented to the 2011 Work, Stress, and Health Conference, Orlando, FL.
67. Debus, M. E., Probst, T. M., König, C.J. ., & Kleinmann, M. (2011, May). Catch me if I fall! Country-level resources in the job insecurity-job attitudes link. In H. De Witte & N. De Cuyper (Chairs), *Job Insecurity: Antecedents, Contextual Moderators and Explanations*. Symposium presented to the 15th European Congress of Work and Organizational Psychology, Maastricht, The Netherlands.
68. Jiang, L., & Probst, T. (2011, April). Organizational communication: A buffer in times of job insecurity? In M. Krischner & T. Probst, (Chairs), *Individual and organizational strategies for coping with job insecurity*. Paper presented to the annual Society for Industrial and Organizational Psychology, Chicago, IL.
69. Krischner, M. & Probst, T. M. (2011, April). Co-chairs, *Individual and organizational strategies for coping with job insecurity*. Symposium presented to the annual Society for Industrial and Organizational Psychology, Chicago, IL.
70. Probst, T. M. (2011, April). Leader-member exchange: How supervisor-employee relationships moderate outcomes of job insecurity. In M. Krischner & T. Probst, (Chairs), *Individual and organizational strategies for coping with job insecurity*. Paper presented to the annual Society for Industrial and Organizational Psychology, Chicago, IL.
71. Debus, M. E., Probst, T. M., König, C.J. ., & Kleinmann, M. (2010, September). Catch me if I fall! Uncertainty avoidance and social safety nets as country-level resources in the job insecurity – job attitudes link. Paper presented at the 2nd European PostDoc Summer School for Advanced Work and Organizational Psychology, Valencia, Spain.
72. Estrada, A. X., Olson, K., Probst, T. M., & Berggren, A. W. (2010, April). Job insecurity and sexual harassment on Swedish women's work outcomes. Poster presented to the Society for Industrial and Organizational Psychology, Atlanta, GA.
73. Graso, M., Probst, T. M., Westaby, J., & Gruys, M. (2010, April). Selecting leaders: Race, gender and age and the 2008 election. Poster presented to the Society for Industrial and Organizational Psychology, Atlanta, GA.
74. Probst, T. M., & Graso, M. (2010, April). Safety climate and accident under-reporting in the mining industry. In K. Cigularov (Chair), *30 Years of Safety Climate Research: Evidence from High-Risk Industries*. Symposium presented to the 2010 Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
75. Probst, T. M., & Graso, M. (2010, April). Pressure to produce = Pressure to reduce accident reporting? Poster presented to the Society for Industrial and Organizational Psychology, Atlanta, GA.
76. Graso, M., & Probst, T. M. (2009, April). Using consideration of future consequences to predict job performance. Poster presented to the Society for Industrial and Organizational Psychology, New Orleans, LA.

77. Koenig, C., Probst, T., Staffen, S., & Graso, M. (2009). Do people in Switzerland react differently to job insecurity compared to people in the US?. In H. DeWitte (Chair), *Job Insecurity: Global and Local Perspectives: Antecedents, Consequences and Cross-Cultural Comparisons*. Symposium presented at the 14th European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
78. Konig, C. K., Probst, T. M., Staffen, S., & Graso, M. (2009, April). A Swiss-U.S. comparison of the effects of job insecurity. Poster presented to the Society for Industrial and Organizational Psychology, New Orleans, LA.
79. Rasmor, M. L., Brown, C., & Probst, T. M. (2009, April). *Exposure to free clinics: Evaluating nursing student changes in attitudes, beliefs, and volunteer intentions*. Paper presented to the National Organization of Nurse Practitioner Faculty, Portland, OR.
80. Probst, T. M. (2008, October). *Job insecurity and accident underreporting*. Paper presented to the annual Institute of Behavioral and Applied Management conference, Orlando, FL.
81. Probst, T. M. (2008, October). *Organizational communication: A buffer in times of job insecurity?* Paper presented to the annual Institute of Behavioral and Applied Management conference, Orlando, FL.
82. Graso, M., Probst, T. M., & Estrada, A. X. (2008, April). Extending the consideration of future consequences to safety outcomes. Poster presented to the 2008 Conference of the Society of Industrial and Organizational Psychology, San Francisco, CA.
83. Probst, T. M. (2008, April). Beyond Intro to I/O: Tackling controversial workplace diversity topics. In P. Radhakrishnan (Chair), *Experiential learning: Grounding ourselves in research*. Symposium presented to the 2008 Conference of the Society of Industrial and Organizational Psychology, San Francisco, CA.
84. Probst, T. M., & Estrada, A. X. (2008, April). Accident under-reporting: The moderating effect of organizational safety climate. In S. C. Payne & J. M. Rodriguez (Chairs), *Safety in organizations: Moderators and mediators of safety climate*. Symposium presented to the 2008 Conference of the Society of Industrial and Organizational Psychology, San Francisco, CA.
85. Probst, T. M., Wright, B., Barbosa-Leiker, C., Ferent, V., & Mielke, C. H. (2008, March). Preliminary Results from the Spokane Heart Study: Testing Links between Occupational Stress and Coronary Artery Calcification. Paper presented to the 2008 Work, Stress, and Health Conference, Washington, DC.
86. Reisel, W. D., Probst, T. M., Chia, S., Maloles, C. M., Brown, J. W., & Hazen, J. (2007, October). An examination of the effects of job insecurity on job satisfaction, organizational citizenship behavior, deviant behavior, and negative emotions of employees. Poster presented to the 2007 Conference of the Institute of Behavioral and Applied Management, Reno, NV.
87. Probst, T. M. (2007, August). Chair, Division 14 Keynote Address, *Significant Difference: Reflections on a Psychology Career*, presented by Christina Maslach to the 2007 APA Convention, San Francisco, CA.
88. Estrada, A. X., & Probst, T. M. (2007, August). Examining the differential test functioning of a measure of sexual orientation harassment. Poster presented to the 2007 APA Convention, San Francisco, CA.

89. Reisel, W. D., Probst, T. M., Chia, S., & Maloles, C. M. (2007, April). Job insecurity and employee satisfaction, OCBs, deviance, and negative emotions. Poster presented to the 2007 Conference of the Society of Industrial and Organizational Psychology, New York, NY.
90. Westaby, J. D., Probst, T. M., & Lee, B. C. (2007, April). Difficult decisions to employ nontraditional workforces: Testing Behavioral Reasoning Theory. Poster presented to the 2007 Conference of the Society of Industrial and Organizational Psychology, New York, NY.
91. Probst, T. M. (2006, May). Job insecurity and accident underreporting. Poster presented to the 2006 Conference of the Society of Industrial and Organizational Psychology, Dallas, TX. Paper honored with "top poster" designation (out of over 500 conference posters).
92. Probst, T. M. (2006, May). Chair, *New directions in organizational safety climate research*. Symposium presented to the 2006 Conference of the Society of Industrial and Organizational Psychology, Dallas, TX.
93. Brubaker, T. L., Barsotti, A., & Probst, T. M. (2006, May). Safety climate and under-reporting of organizational injuries. In T. M. Probst (Chair), *New directions in organizational safety climate research*. Symposium presented to the 2006 Conference of the Society of Industrial and Organizational Psychology, Dallas, TX.
94. Gruys, M. L., Stewart, S., & Probst, T. M. (2006, May). The impact of job insecurity on employee creativity and counterproductivity. Paper presented to the 2006 Conference of the Society of Industrial and Organizational Psychology, Dallas, TX.
95. Probst, T. M. (2006, March). Invited Chair, *Organizational Restructuring and Health Panel Discussion*, 2006 APA/NIOSH Work, Stress, and Health Conference, Miami, FL.
96. Brubaker, T. L., Barsotti, A., & Probst, T. M. (2006, March). *Organizational injury rate under-reporting: The moderating effect of organizational safety climate*. Paper presented at the 2006 APA/NIOSH Work, Stress, and Health Conference, Miami, FL.
97. Probst, T. M., & Tierney, B. W. (2006, March). *Physiological Responses to Layoff Threats and Suggested Coping Methods*. Poster presented at the 2006 APA/NIOSH Work, Stress, and Health Conference, Miami, FL.
98. Probst, T. M., Gold, D., & Caborn, J. (2006, March). *An evaluation of SOLVE: Addressing psychosocial problems at work*. Paper presented at the 2006 APA/NIOSH Work, Stress, and Health Conference, Miami, FL. (Also nominated for the Intervention Evaluation Competition Award)
99. Tierney, B., Probst, T. M., Brown, J. W., & Khazaal, N. (2005, April). *Physiological reactions to layoff notice*. Paper presented at the 2005 Annual Conference of the Western Psychological Association, Portland, OR.
100. Probst, T. M., & Yi, X. (2005, April). *Guanxi in Chinese organizations: A help or hindrance in insecure times?* Paper presented at the 2005 annual conference of the Society of Industrial and Organizational Psychology, Los Angeles.
101. Probst, T. M., & Tierney, B. W. (2004, August). *Productivity, counterproductivity, and creativity: The ups and downs of job insecurity*. Paper presented at the 2004 Annual Conference of the Academy of Management, New Orleans, LA.
102. Tierney, B. W., & Probst, T. M. (2004, April). *Productivity and creativity: The ups and downs of job insecurity*. Paper presented at the 2004 Annual Conference of the Western Psychological Association, Phoenix, AZ.

103. Probst, T. M. (2003, April). Invited Facilitator, Interactive poster session on diversity issues. 2003 Conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
104. Probst, T. M., Ferdman, B., & Davidson, M. (2003, April). *Teaching about diversity: What works, what doesn't, and much in-between*. Education, teaching, and learning forum presented at the 2003 Conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
105. Probst, T. M., & Nelson, N. L. (2003, April). *Development and validation of the organizational diversity climate scale*. Paper presented to the 2003 Conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
106. Probst, T. M. (2003, March). Job insecurity: Exploring a new threat to employee safety. In K. Kelloway & N. Turner (Co-Chairs), *Psychosocial factors and safety: Recent and emerging research*. Symposium presented at the 2003 APA/NIOSH Conference on Work, Stress, and Health, Toronto, Canada.
107. Probst, T. M., & Brubaker, T. L. (2003, March). *Organizational safety climate and supervisory layoff decisions: Preferences versus predictions*. Paper presented at the 2003 APA/NIOSH Conference on Work, Stress, and Health, Toronto, Canada.
108. Probst, T. M., & Cullen, J. C. (2003, March). *Participative decision making: A simple solution to job insecurity's consequences?* Paper presented at the 2003 APA/NIOSH Conference on Work, Stress, and Health, Toronto, Canada.
109. Probst, T.M. (2002, August). *Organizational climate: Moderating job insecurity's toll on employee safety*. Presented at the 2002 Annual Conference of the Academy of Management, Denver, CO.
110. Probst, T. M. (2002, April). *Layoffs and tradeoffs: Production, quality, and safety demands under the threat of job loss*. Presented at the 17th Annual Conference of the Society for Industrial and Organizational Psychology, Toronto, Canada.
111. Donovan, M. A., Probst, T. M., & Nelson, N. (2001, April). Web-based attitude assessments: Does technology affect equivalence? In M.A. Donovan & F.L. Oswald (Co-Chairs), *Web-based and virtual reality assessments: Emerging technologies in I/O psychology*. Symposium presented at the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
112. Probst, T.M. (2001, June). *Assessing the effects of job insecurity on worker safety*. Paper presented at the 3rd biannual NIOSH/CDC National Occupational Research Agenda Symposium: Leading Research in Occupational Safety and Health, Washington, DC.
113. Probst, T.M. (2001, April). *The development and validation of two measures of job security*. Poster presented to the 16th Annual Conference of the Society for Industrial and Organizational Psychology, San Diego, CA.
114. Probst, T.M. (2001, May). *Self-efficacy for adapting to organizational transitions: It helps, but only when the prospects are bright*. Paper presented to the 2001 Western Psychological Association, Maui, HI.
115. Brubaker, T.L., & Probst, T.M. (2000, April). *Exploring the effects of job insecurity on employee safety motivation and compliance*. Poster presented at the 15th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.
116. Johns, D., & Probst, T.M. (2000, March). *An empirical test of a theoretical model of sexual minority identity formation*. Paper presented at the 25th Annual Conference of the Association for Women in Psychology, Salt Lake City, UT.

117. Probst, T.M., & Brubaker, T.L. (2000, April). *Can job insecurity be detrimental to employee safety motivation and compliance? Results from a longitudinal field study*. Paper presented at the 2000 Western Psychological Association, Portland, OR.
118. Probst, T.M., & Johns, D. (2000, April). *Assessing the effects of organizational policies on the experiences of sexual minorities in the workplace*. Paper presented at the 2000 Western Psychological Association, Portland, OR.
119. Probst, T. M., & Brubaker, T. L. (1999, April). *Wedded to the job: Moderating effects of job importance on the consequences of job insecurity*. Poster presented at the 14th Annual Conference of the Society for Industrial and Organizational Psychology, Atlanta.
120. Probst, T. M., Carnevale, P. J., & Triandis, H. C. (1998, June). *Cultural values in intergroup and single-group social dilemmas*. Poster presented at the Eleventh Annual Conference of the International Association for Conflict Management, College Park, Maryland.
121. Chan, K.Y., Mischel, L.J., Probst, T., Cha, Y.S., Drasgow, F., Sawin, L. (1997, April). *Psychometric evaluation of a theoretically based battery of cognitive tests*. Poster presented at the 12th annual conference of the Society for Industrial and Organizational Psychology, St. Louis.
122. Probst, T., Cha, Y. S., Chan, K.Y. (1997, April). An item response theory evaluation of a cognitive-based ability battery: DIF and DTF analyses across racial groups. In F. Drasgow (Chair), *New developments in IRT differential item and test functioning*. Symposium conducted at the 12th annual conference of the Society for Industrial and Organizational Psychology, St. Louis.
123. Carnevale, P. J., & Probst, T. M. (1996, June). Accountability in social conflict. In J. Lerner & P. Tetlock (Co-chairs), *Symposium on accountability*. Symposium conducted at the annual meeting of the American Psychological Society, San Francisco.
124. Carnevale, P. J., & Probst, T. M. (1996, August). Motivational orientation and cognitive bias in negotiation. In L. Weingart (Chair), *Advances in research on motives in negotiation: Expanding horizons*. Symposium conducted at the annual meeting of the Academy of Management, Cincinnati, OH.
125. Probst, T. M., Robert, C., et al. (1996, June). Mediation of disputes in individualist and collectivist cultures. In P. Carnevale & H. Triandis (Co-chairs), *ISOCAN: The Illinois Studies of Culture and Negotiation*. Symposium conducted at the Ninth Annual Conference of the International Association for Conflict Management, Ithaca, New York.
126. Radhakrishnan, P., Probst, T. M., Arrow, H., & Snizek, J. (1996, May). *The predictive validity of self-evaluation: Examining the effects of temporal context, temporal distance, and experience*. Poster presented at the Eleventh Annual Conference of the Society of Industrial and Organizational Psychology, San Diego.
127. Probst, T. M. & Carnevale, P. J. (1995, June). *Effects of cooperative and competitive expectations and dispositions on cognitive functioning*. Paper presented at the Eighth Annual Conference of the International Association for Conflict Management, Elsinore, Denmark.
128. Probst, T. M., Radhakrishnan, P., Arrow, H., & Snizek, J. (1995, November). *The effect of temporal distance on the accuracy of self-evaluations of performance*. Poster presented at the Annual Meeting of the Judgment and Decision Making Society, Los Angeles.

Technical Reports:

1. Probst, T. M., Dimitrov, A., & Lavaysse, L.M. (2018). *Strategies for Math Success! Instilling a Growth Mindset among Students in Math-Intensive Gateway Courses*. Report prepared for the Office of the Provost at Washington State University.
2. *How to Improve the Safety Climate on Your Construction Worksite* (2017). Guidance document sponsored by the AIHA Construction Committee and Management Committee. (Committee member, Construction Sector Council Supervisor and Worker Work Groups).
3. Probst, T. M. (2013). *Clark College Planning Survey Survey Results*. Report prepared for the Academic Planning Advisory Committee and the campus community in order to use student interest data to inform future academic planning.
4. Probst, T. M. (2013). *WSU Vancouver DFW Update – Fall 2012*. Report on DFW rates in WSU Vancouver courses over time, by unit, and by course delivery method. Initial evaluation of unit DFW interventions. Report prepared for the WSU Vancouver Academic Leadership Council.
5. Probst, T. M., & Guy, S. (2013). *DFW Update: Recommendations and Proposed Changes*. Report to the Academic Leadership Council summarizing recommendations and proposed changes for improving the usefulness of future DFW Reports, identifying problematic courses, and ultimately facilitating the reduction of DFWs in these classes.
6. Probst, T. M., & Guy, S. (2013). *Student Engagement at WSU Vancouver: Results from the Beginning College Survey of Student Engagement (BCSSE), National Survey of Student Engagement (NSSE), & Faculty Survey of Student Engagement (FSSE)*. Report prepared for WSU Vancouver campus leadership.
7. Probst, T. M., & Guy, S. (2013). *WSU Vancouver Strategic Plan Progress Report: 2011-2013*. Report prepared for the WSU Vancouver campus community.
8. Probst, T. M., & Guy, S. (2013). *Fall 2013 Schedule Optimization Review*. Report prepared for Academic Leadership Council and Registrar's Office.
9. Probst, T. M., & Guy, S. (2013). *Spring 2014 Schedule Optimization Review*. Report prepared for Academic Leadership Council and Registrar's Office.
10. Probst, T. M. (2012). *Facilities and Operations workplace safety feedback report*. Prepared for the Office of Facilities and Operations at WSU Vancouver.
11. Probst, T. M. (2012). *Workplace safety feedback report*. 3 separate reports prepared for a beverage distributor and two large construction contractors.
12. Probst, T. M., Benson, W., Jiang, L., Becker, J., Roberts, S., & Worth, T. (2012, August). *Feedback report on the results of the 2012 TriMet Workplace Environment Survey*. Prepared for Harry Saporta, Director of Safety & Security, TriMet, Portland, OR.
13. Probst, T. M., Jiang, L., & Potwora, J. (2012, August). *Assessing the diversity climate at Columbia River Mental Health Services: A feedback report*. Prepared for the Executive Director and leadership team.
14. Probst, T. M., Benson, W., Graso, M., Jiang, L., & Olson, K. (2011, May). *Effects of the budget cuts on faculty, staff, and administrative professionals: A feedback report to WSU*. Prepared for faculty, staff, and administrators at Washington State University.
15. Probst, T. M., Greer, S., Graso, M., Benson, W., Elder, K., & Goodspeed, J. (2009, May). *Workplace Environment Survey feedback report: An analysis of organizational safety*. Prepared for HR and safety officials at a copper mine in the southwestern United States.
16. Probst, T. M., Walton, J., Nye, C., & Tierney, B. (2003, November). *Workplace environment and safety analysis feedback report*. Prepared for the manager of a dental health clinic in the Pacific Northwest.
17. Probst, T. M., Berry, R., & Nye, C. (2002, June). *An analysis of workplace environment and organizational safety climate*. Prepared for the Human Resource director of a manufacturing company in the Pacific Northwest.

18. Olekalns M, Robert C, Probst T, Smith PL & Carnevale P. 2001. *The impact of message frame on negotiators' social judgements, moods and behavior*, Report No MBS 2001-10, for Academic researchers. Melbourne, Australia: Melbourne Business School.
19. Probst, T. M., & Brandenburg, B. (2001, July). *Workplace environment feedback report: An evaluation of organizational safety climate*. Department of Psychology, Washington State University, Vancouver, WA. Prepared for the Human Resource manager of a light manufacturing company in the Pacific Northwest.
20. Probst, T.M., Johns, D., Nelson, N., & Lindley, K. (1999, December). *Workplace environment feedback report: A longitudinal analysis of employee attitudes*. Department of Psychology, Washington State University, Vancouver, WA. Prepared for the Human Resource manager of a large western U.S. food-processing corporation.
21. Probst, T.M., Johns, D., Brubaker, T. (1999, July). *Workplace environment feedback report*. Department of Psychology, Washington State University, Vancouver, WA. Prepared for the Human Resource manager of a large western U.S. food-processing corporation.
22. Probst, T. M. (1998, August). *Assessing the impact of the Department of Human Services reorganization: A longitudinal analysis of employee job attitudes, health, and turnover intentions*. Department of Psychology, Champaign, IL. Prepared for the Assistant Director of the Governor's Task Force on Human Services Reform and the Secretary of the Illinois Department of Human Services.
23. Robert, C., Lawler, J., Martocchio, J., Drasgow, F., & Probst, T. (1998, August). *Linking human resource practices to organizational attitudes and behavior across national cultures*. Prepared for the Center for Human Resource Management, University of Illinois.
24. Drasgow, F., Lawler, J., Martocchio, J., Probst, T., Robert, C. (1997, authors alphabetical). *Workplace environment feedback report*. Department of Psychology and Institute for Labor and Industrial Relations, University of Illinois. Prepared for the corporate headquarters of a multi-national organization and four foreign subsidiaries.
25. Drasgow, F., Cha, Y., Chan, K., Mischel, L., & Probst, T. M. (1996, June). *Psychometric evaluation of the Advanced Personnel Testing battery: An IRT analysis of item and test information and ASVAB equating*. Department of Psychology, University of Illinois, Champaign, IL. Prepared for the United States Air Force.
26. Probst, T.M. (1996, August). *Evaluation of job attitudes among Dunn Fellows and the employees of the Bureau of the Budget*. Department of Psychology, University of Illinois, Champaign, IL. Prepared for the Illinois Bureau of the Budget.
27. Donovan, M., Glomb, T., Lualhati, J., Probst, T., Radhakrishnan, P., & Zickar, M. (1994, December). *Organizational consequences of employer-sponsored child care: A model and proposed research*. Department of Psychology, University of Illinois, Champaign, IL. Prepared for the Associate Vice-Chancellor for Academic Affairs at the University of Illinois.

PROFESSIONAL SERVICE AND AFFILIATIONS

Professional Affiliations:

- Society for Industrial and Organizational Psychology, APA Division 14
- Society for Occupational Health Psychology
- Southwest Washington Human Resource Management Association

Professional Service:

- APA Dissertation Research Awards Committee, 2018.

- Review and evaluate industrial-organizational dissertation award submissions on behalf of the APA Science Directorate.
- International Scientific Committee, Work, Stress, and Health Conference, 2015.
- Member, National Occupational Research Agenda (NORA) Construction Sector Council Safety Culture/Safety Climate Work Group, 2014-2015.
 - This is a national scientist-practitioner group comprised of members from academia (e.g., public health, psychology, occupational medicine), labor groups and trade associations (e.g., Teamsters, the Center for Construction Research and Training, Laborers' Health and Safety Fund of North America, etc.).
 - The group is preparing "how-to" guides to help employers implement interventions to improve safety climate on their jobsites. Focal areas that I am assisting with include increasing worker participation, conducting incident investigations, and developing supervisor safety leadership.
- Steering Committee Member, International Labor Organization SafeWork Program on Safety and Health at Work and the Environment, 2010-2011.
 - Assist in the peer review and validation of the second edition of the SOLVE workplace training program, an interactive educational program designed to assist in the development of policy and action to address health promotion issues in the workplace.
- Chair, APA Program Committee (Div. 14), Society for Industrial and Organizational Psychology, 2006-2007. (Co-Chair, 2005-2006)
 - Develop programming for Division 14 at the annual APA Convention.
 - Solicit submissions and reviewers.
 - Organize sessions, arrange for invited speakers, and other divisional events at the conference (e.g., presidential address, social hours, etc.)
 - Solicit funding for SIOP's APA programming (e.g., invited keynote speakers).
 - Time commitment: 150+ hours.
- Advisory Committee Member, Work, Stress, and Health Conference, 2003 & 2008.
 - Confer with conference planning committee on the primary themes, general design, and content of the conference.
- Chair, Occupational Health Psychology Organizing Sub-committee, 2003-2005.
 - Following the OHP Conference held in Portland, OR in November 2003, this committee was formed to determine the optimal organizing structure of occupational health psychologists in North America and to make recommendations to this group of individuals.
 - Committee members included: Leslie Hammer (Portland State University), Judith Holder (Duke University), Gwendolyn Puryear Keita (APA), Steve Sauter (NIOSH), and Lois Tetrick (George Mason University).
- Website Committee Member, Society for Occupational Health Psychology, 2003-2005.
 - Tasked with the development of content and form of website for the Society for Occupational Health Psychology.
- Psychologically Healthy Workplace Award Committee, Washington State Psychological Association, 2001-2004.
 - The Psychologically Healthy Workplace Award is sponsored by state psychological associations and supported by the American Psychological Association to recognize organizations that make a commitment to workplace well-being and creating a psychologically healthy work environment for employees.
- Education and Training Subcommittee, Society for Industrial and Organizational Psychology, 2002-2005.

- This committee was involved in 1) determining how the SIOP teaching resources website should be expanded and 2) developing criteria and guidelines for the newly established SIOP Distinguished Teaching Contributions Award.

Editorial Work & Journal Reviewing:

Editor in Chief, *Stress and Health*, 2014-2020.

- The Editor is responsible for developing and achieving the vision, mission, and administration of the journal, including management of the editorial team consisting of 4 Associate Editors, a Conceptual Review Editor, and an Editorial Board of ~50 members. The Editor chairs semi-annual meetings of the editorial leadership team; monitors journal statistics, impact, and publication backlog; and, implements special journal initiatives (e.g., reviewer awards, editorial board appointments, virtual issues, special issues, press releases, etc.).
- In 2015, I spearheaded the Registered Reports Initiative at the journal to encourage pre-registered studies to enhance the transparency and openness of the research published in our journal.
- In my last year as Editor, *Stress and Health* received over 800 submissions.
- 2019 Impact Factor: 2.343 (75% increase from start of term)

Section Editor, *International Journal of Environmental Research and Public Health* (Occupational Health and Safety), 2017-present.

- In my role as Section Editor, I oversee reviewer selection/assignment and editorial decision making on submissions within the Occupational Health and Safety area.

Associate Editor, *Stress and Health*, 2009-2013.

- In my role as AE, I oversaw the entire review process and made editorial decisions on submissions within the occupational stress area. In 2013, this included 67 manuscripts plus their associated revisions. I also coordinated the recruitment of potential authors of guest editorials, conceptual reviews, and invited commentaries.

Editorial Board Memberships:

- International Journal of Workplace Health Management (IF=.980), 2020-present.
- Journal of Business and Psychology (IF= 4.365), 2005-present.
- Journal of Occupational Health Psychology (IF= 7.365), 2002-present.
- Military Psychology (IF= .819), 2009-present.
- Occupational Health Science (new 2016 journal; no IF yet), 2016-present.
- Safety (CiteScore=1.4), 2020-present.
- Stress and Health, 2021-present

Guest Editor

- International Journal of Environmental Research and Public Health, *Special Issue on the Impact of Job Insecurity on Non-Traditional Outcomes*, 2018-2019.
- Journal of Occupational Health Psychology, 2016-2017; 2020.
- International Studies of Management & Organization, *Special Issue on 25 Years of Job Insecurity Research* (with W. Reisel), 2007-2009.

Ad Hoc Reviewing:

- Accident Analysis & Prevention

- Applied Psychology: An International Review
- Cultural Diversity and Ethnic Minority Psychology
- Economic and Industrial Democracy
- Ergonomics Australia
- European Journal of Work and Organizational Psychology
- Group Dynamics
- Human Relations
- Journal of Applied Social Psychology
- Journal of Applied Developmental Psychology
- Journal of Behavioral and Applied Management
- Journal of Business Ethics
- Journal of Conflict Resolution
- Journal of Cross-Cultural Psychology
- Journal of Occupational and Organizational Psychology
- Journal of Organizational Behavior
- Journal of Personality and Social Psychology
- Journal of Social and Clinical Psychology
- Organizational Behavior and Human Decision Processes
- Organizational Research Methods
- Psychosomatic Medicine
- Safety Science
- Social Science and Medicine
- Social Problems
- The European Journal of Work and Organizational Psychology

Grant Reviewing:

- NIH NIOSH Study Section Review Panel, October, 2003; October 2013; February 2014, March 2015.
- WSU NSF ADVANCE Social Science Grants Program, November 2010.
- Marchionne Small Grants & Fellowships Program, 2004; 2013-2017.

Conference Reviewing:

- American Psychological Association, Division 14, 2006, 2007.
- International Scientific Committee, *Work, Stress, and Health Conference*, 2002-2019.
- Western Academy of Management, 2000.
- Society for Industrial and Organizational Psychology, 1999-2009, 2014.
- Academy of Management, 1997.

Other Reviewing:

- External Reviewer, Candidate for Tenure and Promotion, College of Business, University of Colorado at Colorado Springs, 2015.
- Reviewer, *Human Safety and Risk Management: A Psychological Perspective*, Third Edition by A. Glendon and S. Clarke, Taylor & Francis, 2015.
- External Evaluator, Professional Leave Application, Texas A&M University, 2014.
- External Reviewer, Candidate for Promotion to Full Professor, School for Professional Studies, Saint Louis University, 2014.

- External Reviewer, Candidate for Promotion to Associate Professor, Department of Psychology, University of Canterbury, New Zealand, 2014.
- External Evaluator, SIOP Fellow Nominee, 2014.
- External Reviewer, Candidate for Promotion to Full Professor, College of Business, St. John's University, 2007; 2009.
- External Reviewer, M.S. Thesis of Wynne Chan, The Chinese University of Hong Kong, 2008-2009.
- Reviewer, *Handbook of Job Loss and Job Search*, Oxford University Press, 2009.
- Reviewer, *Psychological Testing and Assessment*, Oxford University Press, 2008.
- Reviewer, *Statistics*, Sage Publications, 2008.
- Reviewer, *Discovering Statistics Using SPSS*, Sage Publications, 2007.
- Reviewer, *Sloan Work-Family Encyclopedia*, Sloan Work and Family Research Network, 2007.
- Reviewer, *Organizational Psychology* textbook prospectus, Oxford University Press, 2007.
- External Reviewer, M.S. Thesis of Cheng Hak Land Grand, The Chinese University of Hong Kong, 2004.
- External Reviewer, *Using Statistics: A Data-First Approach*, Houghton Mifflin, 2004.
- External Reviewer, Candidate for Tenure and Promotion, Department of Psychology, Portland State University, 2004.
- External Reviewer, Candidate for Tenure and Promotion, Department of Organization & Leadership, Columbia University, 2004.

University/College Service:

- Member, WSU Vancouver Research Excellence Award Selection Committee, 2021-present.
 - A committee of former Research Excellence awardees to select the current year's recipient from the available nominees.
- Member, College of Arts and Sciences Awards Committee, 2021-present,
 - A committee appointed by the Dean to provide evaluation input on CAS Award nominations.
- Member, Provost's Advisory Committee on Tenure and Promotion, 2010-2011; 2018-present.
 - A committee of WSU professors appointed by the Provost to provide advice on all applications for the promotion and/or granting of tenure by the institution.
- Member, Distinguished Scholarships Selection Committee, 2014 – present.
 - This university committee is responsible for selecting those scholars that should receive an endorsement from the endorsement committee. When allowable, the Selection Committee also provides developmental feedback on individual applications.
- CAS Faculty Coordinator, Boeing Mentorship Program, 2014 – 2015; 2016-2017; 2018-2019.
 - The Boeing Mentorship Program pairs WSU students interested in pursuing a career in Human Resources with a Boeing mentor in that field. As faculty coordinator, I am responsible for selecting and identifying qualified students to participate in the program. In addition, I participate in the program kickoff meeting and other BMP events.
- Member, WSU Vancouver Analytics Advisory Board, 2015-2016.
 - This 5 member campus advisory board is charged with providing: 1) feedback, expertise, and insight regarding campus analytics. (e.g. enrollment trends, retention trends, program evaluation); and 2) providing research expertise and strategy toward the study of technically difficult campus problems (e.g., understanding retention gaps for early

transfers and under-represented minority students, scoring new strategic plan benchmarks for feasibility and utility).

- Workshop Participant, WSU Grand Challenges Sustaining Health, 2015.
 - Invited participants were asked to provide feedback on the Sustaining Health white paper and funding priorities.
- Interim Assistant Vice Chancellor for Academic Affairs, January 2013- June 2014.
 - In this role, I had primary responsibilities in the areas of: program assessment and accreditation, institutional research and strategic planning, academic planning, and student success.
 - I served on the following university committees: Academic Leadership Council; Academic Planning Steering Committee; Academic Success Council; Campus Council; Liaison Council for Undergraduate Assessment; Assessment Data Management SIG; Undergraduate Student Petitions Committee; Vancouver Advising Committee (VAC); VAC Executive Committee.
 - I also directed the University Scholars Honors Program, served as the on-site coordinator from Academic Affairs for the Academic Planning Process, and acted as the Academic Affairs designee to respond to formal student complaints.
- Member, Search Committee for Assistant Vice Chancellor of Academic Affairs, 2010, 2013-2014.
- Chair, Search Committee for Institutional Research Project Specialist, 2013-2014.
- Member, Services & Activities Facilities Fee Allocation Committee, 2014.
 - The committee recruited budget request submissions, held hearings, and made allocations of over \$100,000 in facilities, equipment and long-term project requests. Provided leadership in initiating questions and evaluating responses to balance competing needs and broadly represent student preferences
- Member, Search Committee for Student Achievement Manager, Student Resource Center, 2013.
- Member, Graduate Studies Committee, College of Arts and Sciences (Vancouver), 2012.
- Member, General Education Committee, 2009 – 2011.
 - Formulates policy recommendations concerning General Education for submission to the Faculty Senate.
 - Determines general criteria and procedures for soliciting and approving proposals for general education courses and areas of coherence.
 - Reviews recommendations from subcommittees for transmission to the Faculty Senate.
 - Regularly monitors all elements of the General Education program.
 - During my tenure on the committee, we completely re-designed the general education curriculum at WSU and gained approval through the Faculty Senate.
- Member, WSU Vancouver Campus Task Force on Student Retention, 2007 – 2011
 - This committee, co-chaired by the Vice-Chancellors of Academic Affairs and Student Affairs, is tasked with evaluating student retention data and developing broad initiatives to improve student retention on the Vancouver campus.
 - Spearheaded the development and analysis of the results of student advising survey (N=450 students). Responsible for preparing detailed feedback report to campus and assisting with preparation of feedback reports to individual departments.
- Member, Commencement Speaker Committee, Spring, 2010.
 - Tasked with developing, researching, and recommending a list of potential commencement speakers to the Chancellor.
- Interim Director of Undergraduate Assessment, 2006 – 2010.
 - Duties include: chairing the GenEd Assessment Committee; developing a job description and coordinating search for permanent director of assessment; conducting pilot testing

of the reliability and validity of assessment rubrics; presenting workshops to assist faculty with student and course assessment; forming and training a standing committee of ePortfolio Raters; developing and implementing a 4-yr comprehensive assessment strategy; and other duties as assigned.

- Time commitment: 20 hours per week (.50 position)
- Member, Academic Effectiveness Liaison Council, 2009 – 2010.
 - Serve as liaison (primary point person regarding assessment) between Office of Assessment and Innovation, the Provost's Executive Council and Vancouver campus programs.
 - Assist with facilitating the assessment of program assessment activities (an "assessment of assessment") for the purpose of developing, recommending, and exchanging information regarding assessment best practices.
- CLA Representative, WSU Vancouver Strategic Hiring Committee, 2007 – 2008.
 - Assisted in the development of the Strategic Hire Guidelines and evaluation of Strategic Hiring Proposals.
- Chair, General Education Assessment Committee, 2005 – 2008.
 - Interdisciplinary committee tasked with developing and implementing assessment of program and student outcomes related to the new general education curriculum on the Vancouver campus. (Time commitment: 2.5 hours per week)
- WSU Vancouver Diversity Faculty Fellow, 01/02-12/03.
 - Time commitment: .25 position (10 hrs/week)

As the university's inaugural Diversity Faculty Fellow, my activities included:

- Publishing a monthly Diversity Newsletter distributed to faculty, staff, students, and the Portland/Vancouver community.
 - Coordinating multicultural events on campus.
 - Setting the agenda and coordinating meetings of the WSU Vancouver Diversity Advisory Board (DAB), a university advisory committee consisting of representatives from education, industry, government, and non-profit community groups, as well as members of the campus Diversity Task Force.
 - Soliciting funds for the implementation of campus diversity goals and initiatives.
 - Assisting in the administration of the Diversity Mini-Grants Program.
- Chair, Joint Diversity Advisory Board/Diversity Task Force Committee on Recruitment Issues
- Founded and coordinated annual MOSAIC Multicultural Student Recruitment Fair.
- Chair, Joint Diversity Advisory Board/Diversity Task Force Committee on Retention Issues
- Developed and coordinated STEP Mentoring Program for Multicultural Students.
- Member-at-large, College of Liberal Arts Strategic Planning and Budget Advisory Committee, 2001-Spring, 2002, Fall, 2003-2005.
 - This committee is responsible for developing the college's strategic plan and making budgetary recommendations to the Dean regarding faculty and staff hires.
 - Member, WSU Vancouver Scholarship Committee, 2000-2004.
 - Responsible for reviewing all university general scholarship applications and making award recommendations. In addition, this committee develops and designs new scholarship programs to conform to donor wishes.
 - Member, WSU Vancouver Task Force on Diversity, 1999-2000, 2002-2003.

Departmental Service:

- Tenure Guidance Committee, Katrina Leupp (Sociology), 2020-2021.
- Tenure Guidance Committee, Bertha Rangel, 2017-2021.

- Member, Awards Committee, 2018-present.
 - Identify, solicit, and develop successful departmental nominations for college- and university-level awards for teaching, research, and service.
- Coordinator, I/O Research Roundtable, 2010-2018.
 - Facilitate an ongoing bi-weekly interdisciplinary forum to promote intellectual discussion, camaraderie, and synergy among students and faculty associated with the I/O program.
 - Topics this semester included: surviving graduate school; sampling methodologies; toxic workplaces; the failure of psychology to replicate; using archival data; career paths in I/O; and grant seeking.
 - Begun in 2010, this 15-member group has grown to include faculty, graduate and advanced undergraduate students from Psychology, Management, and Sociology.
- Marchionne Fellowship Committee, 2013-present.
- Tenure Guidance Committee, Janet Peters, 2014-present.
- Tenure Guidance Committee, Renee Magnan, 2012-2018.
- Chair, I/O Psychology Search Committee, 2016-2017.
- Tenure Guidance Committee, Kristen Jones, 2014-2016.
- Faculty Advisor, WSU Vancouver Student Chapter of the Society for Human Resource Management, 1998-2011, 2015-present.
 - Student chapter awarded the Superior Merit Award by the Society for Human Resource Management, 2002, 2004, 2006, 2007, 2010 and Merit Award in 2008. This award recognizes the most active SHRM student chapters nationwide.
- Brochure Committee, 2014. Tasked with developing marketing brochure for the B.S., Psychology and Personnel Psychology/Human Resources programs.
- Presenter, Experimental Program Brownbag /Psych 506: Spring, 2006; Fall, 2006; Spring, 2008, Fall, 2014.
- Chair, I/O Psychology Search Committee, 2013-2014.
- Psychology Representative, ROAR Freshman Orientation, 2006, 2010, 2013.
- Tenure Guidance Committee Chair for Armando Estrada, 2005-2010.
- Psychology Representative, WSU Vancouver Preview Night, November, 2009.
- Member, BS Psychology Curriculum Committee. This committee developed recommendations for revising the BS Psychology curriculum, 2008-2009.
- Member, WSU Vancouver Psychology Scholarship Committee, 2002-2003, 2006, 2009.
- Organized a pilot test of the ETS Psychology Major Field Test to assess learning outcomes of graduating seniors, 2006.
- Member, WSU Vancouver Experimental I/O Psychology Search Committee, 2004-2005.
- Member, WSU Tri-Cities Experimental I/O Psychology Search Committee, 2003-2004.
- Member, Experimental Program Strategic Planning Committee, 2002-2003.
- Urban Campus Representative, Executive Advisory Committee, 2001-2002.
- Member, Adult Clinical Search Committee, 2001-2002.
- Executive Advisory Subcommittee on Experimental Program Development, 1999-2000.
- Developed new undergraduate course, Psychology 309: Cultural Diversity in Organizations, to meet the new university Diversity [D] requirement, Fall 1999.
- WSU Vancouver Psychology M.S. Degree in I/O Psychology Needs Assessment Survey, 1998-1999.

Selected Community and Student Service:

- Guest lecturer, HD 406 Work and Family, November, 2019.

- Invited presentation, “A Funny Thing Happened on the Way to my Research: Unexpected Realities of the Research Process”. Encounter Research Speaker Series, WSU Vancouver Library, March 2016.
- Invited speaker, Honors 301: Lecture Series. Fall, 2016, 2014; 2012.
- Presenter, HR Internships Information Night, HR Society, Fall 2014.
- Invited presenter, YWCA Equal Pay Day event, April, 2010.
- Invited presentation, “Empowering Women through Research.” Presented to the SW Washington chapter of Soroptimist, an international women’s leadership group, October, 2006.
- Invited presentation, “Organizational Change, Layoffs, and Job Insecurity: Implications for Employees, Families, and Society.” Presented to WorkSource Employment Security Leadership Enrichment Group, November 2005.
- Presenter, Workshop on “Managing Workplace Diversity: Strategies for Success”. Presented to Vancouver Job Service Employer Committee, October, 2003.
- Speaker’s Bureau Presenter, Unitarian Universalist Fellowship Lecture Series, entitled “Downsizing, layoffs, and job insecurity: Implications for employees, families, and society.” May, 2003.
- Presenter, One-day seminar on “Managing Workplace Diversity: Strategies for Success”. Presented to the Southwest Washington Human Resource Management Association, September, 2002.
- Committee Member, Hewlett-Packard Scholarship Program, Vancouver Division, 1999.
- Presenter, WSU Vancouver Continuing Education Friday Forums for HR Professionals and Small Business Owners, 1999.

Selected Consulting:

- 2004-2012** Research Consultant/Collaborator
International Labor Organization, Geneva, Switzerland (SAFEWORK programme)
- Invited presenter of job stress SOLVE training module to Air Canada executives and union representatives (2004, Montreal). Note: SOLVE is an educational program designed by the ILO to assist in the development of policy and action to further health promotion in the workplace. It is geared toward: HR managers, trade unions, employers' associations, OSH professionals and national institutions responsible for the health and well-being of workers and has been implemented in ~30 countries.
 - Conducted preliminary evaluation of knowledge, attitudinal, and behavioral changes as a result of SOLVE course attendance (2005).
 - Developed and pilot tested a computerized SOLVE training module (2006).
 - Wrote economic stress module for the 2nd edition of SOLVE (2012).
- 2003 – 2004** Research Consultant
National Academy of Sciences, Institute of Medicine, Washington, DC
Project Title: *Assessing Worksite Preventive Health Program Needs for NASA Employees* (Identification #: FNBX-H-03-03-A)
- Prepared report to NAS Committee summarizing: the nature and availability of NASA preventive health programs, facilities to support those programs, and employee utilization data and health outcomes.
 - Facilitated focus groups of NASA employee at 6 NASA centers to assess employees’ awareness of and attitudes toward the NASA preventive health programs and the support facilities offered in their worksite. Prepared report

summarizing the findings.

- Attended two NAS committee meetings to present the results of both reports.
- Served as external consultant for resulting National Academies book: *Integrating Employee Health: A Model Program for NASA*.

RESEARCH RECOGNITION AND MEDIA CONSULTATION

Research Recognition in the Media and Professional Publications:

- Research on the impact of workplace pandemic protocols on work and nonwork COVID-19 sickness presenteeism conducted with Hyun Jung Lee and Andrea Bazzoli featured in the following media outlets:
 - “COVID rules affect your workers – even off the clock”, *Human Resources Director*, May 19, 2021.
 - “Workplace pandemic protocols impact employee behavior outside work”, *WSU Insider*, May 19, 2021.
 - “Your workplace had more influence on your pandemic behavior than you realized”, *The Ladders*, May 20, 2021.
 - “Employees influenced by workplace COVID-19 infection control practices”, *Health Europa*, May 20, 2021.
 - “Workplace COVID-19 safety protocols impact employee behavior outside work”, *Yahoo*, May 19, 2021.
 - “Pandemic protocols in workplace resulted in less ‘sickness presenteeism’”, *Medical Life Sciences News*, May 19, 2021.
 - “Workplace COVID-19 safety protocols impact employee behavior outside work”, *The Tribune India*, May 19, 2021.
 - “Here's how workplace Covid safety rules impact employee behavior outside work”, *The Hindustan Times*, May 20, 2021.
- Research on the impact of job and financial insecurity on COVID-19 prevention behaviors conducted with Hyun Jung Lee and Andrea Bazzoli featured in the following media outlets:
 - Research selected by the *Journal of Applied Psychology* as a feature article to be highlighted via [IO@Work](#), an organization providing translational summaries for lay audiences, Jan. 5, 2021.
 - News release compendium of COVID-19 resources and papers curated by the American Psychological Association, <https://www.apa.org/pubs/highlights/covid-19-articles#economic-stress>, Dec, 16, 2020.
 - News radio interviews on KGMI Newstalk (Bellingham, WA) and KIRO Radio 97.3 (Seattle), Nov. 10, 2020.
 - TV interviews on KGW (Portland) and KOMO (Seattle), Nov. 10, 2020.
 - “Researchers found that job insecurity overshadows fear of COVID-19,” *Open Access Government*, Nov. 9, 2020.
 - “More economic worries translate to less caution about COVID-19”, *HealthCare Finance*, Nov. 9, 2020.
 - “People Experiencing Financial, Job Insecurity Less Compliant Towards COVID-19 Norms, New Study Reveals”, *The Weather Channel*, Nov. 9, 2020.
 - “More economic worries mean less caution about COVID-19: Study”, *Edinburgh News* (Scotland), Nov. 9, 2020.
 - “Can’t worry about COVID: Workers with more financial insecurity follow fewer safety guidelines”, *Study Finds*, Nov. 9, 2020.

- “Legătură DIRECTĂ între economie și COVID-19. Cum este influențat numărul de cazuri de grija pentru budget”, *DC News TV* (Romania), Nov. 9, 2020.
- “Study reveals how economic worries can up COVID-19 risk”, *National Herald* (India), Nov. 9, 2020.
- “With news of COVID-19 vaccine, state officials mull how to distribute it”, *KOMO News*, Nov. 9, 2020.
- “Study reveals how economic worries can up COVID-19 risk”, *KhabarHub* (Nepal), Nov. 9, 2020. Also, *MoneyLife* (India), Nov. 9, 2020.
- “Worries can block will to follow COVID norms”, *The Pioneer* (India), Nov. 10, 2020.
- “Workers experiencing job and financial insecurity are less likely to follow COVID-19 guidelines”, *News Medical Life Sciences*, Nov. 10, 2020.
- “WSU Study Shows People with More Economic Worry are Less Likely to Follow COVID-19 Protocols”, *NewsRadio 560 KPQ*, Nov. 11, 2020.
- “Im więcej problemów ekonomicznych, tym mniejsza ostrożność w związku z COVID-19”, *Nauka W Polsce* (Poland), Nov. 15, 2020.
- “Covid-19 : les personnes précaires respectent moins les mesures sanitaires”, *Pourquoi Docteur*, Nov. 9, 2020.
- “Coronavirus: Job-Ängste machen unvorsichtig”, *Presstext* (Germany), Nov. 10, 2020.
- “La preocupaciones económicas nos hace más imprudentes frente a la COVID-19”, *Infosalus* (Spain), Nov. 15, 2020.
- Research on pregnancy-related stereotype threat and workplace accidents conducted with Lindsey Lavaysse featured in the following media outlets:
 - “Pregnancy stereotypes can cause more workplace accidents for expectant employees,” *Study Finds*, July 2, 2020.
 - “Femmes enceintes: l’impact des stéréotypes sur la grossesse peut entraîner des accidents de travail [Pregnant women: the impact of stereotypes on pregnancy can lead to workplace accidents],” *Grazia*, July 2, 2020.
 - “Les femmes enceintes s’exposent davantage aux accidents du travail pour échapper aux stéréotypes [Pregnant women more exposed to workplace accidents to escape stereotypes],” *Pourquoi Docteur*, July 2, 2020.
 - “Jangan Stereotip Negatif Wanita Hamil di Tempat Kerja [Don’t Negative Stereotypes of Pregnant Women at Work],” *Ayo Bandung*, July 2, 2020.
 - “Pregnancy stereotypes can lead to workplace accidents,” *News Break*, July 1, 2020.
 - “Bahayakan Kesehatan, Stop Stereotip Negatif Wanita Hamil di Tempat Kerja!” *Suara*, July 1, 2020.
 - Interviewed by Emma Hinchliffe of *Fortune* magazine about pregnancy stereotype threat, coping mechanisms and workplace accidents, June 30, 2020.
 - “Fear of pregnancy discrimination may be putting some workers at risk,” *We Rep STEM*, June 30, 2020.
 - “Pregnancy stereotypes at workplace pushing women to work extra hard, risking their health,” *The Health Site*, June 30, 2020.
 - “Klischees gefährden Schwangere am Arbeitsplatz [Stereotypes endanger pregnant women at work],” *Presstext*, June 30, 2020.
 - “Certains préjugés vis-à-vis des femmes enceintes peuvent aboutir à des accidents de travail [Certain prejudices towards pregnant women can lead to accidents at work],” *LaDepeche.fr* and *La Provence*, June 30, 2020.
 - “Grossesse: les stéréotypes au travail peuvent entraîner des accidents [Pregnancy: The stereotypes at work can lead to accidents],” *Parents.fr*, June 30, 2020.

- “Pregnancy Stereotypes can Cause Workplace Accidents,” *MedIndia*, June 30, 2020.
 - “Pregnancy stereotype is a silent stressor and can lead to workplace accidents, says WSU expert,” *Medical News*, June 29, 2020.
 - “Les stéréotypes liés à la grossesse peuvent entraîner des accidents du travail [Pregnancy stereotypes can lead to workplace accidents],” *Doctissimo*, June 29, 2020.
 - “Pregnancy stereotypes can lead to workplace accidents,” *Science Daily*, June 29, 2020
- Research on developing a free and valid self-assessment of safety climate for use in the construction industry featured on the *NIOSH Science Blog*, Oct. 22, 2019.
- Research on being an “organizational lynchpin” discussed in an article entitled, “The Happiest People At Work Are The Ones Companies Can’t Do Without.” *Thrive Global*, May 16, 2017.
- Research on being an “organizational lynchpin” discussed in an article entitled, “Want to Be Engaged in Your Career? Be Indispensable.” *Entrepreneur.com*, May 9, 2017.
- Study on employee resilience and countering the negative effects of job insecurity discussed in article entitled, “Occupational health research round-up” in *Personnel Today*, Jan. 2, 2017.
- Research on safety climate and workplace accidents reviewed by *I/O at Work* in an article entitled, “Can leadership or climate influence underreporting of workplace accidents?” on Nov. 20, 2015.
- Feature article entitled, “A Laboratory of Everyday Life” about my research appeared in *NW Crimson & Gray* magazine, Fall 2015 issue.
- Research on job insecurity quoted in *HRMorning.com* in an article entitled, “One thing companies, managers should stop doing to poor performers”, July 23, 2014.
- Research on age and generational differences in job insecurity quoted in *The Aspen Times* in an article entitled, “An Uncertain Future,” June 24, 2014.
- Research on the relationship between the threat of layoffs and productivity cited in a *What’s Working in Human Resources* article entitled, “Threats of termination actually hurt productivity”, August 4, 2014.
- Research on the prevalence of job insecurity and its outcomes quoted in a *Psychology Today* post entitled, “There is no job security...and not many jobs”, May 19, 2014.
- Research on the link between job insecurity and safety outcomes quoted in an article entitled, “Uncertainty about jobs has a ripple effect”, *New York Times*, May 17, 2014, p. B6.
- Interviewed by JobWeek reporter on age and generational differences in reactions to job insecurity, May 27, 2014.
- Research on safety climate and accident underreporting the focus of an article on *The Checker Blog* entitled, “Safety attitudes are contagious: Is yours worth catching?” April 1, 2014.
- Research on safety culture and accident reporting summarized in article entitled, “Linking culture to accident reporting”, *Human Resource Executive Online*, March 20, 2014.
<http://www.hreonline.com/HRE/view/story.jhtml?id=534356841&ss=Linking+Culture+to+Accident+Reporting>
- Research on the relationship between safety climate and employee safety the focus of an article by the *Society for Human Resource Management* entitled, “Safety climate, supervisory behavior linked to accident underreporting”, February 5, 2014.
<http://www.shrm.org/hrdisciplines/safetysecurity/articles/pages/safety-climate-accident-underreporting.aspx>
- Research presented at the 2013 Work, Stress & Health conference highlighted in the September 2013 issue of *APA Monitor on Psychology*.
- Research on job insecurity and economic stress cited in an article entitled, “Workers looking for the way forward” in *The Columbian*, May 13, 2012, p. E1.

- Summaries of research findings on the effects of the budget cuts at WSU were presented in *WSU Today* in articles entitled, "Honing skills, making decisions: Faculty, staff involvement helps allay budget cut pain", Sept. 26, 2011; "WSU employee survey suggests cuts could lead to 'brain drain'", June 14, 2011; and in *The Daily Evergreen* in an article entitled, "Budget woes drive faculty away," May 16, 2011.
- Summary of Chancellor's Seminar Series presentation on economic stress and job insecurity in *The Columbian*. Story entitled, "Bosses can fight workplace stress" appeared April 29, 2011, p. E1.
- Interviewed by Aaron Corvin of *The Columbian* about the impact of long-term joblessness and the lingering effects of the Great Recession, December 10, 2010. Story entitled, "Jobless in Clark County" appeared December 19, 2010, p. E1.
- Interviewed by Laura Williams-Tracy of *Globe Magazine* on the effects of job insecurity on employee morale and health outcomes, October 26, 2009.
- Interviewed by *National Public Radio* on the economic crisis and surviving corporate layoffs, February 2, 2009. Excerpts aired on *Weekend Edition Sunday*, Feb. 8, 2009. Accompanying article entitled, "Crafting a Plan B for Tough Economic Times" appeared on npr.org, Feb. 8, 2009.
- Interviewed by SIOP for press release discussing job insecurity and airline safety in the wake of the Hudson River airline crash, January 21, 2009. Story picked up by Salem News ("Safety and Emergency Experts Discuss Factors that Led to Safe Landing on the Hudson"); News Wise ("The Difference Between a 'Miracle' and a Tragedy"), Jan. 23, 2009; www.californiagreensolutions.com ("The Hudson River Airline Crash Landing is a Lesson in Safety Prep") and others, Jan. 26, 2009.
- Research featured on Minnesota Public Radio's *In the Loop* program. Interview segment on the economic crisis and the threat of layoffs aired during the January 9, 2009 show.
- Research on the effects of job insecurity on safety cited in the December 2008 issue of *Aerosafety World* in an article on airline safety during the economic recession. "Insecurity Risk", *Aerosafety World*, December 2008, pp. 47-49
- Article in *Washington CEO* entitled, "You're fired – Not!" describing research on threat of layoffs and creativity appeared on April 14, 2008 (web edition) and in May 2008 (print edition).
- Research on job insecurity - creativity link described in *Washington State University Magazine* entitled, "Closing minds: How layoffs can be bad for business," Spring, 2008 issue.
- Research on job insecurity - creativity link described in article published in *The Columbian* entitled, "Study: Job security affects creativity", September 30, 2007, p. C1.
- Research on creativity, performance, and job insecurity cited in following outlets: www.scottishjobstoday.co.uk (September 6, 2007); www.pinsentmasons.com (September 2, 2007); www.medicalnewstoday.com (9/13/2007); www.salem-news.com (9/14/07); www.vbjusa.com (9/28/07); www.wsutoday.wsu.edu (9/28/07).
- Research cited in article entitled, "Research finds job insecurity reduces staff creativity in the workplace" on www.PersonnelToday.com, August 27, 2007.
- Research conducted on link between job insecurity and creativity selected for press release by the British Psychological Society, August 14, 2007.
- Research on job insecurity - safety link described in an *Industrial Engineer* article entitled, "Worried workers aren't safe." April, 2003, p. 10.
- Interviewed by KCSN News in Los Angeles regarding the relationship between job insecurity and employee safety. The interview aired on March, 14, 2003.
- Interviewed by Brent Hunsberger of *The Oregonian* regarding research linking job insecurity, organizational safety climate, and employee safety outcomes, Nov. 4, 2002. Articles titled,

“Study finds work climate can override safety hurdles” and “Safety: Researcher discovers link” appeared in *The Oregonian* on pp. D1, D3 on November 12, 2002.

- Recent research on the effects of job insecurity on worker safety was written up by *Reuters* news agency and picked up by *ABC News*. October 9, 2002.
- *HR News*, the monthly newspaper of the Society for Human Resource Management, featured an article about my research on the influence of an organization’s safety climate on the relationship between job insecurity and employee safety. Article entitled “Employee safety study earns Research Award for professor” appeared in the July, 2002 issue (pp. 17, 22).
- Research regarding the relationship between job insecurity and employee safety was written up in *Occupational Hazards* article entitled “Job insecurity may impact safety,” December 2001, p. 53-54.
- Article citing research on link between job insecurity and employee safety behavior appeared in *OH&S Canada*, a magazine devoted to occupational health and safety, June, 2001, Vol.17(4), p. 56.
- Interviewed by Steve Lewis, Editor of *Occupational Health Management*, a monthly newsletter devoted to occupational health issues among health professionals, regarding research connecting job insecurity and employee safety outcomes, June 8, 2001. Article based on interview appeared in August, 2001 issue of *Occupational Health Management*.
- Conducted radio interview regarding research on job insecurity and safety outcomes with Bob Saye of the Weekend Edition radio show on CKNW in Vancouver, B.C., April 22, 2001.
- Conducted radio interview regarding research on job insecurity and safety outcomes with Bob McCormick of the Business Hour show on KNX 1070 in Los Angeles, April 19, 2001.
- Research on workplace injuries and job insecurity highlighted in the Science section of *The Oregonian*, April 18, 2001.
- Interviewed by Fran Berger of HealthScout.com regarding research on job insecurity and worker safety, April 17, 2001. Article can be viewed by clicking [here](#).
- Interviewed by Michael Precker of the *Dallas Morning News* about relationship between job insecurity and employee safety outcomes, April 17, 2001. Article citing interview entitled “Could stress on the job be hazardous to your health?” appeared in *The Dallas Morning news*, May 1, 2001, p. 3C.
- Interviewed by KCSN News Radio in Northridge, CA regarding research on employee job insecurity and safety outcomes, April 17, 2001.
- Research connecting job insecurity and safety highlighted by Reuters Health on April 17, 2001.
- Research on job insecurity and worker health highlighted in *USA Today* on April 17, 2001.
- Interviewed by ABC News Radio regarding the relationship between job insecurity and worker safety outcomes. Interview aired on over 4,500 radio station affiliates on April 16, 2001.
- Interviewed by Jennifer Warner of [CBS HealthWatch.com](http://CBSHealthWatch.com) regarding research linking job insecurity with employee safety outcomes, April 16, 2001.
- Research on the effects of corporate layoffs featured on News@WSU during the week of April 16, 2001.
- Interviewed by CBS News Network Radio regarding research linking job stress and health outcomes, April 14, 2001. Interview aired on 600 affiliate radio stations on April 15, 2001.
- Interviewed by Dan DeNoon of WebMD.com regarding effects of job insecurity on employee safety outcomes, April 12, 2001. Article can be viewed at <http://my.webmd.com/content/article/1728.77402>.
- Interviewed by Robin Eisener of ABCnews.com regarding effects of job insecurity on employee safety outcomes, April 12, 2001. Article can be viewed at <http://abcnews.go.com/sections/living/DailyNews/workersafety010413.html>.

- Radio interview with Lynn Medcalf of News Generation regarding research on job insecurity and employee safety outcomes, April 12, 2001. Radio excerpt picked up by 144 stations reaching over 3 million listeners, April 16, 2001.
- Interviewed by Siri Carpenter of the *APA Monitor* about Probst & Brubaker (2001) research connecting job insecurity with employee safety outcomes. Article regarding research appeared in the April 2001 issue of the *APA Monitor*.

Media Consultation:

- Interviewed by Tessa Hensley about setting SMART goals for New Year's resolutions. Jan. 5, 2021. Article entitled, "Why most drop the ball on New Year's resolutions" appeared at TheVanCougar.com on Jan. 19, 2021.
- Interviewed by NPR's *On the Record* regarding Microsoft's decision to end its controversial stack ranking performance evaluations, Nov. 13, 2013. Interview available at: <http://kuow.org/post/microsoft-end-stack-ranking-employee-evaluations>
- Cited in article by Chase Technology Consultants, entitled, "No One's Home" regarding the pros and cons of telecommuting, October 17, 2013.
- Interviewed by Isolde Raftery of NBC and the Today Show regarding Yahoo's decision to ban telecommuting. Article entitled, "Is telecommuting dead? Don't count on it, experts say" appeared on NBConline on Feb. 26, 2013.
- Interviewed by Jeannine Stein of the *Los Angeles Times* regarding the advantages and disadvantages of using XtraNormal videos to vent about work-related stress. Article entitled, "Using Video to Combat Job Stress" appeared in the *LA Times* on April 24, 2011, Part A; p. 22. Reprinted May 10, 2011 in the *Ottawa Citizen* as, "A creative way to deal with frustration: Workers turn to monotone videos to laugh off the stresses of work."
- Interviewed by Colin Kennedy of *The Daily Evergreen* on the benefits of exercise on physical and mental stress, April 13, 2007.
- Interviewed by Paula Kashtan of *Best Life Magazine* on ways to motivate former colleagues when you become their manager, February 18, 2007
- Interviewed by Tricia Jones of *The Columbian* regarding the scientific basis for the "Monday Blues" phenomenon at work. Article citing interview entitled, "The weekend's over: Ready, set, sulk" appeared in *The Columbian* on September 23, 2006.
- Interviewed by Bill O'Brien of the *Traverse City Record Eagle* regarding the impact of the Leer Corporation plant closing in Michigan and the loss of 300 manufacturing jobs, April 26, 2004. Article entitled, "Plant echoes with sadness" appeared on May 2, 2004.
- Interviewed by Brent Hunsberger of *The Oregonian* regarding the impact of organizational downsizing and layoff notices during the holiday season. December, 2003.
- Interviewed by Annie Pierce Rusunen of *The Columbian* regarding cross-cultural differences in body language and non-verbal forms of communication, September 30, 2002. Article entitled, "What's Your Body Saying?" appeared in the October 4, 2002 issue, p. D1.
- Interviewed by Jeanie Casison of *Incentive Magazine* regarding fear of layoffs in the workplace and management by intimidation, July 17, 2002. Article entitled "Scare Tactics" appeared in the September issue of *Incentive Magazine*.
- Interviewed by Melissa Solomon of *ComputerWorld Magazine* on today's job insecurity and steps organizations and employees can take to combat the resulting stress, April, 1, 2002. Article entitled, "Stress Survival Strategies" appeared on August 5, 2002.
- Interviewed by Mary Doyle of *The Columbian* regarding goal setting and New Year's resolutions, Jan. 3, 2002. Article entitled, "Don't aim too high with 2002 resolutions" ran on Jan. 7, 2002.

- Interviewed by *The Oregonian* regarding the recent spate of hi-tech layoffs in Clark County. Article titled, "More layoffs mean struggles for workers" appeared on December 3, 2001, pp. C1-C2.
- Interviewed by Stephanie Armour of USA Today regarding outcomes of corporate layoffs and job insecurity, July 18, 2001. Story appeared in the July 26, 2001 issue of *USA Today*.
- Interviewed by Jill Diffendal of *ADVANCE Magazine for Occupational Therapists* regarding stress, anxiety and depression in the workplace. Article, entitled "More Than a 'Bad Day' at Work", citing interview appeared in *ADVANCE Magazine for Occupational Therapists*, 17(15), pp. 11, 15.
- Interviewed by *The Clarion-Ledger* (Mississippi) regarding recent state government layoffs, June 15, 2001. Article citing interview appeared in the June 17, 2001 edition and can be viewed by clicking [here](#).
- Interviewed by Rodney Jeffreys of *People Management* magazine on May 4, 2001. Article citing interview appeared online, May 15, 2001.
- Interviewed by the Society for Industrial/Organizational Psychology for a News Lead featuring an analysis of the effects of the Boeing corporate headquarters move on employees in the Seattle area, April 11, 2001.
- Radio interview with *KVAN Northwest Morning* regarding the recent layoffs in Clark County and their effects on employees, April 5, 2001.
- Interviewed by Michelle Quinn of the *San Francisco Chronicle* about the recent wave of dot.com layoffs, October 16, 2000.
- Interviewed by the *Lewiston Morning Tribune* (Lewiston, Idaho) about the consequences of the Potlatch layoffs on laid off workers and remaining employees, June, 2000. Articles citing interview entitled "Potlatch hourly workers could be next." and "Many downsized employees facing uncertain crossroads." appeared in the *Lewiston Morning Tribune*, June 8, 2000, pp. 1A, 4A.
- Interviewed by Jessica Dumpert of *FoxNews.com* (NY City) about the effects of vacation time on a person's ability to work effectively and job burnout levels, June, 2000. Article citing interview appeared online at *Foxnews.com* on June 21, 2000.
- Interviewed by Melody Finnemore of *The Columbian* about job insecurity and the "disappearing lunch hour", January, 2000. Article citing interview entitled "Desktop dining: Lunch hour becoming a rare treat rather than an everyday occurrence." appeared in *The Columbian*, February 13, 2000, p. E1.
- Invited to write a feature article about organizational downsizing in *The Columbian's* "Ask an Expert" series. Article appeared in *The Columbian*, April 29, 1999, p. C2.

PROFESSIONAL DEVELOPMENT

Audited Crm J 592: Advanced Quantitative Methods (May-June, 2012)

- Attended 42 hours of graduate-level course on multilevel modeling.

2006 American Evaluation Association Conference Workshops:

- Attended full-day workshop entitled "Evaluation Methodology" (October 31, 2006)
- Attended full-day workshop entitled "Multilevel Models" (November 1, 2006)

Grantsmanship Workshops:

- Twelve Keys to Successful Grantwriting, October 2003. Presented by R. P. Lowman, University of North Carolina at Chapel Hill.

- Successful Collaborative Projects, October 2003. Presented by R. P. Lowman, University of North Carolina at Chapel Hill.

Web Design:

- Certificate of Completion, Web Page Design / HTML Programming:
Vancouver Information Services, April, 1999.
 1. Creating Web Pages with HTML
 2. Web Page Maintenance
 3. HTML Tables, Frames, and Forms
- Certificate of Completion, Advanced Web Design:
Vancouver Information Services, October, 1999.
 1. Advanced HTML Tags
 2. Cascading Style Sheets
 3. Image Maps
- Skills used to develop web-based surveys for collecting data online.

Miscellaneous:

- *Statistical Packages:*
 1. SPSS for Windows
 2. SAS
 3. LISREL (Path analysis; Structural equation modeling)
 4. HLM (Hierarchical Linear Modeling)
 5. BILOG (Item response theory)
 6. Multidimensional Scaling (MDS)
 7. Various DIF and DTF IRT programs
- *Foreign Languages:*
 1. German, near fluency in reading, writing, and speaking
 2. Spanish, average reading, writing, and speaking skills
 3. French & Italian, in progress!