
EDUCATION

UNIVERSITY OF SOUTH FLORIDA

PhD, Industrial-Organizational Psychology (2013)

Concentration: Occupational Health Psychology

MA, Industrial-Organizational Psychology (2010)

UNIVERSITY OF WISCONSIN-MADISON

BA, Psychology (2006); Magna Cum Laude with Honors

Minor: Business Administration

AWARDS AND HONORS

- Murphy Institute for Labor Studies Award, 2018-2019
- Eugene Lang Research Fellowship, 2017-2018
- 2016 Stanley L. Saxton Applied Research Award: Top research paper of the year recognized by the National Communication Association
- Selected to have discovered "Most Fascinating Research Insight" by Qualtrics; Invited to discuss my research with Stephen Dubner (Freakonomics), Malcom Gladwell (Blink), Liz Wiseman (Multipliers), and Tim Ferris (The Four Hour Workweek) at focal main stage event for the 2016 Qualtrics Insight Summit
- 2016 finalist for the Weissman School of Arts and Sciences Teaching Award
- Early Career Fellow for the Work-Family Researchers Network, 2016
- Nominee for the 2016 election of Member-At-Large (executive committee member) for the Society for Occupational Health Psychology
- WSAS Turkey Collaborative Grant selectee: Traveled to Turkey to pursue research collaboration Spring 2015
- 2015 finalist for the Weissman School of Arts and Sciences Teaching Award
- Baruch College Center for Teaching and Learning Faculty Fellow 2014
- HumRRO (Human Resources Research Organization) Meredith P. Crawford Fellowship in Industrial-Organizational (I-O) Psychology (2012)
- Outstanding Author Contribution Award Winner, Emerald Literati Network Awards for Excellence (2011)
- Hilldale Research Fellowship, University of Wisconsin College of Letters and Science (2005)
- Undergraduate Research Scholar, Child Emotion Laboratory under Seth Pollak, University of Wisconsin – Madison (2002-2006)

PREVIOUS POSITIONS

FRACTIONAL INSIGHTS

- **Cofounder and Chief Scientist (2024-present)**

BETTERUP

- Director, Labs – Go-to-Market (2022-2024)
- Manager, Behavioral Science (2020-2022)

- Manager, Product Marketing – Research (2020)
- Manager, Solutions Consulting (2019-2020)
- Senior Solutions Consultant (2018-2019)

THE CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE (New York, NY)

- Tenure-Track Assistant Professor (Department of Psychology, 2013-2018)

UNIVERSITY OF ALASKA-ANCHORAGE, KODIAK COLLEGE (Kodiak, AK)

- Adjunct Instructor (Department of Business, 2012-2013)

UNIVERSITY OF SOUTH FLORIDA (Tampa, FL)

- Graduate Student Instructor (Department of Psychology, 2008-2012)
- Course Assistant (Department of Management, 2012)

UNIVERSITY OF ILLINOIS AT CHICAGO (Chicago, IL)

- Full-time research coordinator and research assistant, Pauline Maki's Behavioral Neuroscience Laboratory in the Center for Cognitive Medicine (2006-2008)

PUBLICATIONS

REFEREED ARTICLES

26. Wald, D.* & **Eatough, E.M.** (Working Paper). The cost of inconsistency: Illegitimate tasks and workplace social support. *Journal of Business and Psychology*.
25. Auer, E., Hutchinson, D., **Eatough, E.M.**, & Sinar, E. (2022). The buffering effects of virtual leadership coaching during crisis: A quasi-experimental study of changes in well-being, work, and social outcomes before and during the COVID-19 pandemic. *International Journal of Evidence Based Coaching and Mentoring*, 20, 3-19.
24. Grotto, A., Mills, M., & **Eatough, E.M.** (2022). Switching gears: A self-regulatory approach and measure of nonwork role re-engagement following after-hours work intrusions. *Journal of Business and Psychology*, 37, 491–507.
23. Zhiqing, Z., **Eatough, E.M.**, & Che, X. (2020). Effect of illegitimate tasks on work-to-family conflict through psychological detachment: Passive leadership as a moderator. *Journal of Vocational Behavior*, 121, 103463.
22. Fila, M. & **Eatough, E.M.** (2019). Extending the boundaries of illegitimate tasks: The role of resources. *Psychological reports*, 0, 1-28.
21. **Eatough, E. M.***, Johnson, R. *, Chang, C-H., Hammer, L., & Truxillo, D. (2019). Family interference with work and safety behavior. *Journal of Vocational Behavior*, 110, 117-130.
<https://doi.org/10.1016/j.jvb.2018.10.012> *Authors contributed equally and share first author position
20. **Eatough, E.M.**, Waters, S.D., & Kellerman, G. (2019). Evidence-based recommendations for improved design of sexual harassment training. *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
19. Gisler, S. *, Omansky, R. *, Raimone, N. *, Tumminia, A. *, **Eatough, E.M.**, & Johnson, R. (2018). Work-family conflict and health: A review. *Journal of Applied Biobehavioral Research*.

18. Pindek, S., Demircioglu, E.*, Howard, D. J.*, **Eatough, E. M.**, & Spector, P. E. (2018). Illegitimate tasks are not created equal: Examining the effects of attributions on unreasonable and unnecessary tasks. *Work & Stress*.
17. Zhou, Z. E., **Eatough, E. M.** & Wald, D.* (2018). Feeling insulted? Examining end-of-work anger as a mediator in the relationship between daily illegitimate tasks and next-day CWB. *Journal of Organizational Behavior*, 39, 911-921.
16. Minei, E., **Eatough, E.M.**, & Cohen-Charesh, Y. (2018). Managing illegitimate task requests through explanation and acknowledgment: A discursive leadership approach. *Management Communication Quarterly*, 32, 374-397.
15. Ahmed, S.*, **Eatough, E. M.**, & Ford, M. (2018). The relationship between illegitimate work tasks and work-family outcomes. *Journal of Vocational Behavior*, 104, 14-30.
14. **Eatough, E. M.** & Chang, C-H. (2018). Interpersonal conflict at work, coping, and control: Interactive effects on work strains. *Journal of Occupational Health Psychology*, 23, 537-552.
13. Fila, M. & **Eatough E. M.** (2018). Extending knowledge of illegitimate tasks: Student satisfaction, anxiety, and emotional exhaustion. *Stress & Health*. 34, 152-162.
12. Mordecai, K., Rubin, L., **Eatough, E. M.**, Sundermann, E., Drogos, L., Savarese, A., & Maki, P. (2017). Cortisol reactivity and emotional memory after psychosocial stress in oral contraceptive users. *Journal of Neuroscience Research*, 95: 126–135. doi:10.1002/jnr.23904
11. Omansky, R.*, **Eatough, E. M.** & Fila, M. (2016). Illegitimate tasks and well-being: Examining the roles of effort-reward imbalance and gender. *Frontiers in Psychology, Organizational Psychology*.
 - ◆ ~400 views and downloads in first 4 months
10. **Eatough, E.M.**, Shockley, K., & Yu, P*. (2016). A review of ambulatory health data collection methods for employee daily diary research. *Applied Psychology: An International Review*.
9. **Eatough, E. M.**, Meier, L., Igit, I., Elfering, A., Spector, P. E. & Semmer, N. (2016). You want me to do what? Two daily diary studies of illegitimate tasks and employee well-being. *Journal of Organizational Behavior*, 37, 108-127.
 - ◆ Listed among the highest Altmetric papers (metric of impact via social media) in the Journal of Organizational Behavior year 2016 (ranked 7th)
 - ◆ Cited on a Harvard Business Review article in August 2016
8. **Eatough, E.M.** (2015). How does employee mindfulness reduce psychological distress? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 643-647.
7. Maki, P.M., Rubin, L.H., Mordecai, K.L., Sundermann, E., Savarese, A., **Eatough, E. M.**, and Drogos, L. (2015). Menstrual cycle effects on cortisol responsivity and emotional retrieval following a psychosocial stressor. *Hormones and Behavior*, 74, 201-208.
6. **Eatough, E. M.**, Chang, C-H., & Hall, N. (2015). Getting roped in: Group cohesion, trust, and efficacy following a ropes course intervention. *Performance Improvement Quarterly*, 28, 65-89.

5. Golubovich, J., Chang, C-H., & **Eatough, E. M.** (2014). Safety climate, hardiness, and musculoskeletal complaints: A mediated moderation model. *Applied Ergonomics*, 45(3), 757–766.
4. **Eatough, E. M.**, Way, J. D., & Chang, C-H. (2012). Understanding the link between psychosocial work stressors and work-related musculoskeletal complaints. *Applied Ergonomics*, 43(3), 554-563.
♦Selected as Top 25 papers published in Applied Ergonomics in 2012
3. Chang, C-H., **Eatough, E. M.**, Kessler, S., & Spector, P. E. (2012). Violence prevention climate, exposure to violence and aggression, and prevention behavior: A mediation model. *Journal of Organizational Behavior*, 33, 657-677.
2. **Eatough, E. M.**, Chang, C-H., Miloslavic, S., & Johnson, R. E. (2011). Relationships of role stressors with organizational citizenship behavior: A meta-analysis. *Journal of Applied Psychology*, 96(3), 619-632.
♦Data also used in Gottfredson, R. K. & Aguinis, H. in press. Leadership behaviors and follower performance: Deductive and inductive examination of theoretical rationales and underlying mechanisms. *Journal of Organizational Behavior*. doi: 10.1002/job.2152
1. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2009). Hormonal reactivity to MRI scanning in adolescents. *Psychoneuroendocrinology*, 34(8), 1242-1246.

BOOK CHAPTERS

6. Fila, M. J., Semmer, N. K., & Eatough, E.M. (2020). *Illegitimate tasks as offense to the self*. In Rossi, A.M., Meurs, J.A., & Perrewe, P.L. Stress and Quality of Working Life: Finding Meaning in Grief and Suffering. IAP: Charlotte, NC.
5. Wald, D.*, **Eatough, E.M.**, & Gray, B.* (2018). *Surveys and web research*. In Occhipinti, S. & Brough, P. Research Methods for Applied Psychologists: Design, Analysis and Reporting. New York, NY: Routledge.
4. Fila, M., **Eatough, E. M.**, & Griffeth, R. (2016). *New perspectives on occupational stress and turnover*. In P. Perrewé, J. Halbesleben, & C. Rosen (Eds). Research in Occupational Stress and Well Being. Bingley, UK: Emerald.
3. **Eatough, E. M.** & Spector, P. E. (2014). *The role of workplace control in positive health and well-being*. In P. Chen & C. Cooper (Ed). Wellbeing: A Complete Reference Guide, Vol. III (pp. 91-109). Oxford, England: Wiley-Blackwell.
2. **Eatough, E. M.** & Spector, P. E. (2014). *Quantitative self-report methods in occupational health psychology research*. In M. Wang, R. Sinclair, and L. Tetrick (Eds.). Research methods in occupational health psychology (pp. 248-267). Boca Raton, FL: Taylor & Francis
1. Rosen, C. C., Chang, C.-H., Djurdjeic, E., & **Eatough, E. M.** (2010). *Occupational stressors and performance: A qualitative review and update*. In D. Ganster & P. Perrewé (Eds), Research in Occupational Stress and Well Being (pp. 1-60). Bingley, UK: Emerald.

OTHER

3. **Eatough, E. M.** (2017). *Illegitimate tasks*. The SAGE Encyclopedia of Industrial and Organizational Psychology, 2nd edition.

2. Nei, W.* (2016). Positive psychology in the workplace: An integrative model of psychological empowerment, psychological capital and explanatory style. *Bringhamton University Undergraduate Psychology Review*, 4(1), 125-2140.
1. **Eatough, E. M. & Gray, B.*** (2016). *Teaching occupational health psychology at the undergraduate level*. Newsletter for the Society for Occupational Health Psychology.

WORK IN PROGRESS

Eatough, E. M., Zhou, Z. E., & Meier, L. Daily work stress, frustration, and nightly alcohol use. *Data analyses completed, preparing first draft of manuscript.*

*This research selected as one of the "Most Fascinating Research Insights" by Qualtrics and was discussed by Stephen Dubner (Freakonomics), Malcom Gladwell (Blink), Liz Wiseman (Multipliers), and Tim Ferris (The Four Hour Workweek) as a focal main stage event for the 2016 Qualtrics Summit.

Wald, D.* & **Eatough, E. M.** Better get used to it? Chronic stressors and daily strain. *Data analyses completed, preparing first draft of manuscript.*

Eatough, E. M., Wald, D.*, Arroyo, C.*, & Chang, C-H. The viscous cycle between conflict, sleep, and workplace anger: Time-lagged and daily dairy evidence. *Data analyses completed, preparing first draft of manuscript.*

Eatough, E. M., Shockley, K., & Minei, E. Female breadwinners: How loss of social support may be the link to reduced well-being. *Data collection.*

*=Student

TEACHING

THE CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE COURSES	RATING
<i>Occupational Health Psychology (Instructor) – Graduate Level</i>	
Spring 2017 - Online	3.9/5
Spring 2016 – Hybrid	4.5/5
<i>Industrial-Organizational Psychology (Instructor)</i>	
Fall 2013 - Online	4.8/5
Fall 2014 - Online	4.4/5
Spring 2015 – Online	4.6/5
Fall 2015 – Online	4.5/5
<i>Introduction to Psychology (Instructor)</i>	
Fall 2013 – Traditional	4.9/5
Spring 2014 - Online	4.5/5
Fall 2014 - Online	4.7/5
Spring 2015 - Online	4.3/5
Fall 2015 – Online	4.5/5
Fall 2015 - Hybrid	4.1/5
Spring 2016 – Online	4.5/5
Fall 2016 – Online	4.5/5
Fall 2016 – Online	4.5/5

UNIVERSTIY OF ALASKA-ANCHORAGE, KODIAK COLLEGE COURSES

Personal Selling (Instructor)

Fall 2012 - Hybrid

4.6/5

UNIVERSITY OF SOUTH FLORIDA COURSES

Introduction to Psychology (Laboratory Instructor)

Fall 2011 - Online

nc

Research Methods (Laboratory Instructor)

Fall 2008 – Traditional

4.4/5

Research Methods (Laboratory Instructor)

Spring 2009 – Traditional

4.4/5

Guest Lecturing Experience:

Human Resource Management (Spring 2012)

4.5/5

“Occupational Health Psychology: An Overview”

4.5/5

Leadership and Management Concepts (Spring 2012)

4.6/5

Led an experiential leadership exercise with feedback on leadership behaviors and tendencies

Personality (Fall 2011)

nc

“The Role of Personality in Stress and Health”

Industrial Psychology (Fall 2011)

nc

“Role Stressors in the Workplace, Health, and, Behavior”

nc = not collected

GRANTS

Ro, T., Zhang, Z., & **Eatough E.M.** (2018). Development of a wearable machine-learning based smart device to maximizing human work performance and minimize stress.

National Science Foundation.

Grant amount awarded: \$1,500,000. Not funded.

Eatough, E.M. (2018). Improving Gender Bias Literacy: An Empirical Investigation of Leader Training.

Murphy Institute for Labor Studies.

Grant amount awarded: \$10,000.

Eatough, E. M. (2017). Tethered to Work: Uncovering the Health Impacts of Work Availability Pressure.

Eugene Lang Research Fellowship.

Grant amount awarded: \$8,000.

Eatough, E. M. (2017). Questioning Our Assumptions about Job Control and Employee Health: A

Meta-Analytic Investigation of the Last 30-Years.

PSC-CUNY Research Fellowship.

Grant amount awarded: \$3,500.

Eatough, E. M. & Johnson, R. C. (2016). Examining the effects of modern work stressors on daily health

behavior. Oregon Health Workforce Center Pilot Grant Project. Not funded.

Grant amount requested: \$20,000.

Eatough, E. M. (2016). Linking illegitimate tasks at work, burnout, and employee health: A daily diary study.

PSC-CUNY Research Fellowship. Not funded.

Grant amount requested: \$3,500.

Eatough, E. M. (2016). An experience sampling study on extended work availability and daily health

behaviors. Eugene Lang Fellowship. Not funded.

Grant amount requested: \$8,000.

Eatough, E. M. (2015). WSAS Turkey Collaborative Travel Grant.

Grant amount awarded: \$2,500

- Eatough, E. M.** (2015). Customer Verbal Aggression and Physical Strain Symptoms: A Two-Wave Investigation. PSC-CUNY Research Fellowship. Not funded.
Grant amount requested: \$3,500.
- Eatough, E. M.** (2014). Psychosocial work stressors and work-related musculoskeletal disorders: A two-wave investigation. PSC-CUNY Research Fellowship. Not funded.
Grant amount requested: \$3,500.
- Eatough, E. M., Minei, E., Shockley, K., & Cohen-Charash, Y.** (2013). A two-part investigation into illegitimate work tasks and the unique challenges for female breadwinners. WSAS Pilot Grant.
Grant amount awarded: \$5,000
- Che, X. & **Eatough E. M.** (2012). Feeling safe to be unethical: Examining leadership and climate-level predictors of unethical pro-organizational behavior. Society for Industrial/Organizational Psychology Small Grant. Not funded.
- Eatough E. M. & Spector, P. E.** (2011). Illegitimate tasks and employee health: A daily diary study. National Institute of Occupational Safety and Health Sunshine Education Research Center pilot grant.
Grant amount awarded: \$8,200
- Eatough, E. M. & Chang, C.-H.** (2009). Understanding the relationships between interpersonal conflict at work, perceived control, coping, and employee well-being. North Carolina Occupational Safety and Health Education and Research Center pilot project grant. Not funded.
- Eatough, E. M., Williams, V. L., Way, J. D., & Hautala, M. J.** (2008). Understanding the role of gender and race in quality of health Care: An interdisciplinary collaboration. Graduate Student Challenge Grant. Not funded.

ADVISING AND RESEARCH SUPERVISION

GRADUATE STUDENT RESEARCH SUPERVISION

THE CITY UNIVERSITY OF NEW YORK, THE GRADUATE CENTER: DOCTORAL TRAINING

- *Eric Knudsen*, Primary Advisor; Chaired dissertation on skills based job searching
- *Danielle Wald*, Primary Advisor; Chaired dissertation on illegitimate tasks and social support
- *Rachel Omansky*, Primary Advisor; Chaired dissertation on availability pressure and employee health
- *Bradley Gray*, Primary Advisor; Chaired master's thesis on family-friendly policy usage
- *Ethan Rothstein*, Primary Advisor; Chaired master's thesis project on work-family enrichment
- *Marino Mugayar-Baldocchi*, Primary Advisor; Chaired master's thesis project on illegitimate tasks
- *Stephanie Gisler*, Primary Advisor; Chaired master's thesis project on work breaks and recovery

THE CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE: MASTERS TRAINING

- *Gabrielle Henn*, Master's thesis advisor on project exploring employee engagement
- *Rita Desyatnik*, Master's thesis advisor on project examining a biofeedback stress-management intervention using FDNY firefighters
- *Jenna Roman*, Master's thesis advisor on stressors faced by military spouses
- *Renee Cotsis*, Master's thesis advisor on gender issues in the workplace

UNDERGRADUATE STUDENT RESEARCH SUPERVISION THE CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE

- *Augusto Matta Laithon*; LSAMP: Conducting a project on selection for organizational citizenship
- *Weiwen Nie*; Honors: Currently preparing honors thesis proposal on work engagement, hope, and turnover
- *Yulieth Galindo*; LSAMP: Conducting a project on illegitimate tasks
- *Elizabeth Gunzman*; Currently assisting on a project on callings and work engagement
- *Shanima Tanni*; Currently assisting on a project on callings and work engagement
- *Gabriel Fernandez*; Assisted on a project on callings and work engagement
- *Ganna Velchko*; Assisted on a project on callings and work engagement
- *Rachel Parroco*; Assisted on a project on callings and work engagement
- *Renee Cotsis*; Assisted on a project on callings and a meta-analysis on job control
- *Aditi Kalani*; Assisted on a project on callings and a meta-analysis on job control
- *Richard Gasparre*; Currently analyzing data on organizational justice; results submitted to The American Psychological Society 2015 conference and will prepare full manuscript

UNIVERSITY OF SOUTH FLORIDA

- *Danesh Jaiprashad*; Co-author on three conference presentations
- *Casey Zimmerman*; Undergraduate research assistant for 2.5 years
- *Danny Diaz*; Undergraduate research assistant for 1 year
- *Violet DeRosa*; Currently applying for optometry school

UNIVERSITY OF ILLINOIS AT CHICAGO

- *Rhoda Jamadar*; now in medical school
- *Kavita Shanker*; now graduated from Rush Medical School with M.D.
- *Michelle Farag*; now graduated with a doctorate from Midwestern University

THESIS AND DISSERTATION COMMITTEE SERVICE

- *Hilal Erkovan*, The City University of New York, Graduate Center, Dissertation committee member (2017)
- *Paul Angello*, The City University of New York, Graduate Center, Dissertation committee member (2017)
- *Brittany Boyd*, The City University of New York, Graduate Center, Dissertation committee member (2017)
- *Eric Knudsen*, The City University of New York, Graduate Center, Dissertation Chair (2016)
- *Peter Yu*, The City University of New York, Graduate Center, Dissertation committee member (2017)
- *Rachel Pascall-Gonzalez*, The City University of New York, Graduate Center, Dissertation committee member, “Psychological perspectives on the under-representation of African Americans and females in entrepreneurship: The relationship between perceptions of fit and intentions to leave” (2015)
- *Martine Maculaitis*, The City University of New York, Graduate Center, Dissertation committee member, “Why do negative employment outcomes for workers with disabilities persist? Investigating the relative importance of human capital, social capital, and discrimination”, (2015)
- *Rachel Omansky*, The City University of New York, Graduate Center, Masters thesis committee chair, “High techsperceptions: On the consequences of perceived employer-based technology use”, (2015)
- *Erik Pesner*, The City University of New York, Graduate Center, Masters thesis committee member, “The intraindividual performance variability in a team context: Does greater task interdependency lead to greater performance variability?”, (2015)
- *Rachel Ryan*, The City University of New York, Graduate Center, Dissertation committee member, proposal (2016)
- *Weiwen Nie*, The City University of New York, Baruch College, Honors Thesis chair, (2015). Published
 - his honors thesis paper:

- o Nie, W. (2016). Positive psychology in the workplace: An integrative model of psychological empowerment, psychological capital and explanatory style. *Binghamton Undergraduate Psychology Review Journal*, 4(1), 125-140.
- *Yulieth Galindo*, The City University of New York, Baruch College, LSAMP (Louis Stokes Alliance for Minority Participation) program Honors Thesis chair, (2015)
- *Yael Oelbaum*, The City University of New York, Graduate Center, Dissertation committee member, “Understanding the glass cliff effect: Why are female leaders being pushed toward the edge?” (2015)
- *Justina Oliviera*, The City University of New York, Graduate Center, Dissertation committee member, “Effects of job type and culture on relationships between job characteristics and worker outcomes: A multilevel analysis” (2015)
- *Danielle Wald*, The City University of New York, Graduate Center, Master’s Thesis committee chair “The cost of inconsistency: Interactive effects of illegitimate tasks and social support at work” (2015)
- *Mary Ignagni*, The City University of New York, Graduate Center, Dissertation committee member, “Do cultural and perceptual factors matter?: An investigation of factors impacting intelligence test scores of Latinos/Hispanics in the United States” (2015)
- *Jill Douek*, The City University of New York, Graduate Center, Master’s Thesis committee member “What is causing the motherhood penalty and fatherhood bonus? Disentangling the literature” (2014)
- *Kathrynn Dalrymple*, University of South Florida, Honors Thesis co-chair: “Differentiating sources of organizational justice and its impacts on counterproductive work behaviors” (2012); now in IO psychology doctoral program at Georgia Tech
- *Stephanie Miloslavic*, University of South Florida, Honors Thesis committee member: “Role stressors and organizational citizenship behaviors: A meta-analysis”, (2009); now in IO psychology doctoral program at Florida Institute of Technology

PEER-REVIEWED CONFERENCE PRESENTATIONS

ORAL SYMPOSIA AND PANELS

36. Gisler, S. *, Knudsen, E. *, & **Eatough, E. M.** (2019, May). A PATH to employee health: Evaluating healthy workplace practices using O*NET data. Paper to be presented at the 19th Congress of the European Association of Work and Organizational Psychology, Turin, Italy.
35. **Eatough, E.M.** (2018, June). In Dempsky, C. (Chair). *Navigating the early career stage: Insights from the early career network*. Work-Family Researchers Network National Conference, Washington, D.C.
34. Roman, J. *, Barnett, C. *, & **Eatough, E. M.** (2018, April). *Where do we stand? Alternative methods of ranking I-O graduate programs*. The Society of Industrial Organizational Psychology, Chicago, IL.
33. Grotto, A., Mills, M., Omansky, R. *, & **Eatough, E. M.** (2018, April). *Good for work, bad for life: Individual characteristics with divergent effects*. The Society of Industrial Organizational Psychology, Chicago, IL.
32. McMillan, J. *, **Eatough, E. M.**, & Shockley, K. (2017, August). *Nonresponse bias in work-family dyad research: Cause for concern?* Academy of Management, Atlanta, GA.
31. Ceylan, S., Gökalp, A., Nixon, A.E., Ruiz de Huydobro, G., **Eatough, E. M.**, & Nelson, C. E. (2017, May). *The relationships between emotional culture, emotional dissonance and emotional labor: A cross-national study*. European Association of Work and Organizational Psychology. Dublin, Ireland.

30. Ceylan, A., Kinay, G.C., **Eatough, E. M.**, & Nelson, C. E. (2017, May). *The relationships between illegitimate tasks, job satisfaction, and organizational identification: The moderating role of relative importance of work*. European Association of Work and Organizational Psychology. Dublin, Ireland.
29. McMillan, J.* , Tumminia, A.M.* , & **Eatough, E. M.** (2017, April). *The receipt and provision of social support at work: Implications for job satisfaction*. In Bryant, C. & Chang, C-H. (2017, April). *Providing Social Support: Helping or Harming the Provider?* The Society of Industrial Organizational Psychology, Orlando, FL.
28. Demircioğlu, E.* , Howard, D.* , Pindek, S. **Eatough, E. M.**, & Spector, P. (2017, April). *A mixed methods study examining illegitimate tasks and attributions*. In Wald, D.* & **Eatough, E. M.** (2017, April). *Illegitimate Tasks: The Establishment of a Legitimate Construct*. The Society of Industrial Organizational Psychology, Orlando, FL.
27. Wald, D.* , & **Eatough, E. M.** (2017, April). *The cost of inconsistency: Illegitimate tasks and workplace social support*. In Wald, D.* & **Eatough, E. M.** (2017, April). *Illegitimate Tasks: The Establishment of a Legitimate Construct*. The Society of Industrial Organizational Psychology, Orlando, FL.
26. Gray, B.* , Wald, D.* , & **Eatough, E. M.** (2016, October). *Job control and employee health: Meta-analytic findings*. In Pindek, S. & Spector, P (2016, October). *Meta-analysis in the Study of Organizational Behavior*. Southern Management Academy Conference, Charlotte, NC.
25. Wald, D.* & **Eatough, E. M.** (2016, April). *Illegitimate tasks exacerbate the undesirable*. In Wald, D.* & **Eatough, E. M.** (2016, April). *More Stressed Than Ever? Emerging Contemporary Workplace Stressors*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
24. Wald, D.* , **Eatough, E. M.**, Dumani, S., & Roman, J.* (2016, April). *Overqualification and the search for vocational identity*. In Debus, M. (Chair). *The Power of Doing: Connecting Overqualification to Proactive Behaviors*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
23. Ahmed, S.* & **Eatough, E. M.** (2016, April). *Can supportive supervisors prevent depressive mood? Three-way interactive effects*. In Johnson, R. & Ahmed, S. (Co-Chairs). *Somebody to Lean On: Context-Specific Support at Work*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
22. DeNunzio, M.* , **Eatough, E. M.**, Zhiqing, Z. E., & Wald, D.* (2016, April). *Wasted time as an affective event: Impacts on daily frustration*. In Gonzalez, Larson, & Cohen-Charash (Co-chairs). *Discrete Emotion Processes in the Workplace: New Research Frontiers*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
21. **Eatough, E. M.**, Shockley K., & Minei, E. (2016, April). *When female breadwinners intend to leave their profession*. In **Eatough E.M.** (Chair). *Women at the Top: Perspectives on Getting There and Staying*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
20. Johnson, R.C., Nixon, A., & **Eatough, E. M.** (2016, March). *Thinking about work and family: Rumination, guilt, and gender roles*. Western Academy of Management, Portland, OR.
19. **Eatough, E. M.** & Zhou, Z. (2015, April). *Wining about it: Daily work stress, frustration, and alcohol use*. In M. Clark & L. Zimmerman (Co-chairs). *Addictions and Vices and Work, Oh My!* Society for Industrial Organizational Psychology Conference, Philadelphia, PA.

18. Zhou, Z. & **Eatough, E. M.** (2015, April). *Examining predictors and outcomes of sleep quality in a daily dairy study*. In R. Johnson (Chair). Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
17. Yu, P.* & **Eatough, E. M.** (2015, April). *Gender-normative coping strategies for interpersonal conflict stressors*. In M. Ford (Chair). Longitudinal Perspectives on Coping and Adjustment to Stressors. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
16. **Eatough, E. M.**, Zhou, Z., & Wald, D.* (2015, April). *Employee-perpetrated mistreatment: Links to abusive supervision and illegitimate tasks*. In R. Linden and L. Marchiondo (Co-Chairs). Within and Beyond: Workplace Aggression and Multiple Contexts. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
15. **Eatough, E. M.**, Dumani, S., Wald, D.*, & Way, J (2015, April). *Overqualified employees: Predicting performance through engagement and sense of calling*. In K. Shockley and C. Smith (Co-chairs). One-size Does NOT Fit All: How Personal Characteristics Shape Engagement. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
14. Wald, D.*, **Eatough, E. M.**, & Arroyo, C.* (2015, April). *Sleep, rest, and daily workplace conflicts, yesterday and tomorrow*. In R. Johnson (Chair). Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
13. **Eatough, E. M.**, Zhou, Z., & Wald, D.* (2014, November). *Illegitimate tasks as a form of mistreatment: Intra-individual evidence*. In Perrewe, P. (Chair). Mistreatment in Organizations: The Role of Abusive Supervision. Symposium at the Annual Southern Management Conference, Savannah, GA.
12. **Eatough, E. M.**, Meier, L., & Spector, P. (2014, May). *Daily experiences of conflict at work and depressive mood*. In **Eatough, E. M.** (Chair), Daily Life at Work: Helpers and Hindrances to Employee Well-being. Symposium at the Annual Society for Industrial Organizational Psychology Conference, Honolulu, HI.
11. Grossman, M., Johnson, R.C., and **Eatough, E. M.** (2013, April). *Where's my head?: Rumination and mindfulness in the FIW-safety relationship*. In **Eatough, E. M.**, & Chang, C-H. (Co-chairs), When Family Interferes with Safety at Work: Exploring Cognitive Factors. Symposium at the Annual Society for Industrial Organizational Psychology Conference, Houston, TX.
10. **Eatough, E. M.**, Kessler, S. R., Fox, S. & Spector, P. E. (2012, August). *Relationships of boredom with different forms of counterproductive work behavior*. In E. van Hooft, & M. van Hooft (Co-Chairs), Emotions at Work: The Case of Boredom. Symposium at the Academy of Management Annual Meeting, Boston, MA.
9. Chang, C.-H., **Eatough, E. M.**, & Jaiprashad, D.* (2011, May). *Assessment of exposure to physical and nonphysical violence in physical therapy: A qualitative study*. Symposium at the 9th International Conference on Occupational Stress and Health: Work Stress, and Health 2011 - Work and Well-Being in an Economic Context, Orlando, FL.
8. **Eatough, E. M.** & Chang, C-H. (2011, May). *Caring workgroups: An antecedent to safety via motivation*. Paper presented in symposium session (**Eatough, E. M.** & Chang, C-H., co-chairs), Antecedents to Safety: Findings from High Stakes Industries. Symposium at the Work, Stress, and Health Conference, Orlando, FL.

7. **Eatough, E. M.**, Way, J. D., & Chang, C-H. (2010, August). *Understanding the link between psychosocial factors and work-related musculoskeletal complaints*. In S. L. Alonso (Chair), *Work stressors and Employee Health*. Symposium presented at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.
6. Chang, C-H., **Eatough, E. M.**, & Jaiprashad, D.* (2010, April). *Employee musculoskeletal symptoms and treatment-seeking: Workplace support as moderators*. In M. Ford & L.-Q. Yang (Co-Chairs), *Beneficial Forms of Social Support and Implications for Employee Well-being*. Symposium at the 25th Annual Society for Industrial Organizational Psychology Conference, Atlanta, GA.
5. Chang, C-H., Spector, P. E., **Eatough, E. M.**, & Yang, L. Q. (2009, November). *Exposure of violence and aggression with employee strains: Work-based regulatory focus as a moderator*. In K. Miner-Rubino & M. E. Bergman (Co-Chairs), *Addressing Gaps in Workplace Mistreatment Research: Unique Samples, Moderators, and Outcomes*. Symposium presented at the 8th International Conference on Occupational Stress and Health: Work, Stress, and Health 2009 – Global Concerns and Approaches, San Juan, Puerto Rico.
4. Chang, C-H., Bernard, T. E., **Eatough, E. M.**, Johnson, R. E., & Bloswick, D. S. (2009, November). *Employee outcomes of musculoskeletal symptoms: Psychosocial factors as moderators*. In L. Q. Yang & C-H. Chang (Co-Chairs), *Linking Occupational Health and Safety: Evidence from High-Risk Populations*. Symposium presented at the 8th International Conference on Occupational Stress and Health: Work, Stress, and Health 2009 – Global Concerns and Approaches, San Juan, Puerto Rico.
3. Saboe, K., **Eatough, E. M.**, Winick, D., Gordon, T., Johnson, R. E., & Göncü, A. (2009, October). *Predicting leadership style preferences via followers' chronic motivations*. Oral presentation at the International Academy of Management and Business 2009 Fall Conference, Istanbul, Turkey.
2. Chang, C-H., Bernard, T. E., **Eatough, E. M.**, Johnson, R. E., & Bloswick, D. S. (2009, April). *Employee outcomes of musculoskeletal symptoms: Psychosocial factors as moderators*. Paper presented at the 7th Annual National Occupational Research Agenda (NORA) Young/New Investigators Symposium, Salt Lake City, Utah.
1. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2008, March). *Neuroendocrine responses to an MRI: Effects of puberty and sex*. In E.A. Shirtcliff (Chair), *Neurobiological Underpinnings of Adolescent Development*. Symposium presented at the biennial conference for the Society for Research on Adolescence, Chicago, IL.

*=Undergraduate or graduate student advisee

POSTER PRESENTATIONS

33. Roman, J.*, Minei, L., & **Eatough, E.M.** (2018, June). *Career-oriented military spouses challenges and suggestions for employer and government policy change*. Work-Family Researchers Network National Conference, Washington, D.C.
32. Roman, J.*, Minei, E., & **Eatough, E.M.** (2018, June). *Military spouse experiences of career-related barriers and support*. Work-Family Researchers Network National Conference, Washington, D.C.
31. Roman, J.*, Gisler, S.*, **Eatough, E. M.**, & Minei, E. (April, 2018). *Leader-member exchange buffers anger and resentment from illegitimate tasks*. The Society of Industrial Organizational Psychology, Chicago, IL.

30. **Eatough, E. M.**, Gray, B.*, Wald, D.*, Gisler, S.*, & Spector, P. (2018, April). *Job control and employee health: A meta-analysis of the last 30 years of research*. The Society of Industrial Organizational Psychology, Chicago, IL.
29. Wald, D.* & **Eatough, E. M.** (2018, April). *Buffering effects of relational uncertainty on perceived cyber incivility*. The Society of Industrial Organizational Psychology, Chicago, IL.
28. Mugayar-Baldocchi, M.*, **Eatough, E. M.**, & Fila, M. (2017, August). *Demands, resources, and strain: The unique contribution of illegitimate tasks*. The American Psychological Association, Washington, D.C.
27. Omansky, R.* & **Eatough, E. M.** (2017, April). *Availability pressure, connectivity behavior, & psychological detachment*. The Society of Industrial Organizational Psychology, Orlando, FL.
26. Minei, E., & **Eatough, E.** (2016, November). *Discursive leadership: Managing illegitimate work tasks through explanation and acknowledgement provision*. The National Communication Association Organizational Communication Division, Philadelphia, PA
25. Fila, M. & **Eatough, E.M.**, (2016, August). *Demands, resources, and strain: The unique contribution of illegitimate tasks*. The Academy of Management Conference, Anaheim, CA.
24. Knudsen, E.*, Shockley, K. M., Johnson, R. C., & **Eatough, E. M.** (2016, April). *Using O*NET to create an occupational family-friendliness index*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
23. Omansky, R.* , **Eatough, E. M.**, & Fila, M.* (2016, April). *Illegitimate tasks as an impediment to employee satisfaction and motivation*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
22. Ahmed, S.* & **Eatough, E. M.** (2016, April). *The relationship between illegitimate work tasks and family life spillover*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
21. **Eatough, E. M.**, Johnson, R. C., Chang, C.-H., Hammer, L. B., & Truxillo, D. M. (2016, April). *Family-to-work conflict and safety performance in two high risk industries*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
20. Zhou, Z., **Eatough, E. M.**, & Wald, D.* (2015, August). *Illegitimate tasks and counterproductive work behavior: A daily diary investigation of a moderated mediation model*. The Academy of Management Conference, Vancouver, BC.
19. Gasparre, R.* & **Eatough, E.M.** (2015, May). *The role of employee justice orientation on target-sensitive counterproductive work behavior*. American Psychological Society Conference, New York, NY.
18. Wald, D.* & **Eatough, E. M.** (2015, April). *Better get used to it? Chronic stressors and daily strain*. Poster presentation. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
17. Ahmed, S. & **Eatough, E. M.** (2014, October). *Supportive supervision and perceived organizational support: A study in two nations*. Poster presented at the First Annual Total Worker Health Conference, Washington, D.C.

16. **Eatough, E. M.**, Meier, L., Igic, I., Elfering, A., Spector, P. E. & Semmer, N. (2014, May). *Illegitimate tasks and well-being: Findings from two daily diary studies*. Poster presented at the Annual Society for Industrial Organizational Psychology Conference, Honolulu, HI.
15. Grossman, M. **Eatough, E. M.**, & Johnson, R. (2014, May). *FIW and present orientation: Exploring the links to safety performance*. Poster presented at the Annual Society for Industrial Organizational Psychology Conference, Honolulu, HI.
14. Chang, C.-H., **Eatough, E. M.**, Golubovich, J., & Rockfeller, K. (2012, June). *Exposure to physical and verbal violence in physical therapy practice*. Poster presented at the PT12: Annual Conference & Expo of the American Physical Therapy Association, Tampa, Florida.
13. **Eatough, E. M.**, Chang, C-H., & Lyons, B. (2012, April). *Interpersonal conflict, coping, and control: Interactive effects on well-being*. Poster presented at the 26th Annual Society for Industrial Organizational Psychology Conference, San Diego, CA.
12. Chang, C-H. & **Eatough, E. M.** (2011, May). *Understanding the mechanism linking family interference with work and employee safety*. Poster presented at the Work, Stress, and Health Conference, Orlando, FL.
11. Miloslavic, S., **Eatough, E. M.**, Chang, C-H., & Johnson, R. E. (2010, April). *Effects of role stressors on organizational citizenship behavior: A meta-analysis*. Poster session presented at the 25th Annual Society for Industrial Organizational Psychology Conference, Atlanta, GA.
10. **Eatough, E. M.**, Chang, C-H., & Hall, N. (2009, November). *The impact of acute stress on individual, group, and performance outcomes*. Poster presented at the 8th International Conference on Occupational Stress and Health: Work, Stress, and Health 2009 – Global Concerns and Approaches, San Juan, Puerto Rico.
9. Allison, A., Shirtcliff, E. A., Hanson, J., **Eatough, E. M.**, & Pollak, S. D. (2009, July). *An intra-individual look at the effects of emotion variability on cortisol levels in adolescence*. Poster Presented at the International Society for Psychoneuroendocrinology, San Francisco, CA.
8. Chang, C-H., Spector, P. E., **Eatough, E. M.**, & Kessler, S. (April, 2009). *Violence climate, exposure, and prevention performance: A mediation model*. Poster session presented at the 24th Annual Society for Industrial Organizational Psychology Conference, New Orleans, LA.
7. Sundermann, E., Mordecai, K., Rubin, L. H., **Eatough, E. M.**, & Maki, P. M. (2009, February). *The effects of stress and oral contraceptives on cognitive flexibility*. Poster session presented at the International Neuroscience Society Conference, Atlanta, GA.
6. Mordecai, K., **Eatough, E. M.**, Rubin, L. H., & Maki, P. M. (2009, February). *The effects of stress and oral contraceptive use on emotional memory retrieval in young women*. Poster session presented at the International Neuroscience Society Conference, Atlanta, GA.
5. Chang, C.-H., Spector, P. E., **Eatough, E. M.**, & Kessler, S. (2008, September). *Violence climate, exposure to violence, and prevention performance: A mediation model*. Poster session presented at the annual conference Frontiers in Psychoneuroimmunology, Tampa, FL.
4. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2008, September). *HPA Axis reactivity to an MRI scan: The impact of individual differences in adolescents*. Poster session presented at the annual conference Frontiers in Psychoneuroimmunology, Tampa, FL.

3. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2008, September). *Differential effects of MRI and simulation scanning on cortisol and emotion*. Poster session presented at the annual conference Frontiers in Psychoneuroimmunology, Tampa, FL.
2. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2007, August). *Pubertal maturation and sex impact HPA axis reactivity to an MRI*. Poster session presented at the annual conference for the International Society for Psychoneuroendocrinology, Madison, WI.
1. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2007, June). *Cortisol reactivity to MRI scanning in adolescents*. Poster session presented at the annual conference for the Organization of Human Brain Mapping, Chicago, IL.

PROFESSIONAL SERVICE

EDITRORIAL BOARD MEMBER

- Journal of Vocational Behavior

AD-HOC JOURNAL REVIEWER

- Journal of Applied Psychology
- Journal of Occupational Health Psychology
- Journal of Organizational Behavior
- Applied Psychology: An International Review
- Work & Stress
- Stress & Health
- Journal of Business Research
- Biological Psychology
- Human Performance
- British Journal of Education, Society, & Behavioural Science
- African Journal of Business Management
- Canadian Journal of Administrative Sciences
- Society for Industrial Organizational Psychology Conference reviewer
- Work, Stress, and Health Conference reviewer

COMMITTEE CHAIRING

- SIOP Visibility Students and Academia Sub-Committee Chair (Summer 2015-Spring 2017)

COMMITTEE MEMBERSHIPS

- SIOP Visibility Committee (Summer 2014-present); Academia Sub-Committee (Summer 2014-Spring 2017)
- Graduate Student Issues Committee; Society for Occupational Health Psychology (Spring 2010-Spring 2011)

INVITED BOOK REVIEWING

- Routledge, Taylor & Francis Group
 1. Textbook: *Psychology and Work: Perspectives on Industrial and Organizational Psychology* (2014)
- Oxford University Press
 1. Textbook: *Introduction to Psychology: Contemporary Perspectives* (2015)
 2. Textbook: *Occupational Health Psychology: An Annotated Bibliography* (2018)

OTHER

- Intel Social Science Research Competition Mentor (1.5 year ongoing mentorship relationship) for Tehani Gunaratna of the Bronx High School of Science. Research project on mental health in post-war Sri Lanka.
- SIOP Representative at the National Institute on the Teaching of Psychology Conference (NITOP; Winter 2011, St. Petersburg, FL)

UNIVERSITY SERVICE

THE CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE

- Search Committee Co-Chair 2016-2017
- Graduate Center Dissertation Fellowship Reviewer 2016
- IO Psychology Student Mentorship Program Advisor (Summer 2015-present)
- Psychology Curriculum Committee (Fall 2014-present)
- Representative to the Zicklin School of Business (Fall 2014-present)
- Psi Chi and the Psychology Collective Club Student Advisor and Re-Chartering Leader (Summer 2014-present)
- BBA Curriculum Change Participant (Fall 2013)
- Representative for SIOP 2014 panel on undergraduate education in IO Psychology

UNIVERSITY OF ALASKA-ANCHORAGE, KODIAK COLLEGE

- Instructional Council Committee Member

PROFESSIONAL MEMBERSHIPS

- Society for Industrial and Organizational Psychology (2008-present)
- Society for Occupational Health Psychology (2008-present)
- Academy of Management (2009-present)
- Southern Management Association (2009-present)
- American Psychological Association (2013-present)

APPLIED WORK EXPERIENCE

- BetterUp, *Senior Behavioral Scientist*
Consulting on intervention design, measurement, program evaluation, and organizational development for Fortune 500 companies like Google, Mars, Capital One, Facebook, Square, Bain, Nordstrom, and Capella.
- Altizer Consulting, *Project Consultant*
Member of a consulting team that works with organizations to improve employee performance and well-being. Consulting on intervention design, measurement, data analysis, and evaluation.
- PDRI, *Project Consultant*
Member of a team of project consultants hired to manage a state wide promotional exam administration for the Department of Transportation/Department of Agriculture in Florida.
- Proctor & Gamble, *Project Consultant*
Conducted content analysis of senior leader work and development plans used to assess promotion attitudes and expectations.
- Besiada Health Innovators, *Consultant*
Developed an employee stress and emotion testing battery to be used in Besiada's health risk assessment battery; Created system and technical report forms for disseminating battery results to companies;

Advised on ways to best identify and modify potential stressors and buffers in a workplace setting to foster employee well-being.

- Adventure Trails, *Selection Consultant*
Assessed the organization's selection system for adventure guides. Offered recommendations to better select employees who would be more likely to display high safety performance behaviors.

INTERNSHIPS/SERVICE LEARNING

- The University of South Florida's ADVANCE Initiative, *Team member*
Helped develop a training program on effective mentorship of junior faculty in STEM fields to aid in the retention and advancement of women in academic STEM positions as well as helped with the development of a program evaluation for the training.
- TECO (Tampa Electric Company), *Industrial/Organizational Psychology*
Developed safety behavior and safety climate survey tool for an organization-wide assessment of factors influencing safety performance; Responsible for the administration of the tool to approximately 1,000 TECO employees and preparation of formal technical report and recommendations.

ADDITIONAL TRAINING AND CERTIFICATIONS

- Certified Quality Matters Peer Reviewer
Quality Matters (QM) is a leader in quality assurance for online education. As a peer reviewer I am certified to assess and qualify distance education courses in the Quality Matters rubric.
- Certified in Quality Matters Rubric
Trained and able to apply and use quality standards for course design and development
- Kodiak College Professional Development Week participant
Completed trainings in Cultural Sensitivity Training, Issues in Teaching Native Alaskans, Web Conferencing Options, VoiceThread, Google Apps for Teaching, iPad Use in the Classroom, Google Sites, Advanced Blackboard Tools, Online Learning Management Systems
- Teaching, Colleges, and Community (TCC) conference participant and member
Attended virtual conference on open educational resources, e-learning, virtual communities, social media tools and mobile learning

PRESS

- Interviewed for *BuzzFeed News* "Hundreds Of People Told Us How Sexual Harassment In Tech Derailed Their Careers";
https://www.buzzfeed.com/doree/we-surveyed-hundreds-about-techs-harassment-problem?utm_term=.qeovJ8QO#.goVYG1pkM
- Cited in *Harvard Business Review*, "How to Know Whether You're Giving Your Team Needless Work";
<https://hbr.org/2016/08/how-to-know-whether-youre-giving-your-team-needless-work>
- Interview in *Journal of Accountancy*, "How to reduce the pressures at work";
<https://www.journalofaccountancy.com/issues/2017/may/reduce-stress-and-pressure-at-work.html>

SPEAKING ENGAGEMENTS
