

## Curriculum Vitae

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### Lillian Turner Eby

*Distinguished Research Professor*

Psychology Department

University of Georgia

leby@uga.edu

[Google Scholar](#)

Total citations: 39,460

h-index: 71

i10 index: 135

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## EDUCATION

Doctor of Philosophy (August 1996)

Department of Management

The University of Tennessee, Knoxville, Tennessee

Major: Industrial/Organizational Psychology

Master of Arts (June 1992)

Department of Psychology

The University of North Carolina at Charlotte, Charlotte, North Carolina

Major: Industrial/Organizational Psychology

Bachelor of Arts (June 1986)

Department of Psychology

Western Michigan University, Kalamazoo, Michigan

Majors: Psychology, Sociology

## ACADEMIC HISTORY

University of Georgia (1996-2025)

Program Chair, Industrial-Organizational Psychology Program (2023-2025)

Distinguished Research Professor (2022-2025)

Professor (2007-2025)

Director, Owens Institute for Behavioral Research (2013-2022)

Associate Professor (2002)

Assistant Professor (1996)

## ACADEMIC HONORS & AWARDS

*Research Fellow*, Department of Management, University of Western Australia (2024)

*Student Career Success Influencer Award*, Career Center, University of Georgia (2024)

*Distinguished Research Professor*, University of Georgia (2022)

*Fellow*, Academy of Management (2021)

*Fellow*, Association for Psychological Science (2021)

*Southeastern Conference (SEC) Faculty Achievement Award*, University of Georgia (2020)  
*Extraordinary Contributor to Work and Family Research*, Work and Family Researchers Network (2018)  
*I-O Psychology Excellence in Teaching Award*, Department of Psychology, University of Georgia (2012, 2017, 2018, 2022, 2023)  
*I-O Psychology Organizational Citizenship Award*, Department of Psychology, University of Georgia (2017, 2019, 2020)  
*Best Paper published in Personnel Review* (2017)  
*International Travel Award*, Office of the Provost, University of Georgia (2016)  
*Best Paper Award*, 16th Congress of the European Association of Work and Organizational Psychology, Münster, Germany (2013)  
*William A. Owens Creative Research Award*, Office of the Vice President for Research, University of Georgia (2013)  
*American Psychological Association's 7th annual Science Leadership Conference (SciLC)*, sponsored by the APA Science Directorate and Board of Scientific Affairs (October, 2011) (invited attendee)  
*Richard L. Marsh Outstanding Faculty Mentoring Award*, Department of Psychology, University of Georgia (2011)  
*International Travel Award*, University of Georgia Research Foundation, Office of the Vice President for Research, University of Georgia (2011)  
*Creative Research Medal*, Office of the Vice President for Research, University of Georgia (2010)  
*International Travel Award*, University of Georgia Research Foundation, Office of the Vice President for Research, University of Georgia (2009)  
*Fellow*, American Psychological Association (2008)  
*Fellow*, Society for Industrial and Organizational Psychology (2008)  
*Mentoring Legacy Award*, Academy of Management (2008)  
*American Society for Training and Development Research Article Award* (2007)  
*Best Paper Published in the 2005 volume of Group and Organization Management*, Group and Organization Management  
*Distinguished Scholar*, Institute for Behavioral Research, University of Georgia (2006)  
*Graduate Teaching Award for Teaching Excellence*, Department of Psychology, University of Georgia (2005-2006)  
*Michael J. Driver Award for Best Careers Paper in the Regions*, Academy of Management (2005)  
*Best Paper (Human Resources Track)*, Southern Management Association (2005)  
*Best Applied Paper Award (Careers Division)*, Academy of Management (2004)  
*Best Reviewer Award*, Careers Division, Academy of Management (2004)  
*Mentoring fellow*, Institute for Behavioral Research, The University of Georgia (2003-2006)  
*Award for Significantly Contributing to the Career Development of UGA Students*, The Career Center, University of Georgia (2002, 2018, 2019, 2021, 2022)  
*Carson Hall Best Regional Paper Award*, Southern Management Association (2002)  
*Best Reviewer Award*, Careers Division, Academy of Management (2000)  
*Graduate Teaching Award for Teaching Excellence*, Department of Psychology, University of Georgia (1999-2000)  
*Graduate Teaching Award for Teaching Excellence*, Department of Psychology, University of Georgia (1998-1999)  
*Competitive Course Release (teaching replacement unit)*, College of Arts & Sciences, University of Georgia (1998-1999)  
*Division F Post-Graduate Research Award*, Georgia Psychological Association (1998)  
*Outstanding Paper, Human Resources Track*, Southern Management Association (1997)

## GRANTS & CONTRACTS

Source: Society for Industrial and Organizational Psychology  
 Title: Investigating the impact of observing interpersonal weight discrimination at work  
 PI: Joycelyn Anker (PI), Lillian T. Eby (Co-PI)  
 Amount: \$3,000 (awarded)

Source: National Institutes of Health (2022-2027)  
 Title: Georgia Clinical and Translational Science Alliance  
 PI: Bradley Phillips (UGA-PI), Lillian T. Eby (Co-I and Team Training Lead for Collaboration and Multi-Disciplinary Team Science Core)  
 Amount: \$5,001,236 (UGA portion only, awarded)

Source: National Institutes of Health (2017-2022)  
 Title: Georgia Clinical and Translational Science Alliance  
 PI: Bradley Phillips (UGA-PI), Lillian T. Eby (Co-I for Collaboration and Multi-Disciplinary Team Science Core)  
 Amount: \$5,962,756 (UGA portion only, awarded)

Source: Sunshine Education and Research Center at USF (funded by NIOSH) (2013-2014)  
 Title: Grandchild Caregiving and Health: A Survey of Grandparents and Their Adult Children  
 PI: Melissa Mitchell (Graduate Student PI) & Lillian T. Eby (Mentor)  
 Amount: \$8,000 (awarded)

Source: National Science Foundation (NSF) (2013-2015)  
 Title: Examining the Mentoring of Undergraduates Engaged in Science Research: An Empirical Study of Undergraduate-Postgraduate-Faculty Triads  
 PI: Erin Dolan (PI), Lillian T. Eby (Co-I)  
 Amount: \$382,213 (awarded)

Source: Sunshine Education and Research Center at USF (funded by NIOSH) (2011-2013)  
 Title: The Effects of Client Trauma on Substance Abuse Counselors and Their Families  
 PI: Katie Kinkade (Graduate Student PI) & Lillian T. Eby (Mentor)  
 Amount: \$7,450 (awarded)

Source: National Institute on Drug Abuse (NIDA), National Institutes of Health (2010-2015)  
 Title: Barriers to Effective Implementation of Smoking Cessation Programs for Low Income Populations in Addiction Treatment (R01 DA028188)  
 PI: Lillian T. Eby & Jessica L. Muilenburg (Multiple PIs)  
 Amount: \$3,332,078 (awarded)

Source: National Institute on Drug Abuse (NIDA), National Institutes of Health (2009-2013)  
 Title: Understanding the Adoption and Implementation of Tobacco-Free Regulation in Substance Abuse Treatment Centers (R01 DA026291)  
 PI: Lillian T. Eby (PI)  
 Amount: \$1,226,095 (awarded)

Source: National Institute on Drug Abuse (NIDA), National Institutes of Health (2009-2011)  
 Title: Workplace Effects of the Impending Tobacco-Free regulation in New York (administrative supplement to R01 DA019460)  
 PI: Lillian T. Eby (PI)  
 Amount: \$221,250 (awarded)

Source: National Institute on Drug Abuse (NIDA), National Institutes of Health (2006-2011)  
 Title: Clinical Supervision and Turnover in Substance Abuse Tx (R01 DA019460)  
 PI: Lillian T. Eby (PI)  
 Amount: \$2,558,903 (awarded)

Source: U.S. Army Research Office Scientific Services Program (2002-2003)  
 Title: Negative Mentoring Experiences among Navy Personnel  
 PI: Lillian T. Eby (PI)  
 Amount: \$12,650 (awarded)

Source: Department of Education, Fund for the Improvement of Post-Secondary Education (1997-2000)  
 Title: Evaluation of the Center for Undergraduate Research Opportunities at the University of Georgia  
 PI: Lillian T. Eby & Kecia M. Thomas (Co-PIs)  
 Amount: \$12,000 (awarded)

#### **Consultant and Advisory Board Roles on Funded Grants**

Source: National Science Foundation (2021-2025)  
 Title: Resources Accessed to Cultivate and Enhance Resilience (RACER), Shannon Navy (PI), Kent State University  
 Role: Advisory Board Member

Source: National Science Foundation (2019-2022)  
 Title: Measurement of negative mentoring in undergraduate research, Erin Dolan (PI), University of Georgia  
 Role: Advisory Board Member

Source: National Science Foundation (2018-2021)  
 Title: Transforming STEM Education at a Research 1 University through Multi-Level Action Teams, Paula Lemons (PI), University of Georgia  
 Role: Advisory Board Member

Source: National Institute on Drug Abuse (NIDA), National Institutes of Health (2016-2024)  
 Title: Center for Organizational Research in Implementation and Leadership in Addictions (P30), Enola Proctor (PI), St. Louis University  
 Role: Consultant

## SCIENTIFIC LEADERSHIP

Editor, *Journal of Applied Psychology* (2021-2026)  
Incoming Editor, *Journal of Applied Psychology* (2020)  
Associate Editor, *Journal of Applied Psychology* (2014-2020)  
Associate Editor, *Personnel Psychology* (2007-2010)  
Editorial Board

*Journal of Applied Psychology* (2010-2014)  
*Personnel Psychology* (2004-2007, 2010-2019)  
*Journal of Vocational Behavior* (2001-2010)  
*Group and Organization Management* (2003-2007)  
*Journal of Organizational Behavior* (2002-2006)

### Extramural Grant Panels

National Institute of Health, Office of Extramural Research, Center for Scientific Review. *Health Services Organization and Delivery (HSOD) Study Section*. Bethesda, Maryland (2012-2016, permanent member)  
National Science Foundation, *Presidential Awards for Excellence in Science* (2014, ad hoc reviewer)  
Co-Chair, National Institutes of Health, Office of Extramural Research, Center for Scientific Review. *FDA-NIH Tobacco regulation research review (ZRG1 HDM-Q Study Section)* (February 2013, June 2013)  
Co-Chair, National Institute of Health, Office of Extramural Research, Center for Scientific Review. *Health Services Organization and Delivery (HSOD) Study Section*. Bethesda, Maryland (June 2013 meeting)  
National Institutes of Health, Office of Extramural Research, Center for Scientific Review. *FDA-NIH Tobacco regulation research review (ZRG1 HDM-Q Study Section)* (2013 ad hoc member)  
National Institute of Health, Office of Extramural Research, Center for Scientific Review. *Health Services Organization and Delivery (HSOD) Study Section*. Bethesda, Maryland (2010 ad hoc member)  
National Institute of Health, Office of Extramural Research. *Study Section NIDA-F, Health Services Research Subcommittee*. Bethesda, Maryland (2006-2007 ad hoc member, 2007-2010 permanent member)  
Israel Science Foundation (2003, ad hoc member)  
Economic and Social Research Council (2000, ad hoc member)

### Other

*Scientific Committee*, Chartered Association of Business Schools, Academic Journal Guide (2022-present)  
*Council of Editors*, American Psychological Association (2020-2025)

## RESEARCH

### Books & Other Editorial Work

1. Allen, T. D. & Eby, L. T. (2016). *The Oxford handbook of work and family*. Oxford University Press.
2. Eby, L. T. & Allen, T. D. (2012). *Personal relationships: The effect on employee attitudes, behavior, and well-being*. SIOP Frontiers Series, Taylor-Francis/Routledge Press.
3. Eby, L. T. & Allen, T. D. (Guest editors, April 2008). Bridging disciplinary divides in mentoring research. Special issue of the *Journal of Vocational Behavior*.
4. Allen, T. D. & Eby, L. T. (2007). *Blackwell handbook of mentoring: A multiple perspectives approach*. Oxford: Blackwell Publishing.

**Journal Articles Under Review** (\*denotes student co-author, †denotes equal contribution)

1. Baranik, L., Williamson, R., Mills, M., & Eby, L. T. (revise and resubmit). Chronic pain at work: A systematic review and conceptual framework. *Journal of Applied Psychology*.

**Journal Publications** (\*denotes student co-author, †denotes equal contribution)

1. \*Baker, J. G., Eby, L. T., Griendling, K. K., & James, L. A. (2025). Finding the right fit: How mentor-mentee fit impacts outcomes for academic mentees. *Journal of Clinical and Translational Science*, 9(e233), 1-7.
2. Eby, L. T. (2025). Equity, openness, rigor, and investing in people: The Journal of Applied Psychology's value in action. *Journal of Applied Psychology*, 110, 619-622.
3. Griendling, K. K., \*Baker, J. A., James, L. A., & Eby, L. T. (2025). Development and implementation of a novel mentoring program for clinical and translational team scientists. *Journal of Clinical and Translational Science*, 91(e97), 1-7.
4. Eby, L. T., Robertson, M. M., \*Facteau, D. B., & \*Anker, J. G. (2025). Risky business: Understanding the association between objective COVID-19 occupational risk features and worker subjective risk perceptions. *Journal of Occupational and Organizational Psychology*, 98, 1-35.
5. Budhwar, P., Wood, G., Chowdhury, S., Aguinis, H., Breslin, D., Collings, D. G., Cooke, F. L., Darabi, F., Eby, L. T., Martin, U. S., Morley, M. J., Morris, S., Ren, S., Saunders, M. N. K., & Suddaby, R. (2024). Articulating scholarship in human resource management: Guidance for researchers. *Human Resource Management Journal*, 34, 830-86.
6. \*Anker, J. G., \*Carmichael-Tanaka, N., & Eby, L. T. (2024). Importance of considering intersectionality when studying weight at work. *Industrial-Organizational Psychology: Perspectives on Science and Practice*, 17, 126-132.
7. Eby, L. T., \*Anker, J. G., \*Facteau, D. B., \*Facteau, K. O., & Casper, W. J. (2023). How well are we doing addressing the United Nations Sustainable Goals in the science and practice of I-O Psychology? Reflections on the SIOP 2023 conference. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 495-503.
8. Gooty, J., Ruggs, E. N., †Aguinis, H., †Bergeron, D. M., †Eby, L. T., †van Knippenberg, D., †Post, C., †Rupp, D. E., †Thatcher, S. M. B., †Tonidandel, S., & †Yammarino, F. J. (2023). Stronger together: A call for gender-inclusive leadership in business schools. *Journal of Management*, 49, 2531-2540.
9. Gabriel, A. S., †Allen, T. D., †Devers, C. E., †Eby, L. T., †Gilson, L. L., †Hebl, M., †Kehoe, R. R., †King, E., †Ladge, J. J., †Little, L. M., †Ou, A. Y., †Schleicher, D. J., †Shockley, K. M., Klotz, A. C., Rosen, C. C. (2023). A call to action: Taking the untenable out of women professors' pregnancy, postpartum, and caregiving demands. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 16, 187-210.
10. Eby, L. T., & \*Facteau, D. B. (2023). Much ado about the lack of policy implications in scholarly journals? *Academy of Management Perspectives*, 37, 1-8.
11. Robertson, M. M., Eby, L. T., \*Facteau, D. B., & \*Anker, J. (2023). Contact and impact on the frontlines: Effects of relational job architecture and workplace safety on strain and motivation outcomes during COVID-19. *Journal of Occupational Health Psychology*, 28, 20-39.
12. Eby, L. T. (2022). Reflections on the Journal of Applied Psychology in times of change. *Journal of Applied Psychology*, 107, 1-8.
13. Robertson, M. M. & Eby, L. T. (2021). To grandmother's house you go: A cross-lagged test of the association between grandchild care and work-family conflict. *Journal of Vocational Behavior*, 129.
14. Eby, L. T. (2021). Editorial. *Journal of Applied Psychology*, 106, 1-3.
15. Eby, L. T., Robertson, M. M., & \*Facteau, D. (2020). Mindfulness and relational processes: An

- organizational perspective. *Research in Personnel and Human Resources Management*, 38, 57-102. (invited contribution).
17. Eby, L. T. & Robertson, M. M. (2020). The psychology of workplace mentoring relationships. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 75-100. (invited contribution).
  18. Eby, L. T., Shockley, K. M., Bauer, T. N., Edwards, B., Homan, A. C., Johnson, R., Lang, J. W. B., Morris, S. B., & Oswald, F. I. (2020). Methodological checklists for improving research quality and reporting consistency. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 13, 76-83.
  19. Eby, L. T., Allen, T. D., \*Conley, K., \*Williamson, R., \*Henderson, T., & \*Mancini, V. (2019). Mindfulness-based training interventions for employees: A qualitative review of the literature. *Human Resource Management Review* (Special Issue on Training), 29, 156-178.
  20. Lapierre, L., Matthews, R., Eby, L. T., Truxillo, D., Johnson, R., & Major, D. (2018). Recommended practices for academics to initiate and manage research partnerships with organizations. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 11, 543-581.
  21. \*Vande Griek, O., \*Clauson, M. G., & Eby, L. T. (2018). Organizational career growth and proactivity: A typology for individual career growth. *Journal of Career Development*, 4, 1-14.
  22. Eby, L. T., \*Robertson, M., \*Williamson, R., & \*Maupin, C. (2018). The development and test of a framework examining associations between gambling behavior, strain-based gambling interference with work and nonwork, cognitive disengagement, and role performance. *Community, Work, & Family*, 5, 1-23.
  23. Baranik, L. E., Hurst, C. S., & Eby, L. E. (2018). The stigma of being a refugee: A mixed-method study of refugees' experiences of vocational stress. *Journal of Vocational Behavior*, 105, 116-130.
  24. Allen, T. D., Eby, L. T., Chao, G., & Bauer, T. (2017). Taking stock of two relational aspects of organizational life: Tracing the history and shaping the future of socialization and mentoring research. *Journal of Applied Psychology*, 102, 234-337.
  25. Aikens, M. L., \*Robertson, M., Sadselia, S., \*Watkins, K., \*Evans, M., \*Runyon, C. R., Eby, L. T., & Dolan, E. L. (2017). Race and gender differences in undergraduate research mentoring structures and research outcomes. *CBE—Life Sciences Education*, 16(2).
  26. Aikens, M. L., \*Sadselia, S., \*Watkins, K., \*Evans, M., Eby, L. T., & Dolan, E. L. (2016). A Social Capital Perspective on the Mentoring of Undergraduate Life Science Researchers: An Empirical Study of Undergraduate-Postgraduate-Faculty Triads. *CBE—Life Sciences Education*, 15(2).
  27. Eby, L. T., \*Mitchell, M., \*Gray, C., \*Provolt, L., \*Lorys, A., Fortune, E., & Goodie, A. S. (2016). Gambling-related problems across life domains: An exploratory study of non-treatment seeking weekly gamblers. *Community, Work & Family*, 19, 604-620.
  28. Baranik, L. E., & Eby, L. T. (2016). Organizational citizenship behaviors and employee depressed mood, burnout, and satisfaction with health and life: The mediating role of positive affect. *Personnel Review*, 45, 1-19.
  29. Griggs, T. L., Eby, L. T., \*Maupin, C., \*Conley, K., \*Williamson, R., \*Vande Griek, O., & \*Clauson, M. (2016). Who are workers anyway? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 114-121.
  30. Allen, T. D., Eby, L. T., \*Conley, K., \*Williamson, R., \*Mancini, V., & \*Mitchell, M. (2015). What do we really know about the effects of mindfulness-based training in the workplace? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 652-661.
  31. Laschober, T. C., Eby, Muilenburg, J. L., & Eby, L. T. (2015). Factors linked to substance use disorder counselors' (non)implementation likelihood of tobacco cessation 5 A's, counseling, and pharmacotherapy. *Journal of Addictive Behaviors Therapy & Rehabilitation*, 4, 134-.
  32. Muilenburg, J. L., Laschober, T., Eby, L. T., & Moore, N. D. (2015). Prevalence of and factors related

- to tobacco bans implementation in substance use disorder treatment programs. *Administration and Policy in Mental Health and Mental Health Services Research*, 43, 241-249.
33. \*Mitchell, M. E., Eby, L. T. & Ragins, B. R. (2015). My mentor, myself: Antecedents and outcomes of perceived similarity in mentoring relationships. *Journal of Vocational Behavior*, 89, 1-9.
  34. Muilenburg, J. L., Laschober, T. & Eby, L. T. (2015). Substance use disorder counselors' reports of tobacco cessation services availability, implementation, and tobacco-related knowledge. *Journal of Adolescent Health*, 57, 327-333.
  35. Eby, L. T., Butts, M. M., Hoffman, B. J., & \*Sauer, J. B. (2015). Cross-lagged relations between mentoring received from supervisors and employee OCBs: Disentangling causal direction and identifying boundary conditions. *Journal of Applied Psychology*, 100, 1275-1285.
  36. Eby, L. T., Laschober, T. C., & Muilenburg, J. L. (2015). Sustained, new, never, and discontinued tobacco cessation services adopters. *Journal of Substance Abuse Treatment*, 49, 8-14.
  37. Muilenburg, J. L., Rothrauff, T. C., & Eby, L. T. (2014). Relationship between low-income patient census and U.S. substance use disorder treatment programs' availability of tobacco cessation services. *Journal of Drug Issues*, 45, 69-79.
  38. Eby, L. T., Laschober, T. C., & \*Curtis, S. L. (2014). Substance abuse-specific knowledge transfer or loss? Treatment program turnover versus professional turnover among substance abuse clinicians. *Journal of Addictive Diseases*, 33, 243-252.
  39. Eby, L. T., Laschober, T. C., & Muilenburg, J. L. (2014). Understanding counselors' implementation of tobacco cessation services with patients. *Journal of Substance Abuse Treatment*, 47, 314-320.
  40. Allen, T. D., Eby, L. T., Weiss, H. M., & \*French, K. A. (2014). I-O Psychology's Chicken Little syndrome. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 304-311.
  41. \*Spell, H. B., Eby, L. T., & Vandenberg, R. J. (2014). Developmental climate: A cross-level analysis of voluntary turnover and job performance: A cross-level investigation. *Journal of Vocational Behavior*, 84, 283-292.
  42. McAbee, S., King, E., Allen, T. D., Converse, P. D., Eby, L. T., Leslie, L. M., Meyer, R. D., Oswald, F. L., Rogelberg, S. G., Stake, S., & Yang, L. (2014). Including science advocacy in industrial-organizational curriculum. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 7, 61-65.
  43. Muilenburg, J. L., Laschober, T. C., & Eby, L. T. (2014). Climate for innovation, 12-step orientation & tobacco cessation treatment. *Journal of Substance Abuse Treatment*, 46, 447-455.
  44. Muilenburg, J. L., Laschober, T. C., & Eby, L. T. (2014). Organizational factors as predictors of tobacco cessation pharmacotherapy availability in addiction treatment programs. *Journal of Addiction Medicine*, 8, 59-65.
  45. Eby, L. T., & Laschober, T. C. (2014). Clinicians' perceptions of implementation extensiveness of 100% tobacco-free practices: A longitudinal study of New York State. *Journal of Behavioral Health Services & Research*, 41, 50-63.
  46. Laschober, T. C., & Eby, L. T. (2013). Counselor and clinical supervisor perceptions of OASAS tobacco-free regulation implementation extensiveness, perceived accountability, and use of resources. *Journal of Psychoactive Drugs*, 45, 416-424.
  47. Eby, L. T. & Laschober, T. C. (2013). A quasi-experimental study examining New York State's tobacco-free regulation: Effects on clinical practice behaviors. *Drug and Alcohol Dependence*, 132, 158-164.
  48. Eby, L. T. & Laschober, T. C. (2013). Perceived implementation of the Office of Alcoholism and Substance Abuse Services (OASAS) tobacco-free regulation in NY State and clinical practice behaviors to support tobacco cessation: A repeated cross-sectional study. *Journal of Substance Abuse Treatment*, 45, 83-90.



49. Knudsen, H. K., Muilenburg, J. L., & Eby, L. T. (2013). Sustainment of smoking cessation programs in substance use disorder treatment organizations. *Nicotine & Tobacco Research*, 15, 1060-1063.
50. Griggs, T. L., Casper, W. J., & Eby, L. T. (2013). Work, family, and community support as predictors of work-family conflict: A study of low-income workers. *Journal of Vocational Behavior*, 82, 59-68.
51. Eby, L. T., Allen, T. D., Hoffman, B. J., \*Baranik, L. E., \*Sauer, J. B., \*Baldwin, S., \*Morrison, M. A., \*Kinkade, K. M., \*Maher, C. P., \*Curtis, S., & \*Evans, S. C. (2013). An interdisciplinary meta-analysis of the potential antecedents, correlates, and consequences of protégé perceptions of mentoring. *Psychological Bulletin*, 139, 441-476.
52. Butts, M. M., Hurst, C. M., & Eby, L. T. (2013). Supervisor health and safety support: Scale development and validation. *Journal of Applied Management and Entrepreneurship*, 18, 97-118.
53. Laschober, T. C., Eby, L. T., & \*Kinkade, K. (2013). Mentoring support from clinical supervisors: Mentor motives and associations with counselor work-to-nonwork conflict. *Journal of Substance Abuse Treatment*, 44, 186-192.
54. Laschober, T. C., Eby, L. T., & \*Sauer, J. B. (2013). Effective clinical supervision in substance use disorder treatment programs and counselor job performance. *Journal of Mental Health Counseling*, 35, 76-94.
55. Eby, L. T., \*George, K., & \*Brown, B. L. (2013). Going Tobacco-Free: Predictors of Clinician Reactions and Outcomes of the NY State OASAS Tobacco-Free Regulation. *Journal of Substance Abuse Treatment*, 44, 280-287.
56. Laschober, T. C., & Eby, L. T. (2013). Substance use disorder counselors' job performance and turnover after 1 year: Linear or curvilinear relationship? *Administration and Policy in Mental Health & Mental Health Services Research*, 40, 300-310.
57. Laschober, T. C., Eby, L. T., & \*Sauer, J. (2012). Clinical supervisor and counselor perceptions of clinical supervision in addiction treatment. *Journal of Addictive Diseases*, 31, 382-388.
58. Eby, L. T., \*Sparks, T., \*Evans, L., & Selzer, J. (2012). A qualitative examination of the positive and negative consequences associated with going tobacco-free in substance abuse treatment: The NY State experience. *Nicotine & Tobacco Research*, 14, 1407-1417.
59. Eby, L. T., & Rothrauff-Laschober, T. C. (2012). The relationship between perceptions of organizational functioning and voluntary turnover: A four-wave longitudinal study. *Journal of Substance Abuse Treatment*, 42, 151-158.
60. Johnson, C. D., & Eby, L. T. (2011). Evaluating career success of African American males: It's what you know and why you are that matters. *Journal of Vocational Behavior*, 79, 699-709.
61. Rothrauff, T. C., & Eby, L. T. (2011). Substance abuse counselors' implementation of tobacco cessation guidelines. *Journal of Psychoactive Drugs*, 43, 6-13.
62. Rothrauff, T. C., & Eby, L. T. (2010). Counselors' knowledge of the adoption of tobacco cessation medications in substance abuse treatment programs. *The American Journal on Addictions*, 20, 56-62.
63. Hurst, C. M., & Eby, L. T. (2010). Plateaus and appraisal: Characteristics and experiences of plateaued employees. *Journal of Knowledge and Human Resource Management*, 2, 10-19.
64. \*Burk, H. G. & Eby, L. T. (2010). What keeps people in mentoring relationships when bad things happen? A field study from the protégé's perspective. *Journal of Vocational Behavior*, 77, 437-446.
65. Eby, L. T., \*Burk, H., & \*Maher, C. P. (2010). How serious of a problem is staff turnover in substance abuse treatment? A longitudinal study of actual turnover. *Journal of Substance Abuse Treatment*, 39, 264-271.
66. \*Curtis, S., & Eby, L. T. (2010). Recovery at work: The relationship between social identity and commitment among substance abuse counselors. *Journal of Substance Abuse Treatment*, 39, 248-254.
67. Eby, L. T., \*Butts, M. M., \*Durley, J., & Ragins, B. R. (2010). Are bad experiences stronger than good ones in mentoring relationships? Evidence from the mentor and protégé perspective. *Journal of*

- Vocational Behavior*, 77, 81-92.
68. \*Baranik, L. E., \*Roling, E. A., & Eby, L. T. (2010). Why does mentoring work? The role of perceived organizational support. *Journal of Vocational Behavior*, 76, 366-373.
  69. \*Yanchus, N., Eby, L. T., Lance, C. E., & \*Drollinger, S. A. (2010). The impact of emotional labor on work-family outcomes. *Journal of Vocational Behavior*, 76, 105-117.
  70. Allen, T. D., Smith, M. A., O'Shea, P. G., Mael, F. A., & Eby, L. T. (2009). Organization-level mentoring and organizational performance within substance abuse centers. *Journal of Management*, 35, 1113-1128.
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**Book Chapters** (\*denotes student co-author)

1. Eby. (in press). Identifying and avoiding common publishing mistakes. In N. Bowling, M. K. Shoss, & Zhi Zhou, Eds. *How to conduct and publish high-quality research in Industrial-Organizational Psychology*. Edward Elgar Publishing Ltd.
2. Eby, L. T. (2024). Connecting the strands of mentoring research. In S Aris, A. Roa, P.

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  10. Eby, L. T., \*Brown, B. L., & \*George, K. (2014). Mentoring as a strategy for facilitating learning: Protégé and mentor perspectives. In S. Billett, C. Harteis, and H. Gruber (Eds.), *International handbook of research in professional and practice-based learning*, (pp. 1071-1097). Dordrecht, Netherlands: Springer [invited]
  11. Rothrauff, T. C., & Eby, L. T. (2013). Diversity in today's workplace: Considering generational cohorts, gender, and race/ethnicity in the work-family interface. In M. Pauldi (Ed.), *The psychology for business success*, (vol. 2), pp. 139-153. Santa Barbara, CA: ABC-CLIO.
  12. Eby, L. T., Butts, M., & Lockwood, A. (2012). Predictors of success in the era of the boundaryless career. In K. Inkson and M. Savickas (Eds.), *Career studies: Careers in context* (vol. 2).
  13. Hurst, C. M., & Eby, L. T. (2012). Mentoring in organizations: Mentor or tormentor? In N. P. Reilly et al. (Eds.), *Work and quality of life: Ethical practices in organizations* (pp. 81-94). Springer Publications. [invited]
  14. Rothrauff, T. C., & Eby, L. T. (2012). Diversity in today's workplace: Considering generational cohorts, gender, and race/ethnicity in the work-family interface. In M. Pauldi (Ed.), *Managing diversity in today's workplace: Women and careers in management series*, (pp. 1-20). Santa Barbara, CA: Praeger. [invited]
  15. Eby, L. T. & Allen, T. D. (2012). New Frontiers: An integrative perspective on how relationships affect employee attitudes, behavior, and well-being. In L. T. Eby and T. D. Allen (Eds.), *Personal relationships: The effect on employee attitudes, behaviors, and well-being* (pp. 403-423). SIOP Frontiers Series, Taylor-Francis/Routledge Press.
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- and links to employees' work attitudes, work behavior, and well-being. In L. T. Eby and T. D. Allen (Eds.), *Personal relationships: The effect on employee attitudes, behaviors, and well-being* (p. 325-348). SIOP Frontiers Series, Taylor-Francis/Routledge Press.
18. Eby, L. T. (2012). Organizational mentoring: Past, present, and future. In S. Kozlowski (Ed.), *Oxford handbook of industrial and organizational psychology*, (pp. 615-642). New York: Oxford University Press [invited].
  19. Eby, L. T. (2010). Mentoring. In S. Zedeck (Eds.). *APA handbook of industrial and organizational psychology* (pp. 505-525). Washington, DC: American Psychological Association [invited].
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  21. Eby, L. T., \*McCleese, C., & \*Butts, M. M. (2009). Qualitative research: The red-headed stepchild in organizational and social science research? In C. Lance and B. Vandenberg (Eds.). *Methodological myths and urban legends: Received doctrine, verity, and fable in the organizational and social sciences*, (pp. 219-246). Lawrence Erlbaum. [invited]
  22. Eby, L. T., Rhodes, J., & Allen, T. D. (2007). Definition and evolution of mentoring. In T. D. Allen and L. T. Eby (Eds.). *Blackwell handbook of mentoring*, (pp. 1-20). Oxford: Blackwell Publishing.
  23. Allen, T. D., & Eby, L. T. (2007). Common bonds: An integrative perspective on mentoring relationships. In T. D. Allen and L. T. Eby (Eds.). *Blackwell handbook of mentoring* (pp. 397-419). Oxford: Blackwell Publishing.
  24. \*Butts, M., \*Durley, J., & Eby, L. T. (2007). Reflections on theoretical approaches and methodological issues in mentoring research. In T. D. Allen and L. T. Eby (Eds.). *Blackwell handbook of mentoring*, (pp. 93-96) Oxford: Blackwell Publishing.
  25. \*Lockwood, A., \*Evans, S. & Eby, L. T. (2007). Reflections on the benefits of mentoring. In T. D. Allen and L. T. Eby (Eds.). *Blackwell handbook of mentoring* (pp. 233-236). Oxford: Blackwell Publishing.
  26. Allen, T. D., & Eby, L. T. (2007). Introduction. In T. D. Allen and L. T. Eby (Eds.). *Blackwell handbook of mentoring*, (pp. 1-6). Oxford: Blackwell Publishing.
  27. Eby, L. T. (2007). Understanding problems in mentoring: A review and proposed investment model. In B. R. Ragins and K. E. Kram (Eds.). *Handbook of mentoring at work*, (pp. 323-344). Sage Publishing. [invited]
  28. Eby, L. T. (2006). Gender and careers. In J. H. Greenhaus and G. A. Callanan (Eds.). *Encyclopedia of Career Development*, (pp. 325-331). Thousand Oaks, CA: Sage Publishing.
  29. Eby, L. T., \*Sinoway, B. A., & \*Parisi, A. G. (2000). The sociotechnical systems approach to work team design: The contributions of Eric L. Trist. In M. Beyerlein (Ed.). *Work teams: Past, present, and future*, (pp. 115-129). Netherlands: Kluwer Academic Press [invited].
  30. \*Parisi, A. G., & Eby, L. T. (2000). An integrative theoretical framework for understanding team reward allocation preferences. In M. Beyerlein, D. A. Johnson, and S. T. Beyerlein (Eds.), *Team performance management: Advances in interdisciplinary studies of work teams*, (pp. 161-186). Stamford, CT: JAI Press.

### Invited Talks & Keynote Addresses

1. Eby, L. T. (November, 2024). *The impact of mentoring: Evidence-based perspectives and practical advice*. Keynote address, Bilbao Mentoring Conference, Bilbao, Spain.
2. Eby, L. T. (October, 2024). *Professional development and career advice*. Invited talk, WELD Lab, Department of Psychology, Pennsylvania State University, State College, PA.
3. Eby, L. T. (September, 2024). *How to prepare a high quality JAP article*. Invited talk, Department of Management, Australia National University, Canberra. Australia.

4. Eby, L. T. (September, 2024). *The why, what and how of open science*. Invited talk, Department of Management, Australia National University, Canberra, Australia.
5. Eby, L. T. (September, 2024). *The why, what and how of open science*. Invited talk, Department of Management, University of Western Australia, Perth, Australia.
6. Eby, L. T. (August, 2024). *Evidence-based recommendations for assessing and evaluating mentoring effectiveness*. Invited talk, Emory School of Medicine, Atlanta, GA.
7. Eby, L. T. (June, 2024). *Gender and mentoring*. Invited talk, Implementation Research Institute (NIH/NIMH P30). Washington University, St. Louis, MO.
8. Eby, L. T. (May, 2024). *Open science & transparency and openness promotion (TOP) guidelines*. Invited talk, NOVA Business School, Lisbon, Portugal.
9. Eby, L. T. (February, 2024). *How the pandemic has changed how we think about occupational health*. Invited talk, Interdisciplinary Committee on Organizational Studies, University of Michigan, Ann Arbor, MI.
10. Eby, L. T. (February, 2024). *Best practices in mentoring graduate students*. Keynote speaker, Graduate Student Success Day, Graduate School, Southern Methodist University, Dallas, TX.
11. Eby, L. T. (January, 2024). *Mentoring forum session 1: Myth-busting mentorship*. Invited talk, Lead for Care, Atlanta, GA.
12. Eby, L. T. (December, 2023). *The Journal of Applied Psychology: Publishing practices, mission, and priorities*. Invited talk, Cranfield School of Management, Cranfield University, Bedfordshire, UK (virtual).
13. Eby, L. T. (June, 2023). *Equity and inclusion paper development workshop*. Invited group leader, University of Washington, Seattle, WA.
14. Eby, L. T. (June, 2023). *Editor's panel*. Equity and inclusion paper development workshop. University of Washington, Seattle, WA.
15. Eby, L. T. (May, 2023). *Publishing in high impact journals*. Invited talk, Athens University of Economics and Business. Athens, Greece.
16. Eby, L. T. (April, 2023). *Publishing with impact*. Invited talk, Western Illinois University (virtual).
17. Eby, L. T. (October, 2022). *Journal of Applied Psychology: How we operate, what we stand for, & how to be a great reviewer*. Invited talk, Department of Psychology. Texas A&M University (virtual).
18. Eby, L. T. (October, 2022). *Journal of Applied Psychology: How we operate, what we stand for, & how to be a great reviewer*. Invited talk, Department of Management, University of Cincinnati. Cincinnati, OH.
19. Eby, L. T. (April, 2022). *Mindfulness as a strategy for improving interpersonal relationships and reducing work stress*. Invited talk, Department of Management, University of Texas Dallas. Dallas, TX.
20. Eby, L. T. (April, 2022). *Mindfulness as a strategy for improving interpersonal relationships and reducing work stress*. Invited talk, Department of Management, Michigan State University. East Lansing, MI.
21. Eby, L. T. (March, 2022). *Improving relationships and reducing stress through mindfulness*. Invited talk, Department of Management, Tel Aviv University (virtual).
22. Eby, L. T. (February, 2022). *Mindfulness as a strategy for improving interpersonal relationships and reducing stress*. Invited talk, Department of Psychology, Baruch University (virtual).
23. Eby, L. T. (February, 2022). *Mindfulness as a strategy for improving interpersonal relationships and reducing stress*. Invited talk, Ernest J. McCormick Memorial Lecture, Department of Psychology. Purdue University (virtual).
24. Eby, L. T. (November, 2021). *Funding our science at the National Institutes of Health: Topics, processes and research methods*. Invited talk, Center for the Advancement of Research Methods (CARMA) (virtual).
25. Eby, L. T. (November, 2021). *Journal of Applied Psychology: Goals, new initiatives & other fun stuff*. Invited talk, Department of Management, Temple University. Philadelphia, PA.

26. Eby, L. T. (October, 2021). *Finding your work-life balance*. Invited talk, Implementation Research Institute (NIH/NIMH P30). Washington University, St. Louis, MO.
27. Eby, L. T. (September, 2021). *Meet international journal editors, read by the world*. Invited talk, China National Knowledge Infrastructure Global Lecture Series (virtual).
28. Eby, L. T. (February, 2021). *Journal of Applied Psychology: Where we've been and where we're heading*. Invited talk, Department of Management, University of Science and Technology of China (virtual).
29. Eby, L. T. (October, 2020). *Enhancing mentoring skills*. Invited talk, Implementation Research Institute (NIH/NIMH P30). Washington University (virtual)
30. Eby, L. T. (October, 2020). *Journal of Applied Psychology: Where we've been and where we're heading*. Invited talk, Department of Management, University of Maryland (virtual).
31. Eby, L. T. (August, 2020). *Journal of Applied Psychology: Where we've been and where we're heading*. Invited talk, Department of Psychology, Rice University (virtual).
32. Eby, L. T. (February, 2020). *Journal of Applied Psychology: Where we've been and where we're heading*. Invited talk, Department of Management, University of Georgia. Athens, GA.
33. Eby, L. T. (February, 2020). *Journal of Applied Psychology: Where we've been and where we're heading*. Invited talk, Department of Management, University of Texas at Arlington. Arlington, TX,
34. Eby, L. T. (November, 2019). *Mindful mentoring: A new direction in workplace mentoring research*. Invited talk, the Work Science Center and Georgia Institute of Technology Psychology Colloquium Series. Atlanta, GA.
35. Eby, L. T. (January, 2019). *The science of mentoring*. Keynote address, Leading with a Ph.D. Conference, The Graduate School, Princeton University. Princeton, NJ.
36. Eby, L. T. (August, 2018). *Gender and mentoring*. Invited talk, Implementation Research Institute (NIH/NIMH P30). Washington University, St. Louis, MO.
37. Eby, L. T. (June, 2018). *Effectively managing conflict*. Invited talk, Implementation Research Institute (NIH/NIMH P30). Washington University, St. Louis, MO.
38. Eby, L. T. (April, 2018). *Understanding mentoring: Analytic perspectives*. Keynote address, Committee on the Science of Effective Mentoring in STEMM. The National Academies of Science, Engineering and Medicine. Washington, DC.
39. Eby, L. T. (April, 2018). *Developing effective mentoring relationships*. Invited talk, Advance UGA Conference. Athens, GA.
40. Eby, L. T. (June, 2017). *Mentoring*. Invited talk, Implementation Research Institute (NIH/NIMH P30). Washington University, St. Louis, MO.
41. Eby, L. T. (October, 2017). *East meets west: How mindfulness might be leveraged to enhance mentoring*. Keynote address, 2017 Mentoring Conference, University of New Mexico Mentoring Institute. Albuquerque, NM.
42. Eby, L. T. (February, 2017). *The scientific evidence base for mentoring: How much does it matter?* Keynote address, Participatory Workshop on Effective Mentoring in STEMM: Practice, Research, and Future Directions. The National Academies of Sciences, Engineering, and Medicine. Washington, DC.
43. Eby, L. T. (October, 2015). *Organizational mentoring: Is it all that it's cracked up to be?* Invited talk, Patricia Cain Smith and Robert M. Guion Distinguished Lecture Series, Department of Psychology, Bowling Green State University. Bowling Green, OH.
44. Eby, L. T. (April, 2015). *Improving drug abuse treatment organizations: Enhancing worker well-being and the use of evidence-based practices to improve patient care*. Invited talk, Department of Psychology, Florida International University. Miami, FL.
45. Eby, L. T. (March, 2015). *In search of the (somewhat illusive positive effects of mentoring)*. Invited talk, Nambury S. Raju Lecture Series, Department of Psychology, Illinois Institute of Technology. Chicago, IL.



46. Eby, L. T. (January, 2015). *Making the most of mentoring: Evidence-based practices*. Invited talk, Jabian Consulting "Year of Mentoring" program. Atlanta, GA.
47. Eby, L. T. (October, 2014). *Mentoring as a strategy for faculty development*. Keynote address, Grand Valley State University. Grand Rapids, MI.
48. Eby, L. T. (October, 2014). *Mentoring as a strategy for faculty talent development: Evidence-based practices*. Invited talk, Mentoring Academy Symposium, Office of Academic Affairs, Indiana University Purdue University Indiana. Indianapolis, IN.
49. Eby, L. T. (October, 2013). *Facilitating high quality mentoring relationships: Evidence-based recommendations*. Keynote address, Mentoring Conference, University of New Mexico Mentoring Institute. Albuquerque, NM.
50. Eby, L. T. (July, 2013). *Creating and sustaining healthy workplaces*. Keynote address, Center for Applied Behavioral Health Policy, Arizona State University. Sedona, AZ.
51. Eby, L. T. (May, 2013). *Retaining substance abuse treatment (SAT) professionals*. Invited talk. Wisconsin Department of Health Services, Division of Mental Health and Substance Abuse Services, Bureau of Prevention Treatment and Recovery (virtual).
52. Eby, L. T. (April, 2012). *Turnover and the substance abuse treatment workforce: Results from Project MERITS*. Invited talk, Research Utilization Committee, National Institute on Drug Abuse Clinical Trials Network Steering Committee Meeting. Atlanta, GA.
53. Eby, L. T. (March, 2012). *Understanding the substance abuse treatment workforce: An industrial/organizational psychology perspective*. Invited talk, Epidemiology, Prevention, and Health Services Seminar Series, National Institute on Drug Abuse. Bethesda, MD.
54. Eby, L. T. (February, 2012). *Evaluating the effects of the OASAS tobacco-free regulation on the substance abuse treatment workforce: Lessons learned and best practices*. Invited talk, Addiction Research Dissemination, Implementation, and Sustainability Discussion Series, New York University. New York City, NY.
55. DiClemente, C. & Eby, L. T. (January, 2012). *Smoking and substance use workshop: Treating tobacco in smokers with substance use disorders*. Invited talk, MDQuit Best Practices Conference, University of Maryland Baltimore County. Columbia, MD.
56. Eby, L. T. (January, 2012). *Implementing smoking cessation in substance abuse treatment: Workplace barriers and facilitators*. Keynote address, MDQuit Best Practices Conference, University of Maryland Baltimore County. Columbia, MD.
57. Eby, L. T. (November, 2011). *The science and practice of mentoring: Current perspectives*. Invited talk, VI International Conference on Mentoring and Coaching. Madrid, Spain.
58. Eby, L. T. (May, 2010). *Creating and sustaining healthy workplaces*. Invited talk, DePaul University, honoring the 350<sup>th</sup> anniversary of St. Vincent DePaul. Chicago, IL.
59. Eby, L. T. (January, 2010). *Implementing smoking cessation initiatives in substance abuse treatment: Evidence-based recommendations*. Invited talk, Therapeutic Communities of America. Houston, Texas.
60. Eby, L. T. (March, 2009). *Gender and workplace mentoring relationships*. Invited talk, Kennesaw State University. Kennesaw, Georgia.
61. Eby, L. T. (January, 2009). *Mentoring as a strategy for workforce development: Evidence-based recommendations*. Invited talk, UGA Law School. Athens, GA.
62. Eby, L. T. (November, 2008). *The good, the bad, and the ugly about mentoring: New directions in mentoring scholarship*. Invited talk, Clemson University. Clemson, SC.
63. Eby, L. T. (May, 2007). *Mentoring in business, university, and the community: Learning across programs*. Keynote address, AimHigher National Mentoring Conference Scheme. Lincolnshire, England.

64. Eby, L. T. (October, 2006). *The science and practice of formal mentoring programs*. Invited talk, Society for Industrial and Organizational Psychology Leading Edge Fall Consortia. Charlotte, North Carolina.
65. Eby, L. T. (September, 2006). *The prospects and pitfalls of organizational mentoring*. Invited talk, annual meeting of the North Carolina Industrial and Organizational Psychologists. Greensboro, North Carolina.
66. Eby, L. T. (September, 2006). *Emerging issues in mentoring research: The good, the bad, and the ugly*. Invited talk, University of North Carolina at Charlotte. Charlotte, North Carolina.
67. Eby, L. T. (2006). *The fact and fiction of organizational mentoring*. Invited talk, Southeastern Society for Human Resource Management, Atlanta, Georgia.
68. Eby, L. T. (November, 2001). *The "dark side" of mentoring relationships in organizations: Implications for protégés' physical and psychological health*. Invited talk, Psychology Department at the University of South Florida. Tampa, FL.
69. Eby, L. T. (October, 2000). *Building a research program and succeeding in academia*. Invited talk, Management Department, The University of Tennessee. Knoxville, TN.
70. Eby, L. T. (1995, June). *Mobile marriages across the lifecycle*. Invited talk, United States Department of Defense Policy Forum on Spouse Employment. Policy forum jointly sponsored by the Assistant Secretary of Defense and the Family Policy Coordinating Committee. Washington, DC.

#### **Panels, Workshops & Facilitated Sessions**

1. Eby, L. T. (October, 2025). *Sticky floors, glass ceilings and a burning house: Staying calm and focused during the storm* (panelist). Panel discussion at the Annual meeting of the Southern Management Association, Greenville, SC.
2. Eby, L. T. (April, 2025). *Responding to reviewers bootcamp*. Group leader, workshop presented at the Junior Faculty and Doctoral Consortia, Annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.
3. Grant, R. (Co-Chair), Garcia, S. C. (Co-Chair) (April, 2025). Allen, T. D., Chen, G., Eby, L., Nye, C. D. (panelists). *Concept to contribution: Navigating challenges in making theoretical contributions* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
4. Regina, J. (Co-Chair), Waiwood, A.M. (Co-Chair) (April, 2025). Eby, L.T., Kell, H., & Moss, A.J. (panelists) (2024). *Combatting bad actors in surveys using researchers, reviewers, and recruitment panels* [Panel]. Society for Industrial and Organizational Psychology Annual Conference, Denver, CO.
5. Eby, L. T. (November, 2024). *From good to great: Elevating your mentoring skills and competencies*. Masterclass presented at the Bilbao Mentoring Conference, Bilbao, Spain.
6. Eby, L. T. & Yeo, G. (September, 2024). *Research proposal development workshop*. Workshop presented for the Department of Management, University of Western Australia.
7. Eby, L. T., Hirst, G., & Yeo, G. (September, 2024). *Research proposal development workshop*. Workshop presented for the Department of Management, Australia National University.
8. Eby, L. T. (August, 2024). *Open science workshop*. Workshop presented at the Professional Development Speaker Series, I-O Psychology Program, University of Georgia.
9. Eby, L. T. (May, 2024). *Reviewer workshop*. Group leader, workshop presented at NOVA Business School, Lisbon, Portugal.
10. Eby, L. T. (April, 2024). *Reviewer bootcamp*. Group leader, workshop presented at the Junior Faculty and Doctoral Consortia, Annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
11. Eby, L. T., & Oswald, F. (April, 2024). *Open science bootcamp*. Alternative session presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.

12. Eby, L. T. & \*Facteau, D. B. (April, 2024). *The UN and I-O psychology: Impact through research, education, and practice*. Panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
13. Eby, L. T. (February, 2024). *What I wish I knew as an early career faculty member*. Moderator, Southeast Regional Clinical & Translational Science Conference, Callaway Resort and Gardens, Pine Mountain, GA.
14. Eby, L. T. (December, 2023). *Would you like to publish in JAP, JBV, AMP, and AMJ?* Panelist, International Conference of the Iberoamerican Academy of Management, Punta Cana, Dominican Republic.
15. Eby, L. T. (April, 2023). *Reviewer bootcamp*. Group leader, workshop presented at the Junior Faculty and Doctoral Consortia, Annual meeting of the Society for Industrial and Organizational Psychology. Boston, MA.
16. Eby, L. T. (April, 2023). *Women academic leaders, networking, and careers: Storytelling and roundtables*. Panelist, annual meeting of the Society for Industrial and Organizational Psychology. Boston, MA.
17. Eby, L. T. (March, 2023). *PhD prep session on open science*. Panelist, Center for the Advancement of Research Methods (CARMA) (virtual).
18. Eby, L. T. (January, 2023). *Meet the editors*. Panelist, all-academy Professional Development Workshop. Africa Academy of Management, Cairo, Egypt.
19. Eby, L. T. (October, 2022). *Sticky floors and glass ceilings: Gender biases and solutions in the academy*. Panelist, annual meeting of the Southern Management Association. Little Rock, AK.
20. Eby, L. T. (August, 2022). *Applying management research for policymaking to create a better world*. Panelist, annual meeting of the Academy of Management. Seattle, WA.
21. Eby, L. T. (August, 2022). *Editor's panel: HR division late-stage doctoral consortium*. Panelist, annual meeting of the Academy of Management. Seattle, WA.
22. Eby, L. T. (August, 2022). *HR research roundtable networking forum*. Table facilitator (socialization and onboarding), annual meeting of the Academy of Management. Seattle, WA.
23. Eby, L. T. (July, 2022). *Theorizing international organizational behavior research: A meeting ground for scholars in international business and organizational behavior*. Panelist, Journal of International Business Professional Development Workshop. Miami, FL (virtual).
24. Eby, L. T. (April, 2022). *Meet the Editors: Early Career Faculty Consortia*. Panelist, annual meeting of the Society of Industrial and Organizational Psychology. Seattle, WA (virtual).
25. Eby, L. T. (April, 2022). *The imperative of supporting women scholars who have caregiving demands*. Panelist, annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.
26. Eby, L. T. (March, 2022). *Trainee professional development session*. Panelist, Southeast Regional Clinical and Translational Science Conference. Callaway Gardens, GA.
27. Eby, L. T. (February, 2022). *Open science and replication research*. Panelist, Center for the Advancement of Research Methods (CARMA) Topic Interest Group (virtual).
28. Eby, L. T. (November, 2021). *Allyship in science: Reflections from the editors on pathways to inclusion*. Panelist, annual meeting of the Southern Management Association. New Orleans, LA.
29. Eby, L. T. (September, 2021). *Open science at the Journal of Applied Psychology*. Panelist, Metascience 2021 Conference (virtual).
30. Eby, L. T. (August, 2021). *Meet the editors roundtable*. Invited panel, Human Resources Division Doctoral Consortia. Panelist, annual meeting of the Academy of Management (virtual).
31. Eby, L. T. (August, 2021). *Best practices and recommendations for conducting high quality field research*. Panelist, Professional Development Workshop, annual meeting of the Academy of Management (virtual).

32. Eby, L. T. (June, 2021). *Open science summer workshop 3*. Panelist, Center for the Advancement of Research Methods and SIOP (virtual).
33. Eby, L. T. (June, 2021). *Exploring the future of research and publishing*. Panelist, Professional development workshop at the annual meeting of the Administrative Sciences Association of Canada (virtual).
34. Eby, L. T. (April, 2021). *Visibly and meaningfully moving I-O forward: Addressing societal issues*. Panelist, annual meeting of the Society for Industrial and Organizational Psychology (virtual).
35. Eby, L. T. (April, 2021). *Editor's panel: SIOP doctoral and early career faculty consortia*. Panelist, annual meeting of the Society for Industrial and Organizational Psychology (virtual).
36. Eby, L. T. (August, 2020). *Mentor workshop*. Workshop presented at the Georgia CTSA TEAMS (Translational Education and Mentoring in Science) Program (virtual).
37. Eby, L. T. (August, 2020). *Understanding yourself and appreciating differences in others*. Workshop presented at the Georgia CTSA TEAMS (Translational Education and Mentoring in Science) Program (virtual).
38. Eby, L. T. (April, 2020). *Open science: What is it, and where is SIOP going from here?* Panelist, SIOP Executive Board Session at the annual meeting of the Society for Industrial and Organizational Psychology (conference cancelled due to COVID-19).
39. Eby, L. T. (February, 2020). *Pulling back the curtain on grant funding – special session for junior faculty, trainees and students*. Panelist, Southeast Regional Clinical & Translational Science Conference. Callaway Gardens, GA.
40. Eby, L. T. (January, 2020). *Editor's panel – Journal of Applied Psychology*. Panelist, University of Western Ontario. Ontario, Canada.
41. Eby, L. T. (October, 2019). *Creating a research mentoring project*. Workshop presented at the University of New Mexico Mentoring Institute annual conference. Albuquerque, NM.
42. Eby, L. T. (August, 2019). *Meet the editors roundtable*. Human Resources Division Doctoral Consortia. Panelist, annual meeting of the Academy of Management. Boston, MA
43. Eby, L. T. (August, 2019). *Understanding yourself and appreciating differences in others*. Workshop presented at the Georgia CTSA TEAMS (Translational Education and Mentoring in Science) Program. Atlanta, GA.
44. Eby, L. T. (December, 2018). *Publishing careers research in high impact journals*. Panelist, International Conference on the Changing Nature of Careers: Implications for a Sustainable World. Jamshedpur, India.
45. Eby, L. T. (December, 2018). *Career and talent management challenges: Linking theory and practice*. Panelist, International Conference on the Changing Nature of Careers: Implications for a Sustainable World. Jamshedpur, India.
46. Eby, L. T. (October, 2018). *In the room where it happens: A look inside the NIH grant review process*. Panelist, Pre-Conference Workshop at the Addiction Health Services Research Conference. Savannah, GA.
47. Eby, L. T. (April, 2018). *Extramural funding: Trade-offs and pitfalls*. Facilitator, SIOP Speed Mentoring Session at the annual meeting of the Society for Industrial and Organizational Psychology.
48. Eby, L. T. (April, 2017). *Crafting a compelling proposal*. Facilitator, SIOP Speed Mentoring Session at the annual meeting of the Society for Industrial and Organizational Psychology.
49. Eby, L. T. (April, 2017). *Getting engaged in I-O advocacy and federal research funding opportunities*. Panelist, SIOP Executive Board Special Session at the annual meeting of the Society for Industrial and Organizational Psychology.
50. Eby, L. T. (April, 2016). *Extramural research: Trade-offs and pitfalls*. Facilitator, SIOP Speed Mentoring Session at the annual meeting of the Society for Industrial and Organizational Psychology.

51. Eby, L. T. (August, 2015). *Navigating UGA: Notable research*. Panelist, New Faculty Orientation, Office of Research, University of Georgia.
52. Eby, L. T. (April, 2015). *Trade-offs and pitfalls*. Facilitator, SIOP Speed Mentoring Session at the annual meeting of the Society for Industrial and Organizational Psychology.
53. Eby, L. T. (May, 2014). *Broadening our sphere of influence: Exemplars of science advocacy*. Panelist, Executive Board Session, annual meeting of the Society for Industrial and Organizational Psychology.
54. Eby, L. T. (May, 2014). *Mistakes to avoid in submitting a grant application*. Facilitator, SIOP Speed Mentoring Session at the annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
55. Eby, L. T. (May, 2014). *Best practices in the collection on high-quality field data*. Panelist, in panel discussion at annual meeting of the Society for Industrial and Organizational Psychology. Honolulu, HI.
56. Eby, L. T., (July, 2013). *How to reduce turnover in substance use disorder treatment*. Workshop presented for the Center for Applied Behavioral Health Policy, Arizona State University. Sedona, AZ.
57. Eby, L. T. (October, 2013). *Keynote speaker panel session: A moderated session with the 2013 keynote speakers*. Panelist, Mentoring Conference, University of New Mexico Mentoring Institute.
58. Eby, L. T. (April, 2012). *Hot topics in I/O psychology*. Panelist for Society for Industrial and Organizational Psychology Visibility Committee (virtual).
59. Eby, L. T. (April, 2011). *Reject, revise, resubmit: Editors' tips for responding to journal reviews*. Miner-Rubino, K. (Chair). Panelist in panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
60. Eby, L. T. (April, 2011). *Work-family research: The crossroads*. Matthews, R. (Chair). Panelist in panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
61. Eby, L. T. (April, 2008). Panelist in panel discussion, *Mentoring gone awry—When a good thing goes wrong* (Fleig-Palmer & Eby, Co-Chairs). Panelist in panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology. San Francisco, CA.
62. Eby, L. T. (January, 2008). *Diversity and mentoring: Mentoring across our differences*. Panelist for RED Workshop Series, The Center for Research and Engagement in Diversity. University of Georgia. Athens, GA.
63. Eby, L. T. (April, 2005). *Teaching I-O concepts more effectively: Experiential and service-learning pedagogy* (L. L. Wolfe, Chair). Panelist in panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology. Los Angeles, CA.
64. Eby, L. T. (November, 2000). Panelist, *Preparing for an Academic Career*. Sponsored by Preparing Future Faculty, The University of Georgia. Athens, GA.
65. Eby, L. T. (June, 1999). *Performance measurement in simulated environments*. Panelist, International Synthetic Task Development Conference. Athens, GA.
66. Eby, L. T. (1999, March). *The changing nature of work life in the 21st century*. Panelist, 20th annual Industrial Organizational / Organizational Behavior (IOOB) Graduate Student Conference, George Mason University. Fairfax, VA.

**Conference Presentations** (\*denotes student co-author)

1. \*Baker, J. A., \*Carmichael-Tanaka, & Eby, L. T. (April, 2025). *A qualitative examination of interpersonal weight discrimination at work*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.
2. Eby, L. T., \*Facteau, K. O., Oswald, F., & Allen, T. D. (April, 2025). *Survey of scientific opinion regarding the advantages and disadvantages of open science*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Denver, CO.
3. James, L., \*Baker, J. A., Messina, G., Nehl, E. J., Llewellyn, N., Eby, L. T., & Griendling, K. K. (October, 2024). *Development and implementation of a Southeastern Regional Clinical and Translational Science Conference*. Poster presented for the Coordination, Communications and Operations Support Center meeting, National Center for Advancing Translational Science, Washington, DC.
4. Eby, L. T. & \*Anker, J. G. (April, 2024). *Employees in recovery from substance use: Directions for future research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
5. Smith, R. W., Eby, L.T., Allen, T.D., Clark M. A. & \*Hayes, N. J. (April, 2024). *Combating workaholism: The test of a brief mindfulness intervention*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
6. \*Anker, J.G., \*Carmichael-Tanaka, N., & Eby, L.T. (2024). *Examining Weight Discrimination from an Intersectional Perspective*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
7. \*Anker, J. G., Eby, L. T., Griendling, K., & James, L. (February, 2024). *Examining outcomes of different types of faculty mentor-mentee fit*. Poster presented at the Southeast Regional Clinical & Translational Science Conference, Callaway Resort and Gardens, Pine Mountain, GA.
8. \*Anker, J. G., \*Facteau, D. B., Eby, L. T., & Robertson, M. M. (April, 2023). *Risky business: Understanding the association between objective COVID-19 occupational risk feature and worker subjective risk perceptions*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Boston, MA.
9. \*Facteau, K., \*Gaddie, C., \*Gerkin, E., Eby, L. T., & Shockley, K. M. (2023). *An in-depth review of the state of formal mentoring in Fortune 100 companies*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Boston, MA.
10. Eby, L. T. (April, 2022). *Myths and urban legends related to mentoring*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.
11. \*LeFevre, R., Shockley, K. M., Eby, L. T., & Lautenschlager, G. L. (April, 2021). *Boundary management behaviors and career success*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).
12. \*Facteau, D. B., \*Anker, J. G., Eby, L. T., Robertson, M. M., & Patel, K. (April, 2021). *Positive activity interventions and the reduction of depressive symptoms*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).
13. \*Trainer, H., Eby, L. T., Robertson, M. M., & \*Facteau, D. B. (April, 2021). *Understanding relational behavior using micro-behavioral coding*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).
14. Yuan, Z., Baranik, L. E., Eby, L. T., & Sinclair, R. R. (August, 2020). *Called to cure: Patient deaths, death fear, and calling of substance abuse treatment counselors*. Paper presented at the annual meeting of the Academy of Management (virtual).
15. Robertson, M. M., & Eby, L. T. (April, 2020). *Grandchild care and work-family conflict: A cross-lagged panel approach*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (conference cancelled due to COVID-19).

16. Eby, L. T., Robertson, M. M., & \*Facteau, D. B. (April, 2020). *Myths and urban legends related to mentoring*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (conference cancelled due to COVID-19).
17. Eby, L. T., Robertson, M. M., & \*Facteau, D. B. (April, 2020). *Mindful mentoring: A new direction in mentoring research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology (conference cancelled due to COVID-19).
18. Robertson, M. M., \*Lefevre-Levy, R., \*Haynes, N. J., & Eby, L. T. (April, 2018). *What you need to know about physiological measurement in OHP research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Washington, DC.
19. \*Vande Griek, O., Clark, M., & Eby, L. T. (June, 2018). *The effects of paid parental leave length and gendered occupation on women's career outcomes*. Paper presented at the annual meeting of the Work and Family Researchers Network. Washington, DC.
20. Eby, L. T. (May, 2018). *How physical features of the work environment relate to employee health, job satisfaction and intentions to quit*. Paper presented at the 12<sup>th</sup> Annual International Conference on Psychology. Athens, Greece.
21. \*Robertson, M. & Eby, L. T. (April, 2018). *Work-family conflict in early adulthood: A growth mixture modeling approach*. Paper presented at the annual Meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
22. \*Conley, K. M., \*French, K. A., Eby, L. T., & Allen, T. D. (April, 2018). *One year later: The sustained effects of mindfulness training on employee well-being*. Paper presented at the annual Meeting of the Society for Industrial and Organizational Psychology. Chicago, IL.
23. Eby, L. T., \*Vande Griek, O., \*Maupin, C., Allen, T. D., \*Gilreath, E., & \*Martinez, V. (April, 2017). *Does place matter? Considering regional differences in the work-family interface*. Paper presented at the annual Meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.
24. \*French, K. A., \*Conley, K. M., Eby, L. T., & Allen, T. D. (April, 2017). *Mindfulness-based stress reduction training for substance abuse treatment professionals*. Paper presented at the annual Meeting of the Society for Industrial and Organizational Psychology. Orlando, FL.
25. Eby, L. T. (September, 2016). *Best practices in organizational mentoring*. Workshop for the Georgia Association for Industrial and Organizational Psychology. Atlanta, GA.
26. \*Mitchell, M. & Eby, L. T. (August, 2016). *I'll be there for you: Relative importance of supervisor, spouse, and parent support on conflict*. Paper presented at the annual meeting of the Academy of Management. Anaheim, CA.
27. Eby, L. T., & Allen, T. D. (May, 2016). *Trait mindfulness as a predictor of burnout at work: A longitudinal investigation*. Paper presented at the 10<sup>th</sup> Annual International Conference on Psychology. Athens, Greece.
28. \*Williamson, R., Eby, L. T., & \*Mitchell, M. (June, 2016). *A new perspective on work-nonwork interference: The role of addictive behaviors*. Paper presented at the Work & Family Researchers Network conference. Washington, DC.
29. Butts, M. M., Eby, L. T., Allen, T. D., & Muilenburg, J. L. (May, 2016). *Work-nonwork balance and turnover intentions: A simultaneous LGM approach*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.
30. Eby, L. T., Allen, T. D., \*Conley, K., \*Williamson, R., \*Mancini, V., & \*Mitchell, M. (May, 2016). *Mindfulness-based training in organizations: A qualitative review*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.
31. Allen, T. D., Eby, L. T., \*Mitchell, M., & Muilenburg, J. L. (May, 2016). *Relationship between mindfulness and organizational performance: An organizational level analysis*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.

32. Butts, M. M., & Eby, L. T. (May, 2016). *Latent class procedures: Applications for work-family research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.
33. \*Mitchell, M., & Eby, L. T. (May, 2016). *Family matters: The effects of grandchild care on family-to-work conflict*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Anaheim, CA.
34. Abraham, A. J., Eby, L. T., Johnson, J. A., Laschober, T. C., & Muilenburg, J. L. (October, 2015). *The influence of market factors on the adoption of tobacco cessation services in hospital-based treatment programs*. Paper presented at the Addiction Health Services Research (AHSR) Conference. Marina Del Ray, CA.
35. Laschober, T. C., Eby, L. T., & Muilenburg, J. L. (October, 2015). *Relationship between perceptions of workplace leadership and counselors' implementation of tobacco cessation services*. Paper presented at the Addiction Health Services Research (AHSR) Conference. Marina Del Ray, CA.
36. Muilenburg, J. L. & Eby, L. T. (November, 2015). *I'm not a smoker, but can I have a light? Self-identification of smoking status in adult smokers*. American Public Health Association, 143<sup>rd</sup> meeting. Chicago, IL.
37. Eby, L. T. (May, 2015). *Gambling problems across life domains, coping, and the work-nonwork interface: A Qualitative investigation of frequent gamblers*. Paper presented at the Center for Gambling Research Symposium, University of Georgia. Athens, GA.
38. \*Mitchell, M., Eby, L. T. & Ragins, B. R. (August, 2015). *My mentor, myself: Antecedents and outcomes of perceived similarity in mentoring relationships*. Paper presented at the annual meeting of the Academy of Management. Vancouver, British Columbia.
39. \*Mitchell, M., Eby, L. T., \*Gray, C. J., & \*Provolt, L. N. (April, 2015). *Going all in: Gambling absorption, engagement, and performance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
40. Eby, L. T. (April, 2015). *I-O without borders: Our impact in a multidisciplinary world*. Paper presented at SIOP Executive Board Session. Annual meeting of the Society for Industrial and Organizational Psychology. Philadelphia, PA.
41. Eby, L. T., \*Kinkade, K., \*Brown, L., \*Mitchell, M., \*Provolt, L., & \*Hulett, A. (March, 2015). *Relational turning points in supervisory mentoring relationships: A mixed methods investigation*. Paper presented at the annual meeting of the Western Academy of Management (Kauai, HI).
42. Muilenburg, J. L., \*Moore, N., & Eby, L. (November, 2014). *I can't smoke here? An investigation of smoke free policies and practices in substance abuse treatment facilities*. Paper presented at the American Public Health Association, 142<sup>st</sup> meeting, New Orleans, LA.
43. Laschober, T. C., Eby, L. T., & Muilenburg, J. L. (October, 2014). *Counselors' decisions (not) to implement tobacco cessation 5As, counseling, or pharmacotherapy with patients who smoke*. Paper presented at the annual meeting of the Addiction Health Services Research, Boston, MA.
44. Eby, L. T., Muilenburg, J. L., & Laschober, T. C. (October, 2014). *Counselor, organizational, and policy-related predictors of longitudinal changes in tobacco cessation services adoption and implementation*. Paper presented at the annual meeting of the Addiction Health Services Research, Boston, MA.
45. Eby, L. T., \*Mitchell, M., \*Gray, C., \*Provolt, L., \*Lorys, A., \*Fortune, E., & Goodie, A. (September, 2014). *Gambling-related problems in family and work life: An exploratory study of weekly gamblers*. Paper presented at the II International Conference on Family & Society, Barcelona, Spain.
46. \*Brown, B. L., & Eby, L. T. (May, 2014). *Symbolic immortality: Understanding mortality awareness and meaningful work behaviors*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
47. Eby, L. T. & Butts, M. M. (May, 2014). *Using multisource data to understand the unfolding of good and*



- bad mentoring over time*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
48. Butts, M. M., Eby, L. T., Allen, T. D., Mitchell, M., & Muilenburg, J. L. (May, 2014). *Work-nonwork balance and health-related outcomes: A latent growth modeling approach*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
  49. Eby, L. T. (May, 2014). *Taking risks and forging connections outside I-O psychology*. Presented in IGNITE session "Connections that IGNITE I-O research and practice" (Krauss, Chair). Annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
  50. \*Lorys, A., \*Dean, K. E., \*Mitchell, M., \*Provolt, C., \*Gray, C., & Eby, L. T. (May, 2014). *Performance and engagement outcomes of gambling interference with work and nonwork*. Paper presented at the annual meeting of the Association for Psychological Science, San Francisco, CA.
  51. Laschober, T. C., & Eby, L. T. (2014, April). *Availability of tobacco cessation medications in U.S. substance abuse treatment programs*. Paper presented at the 10<sup>th</sup> International Conference on Psychiatry, Jeddah, Kingdom of Saudi Arabia.
  52. Muilenburg, J. L., & Eby, L. T. (March, 2014). *Adolescents vs. adults: Differences in access to smoking cessation services in substance abuse treatment centers*. Paper presented at the annual meeting of the Academy of Health Behavior, Charleston, SC.
  53. Laschober, T. C., & Eby, L. T. (February, 2014). *Effective clinical supervision and counselor job performance in substance abuse treatment programs*. Paper presented at the Clinical Teaching/Learning in Nursing and Health Sciences Conference hosted by the King Saud bin Abdulaziz University of Health Sciences, College of Nursing, Jeddah, Kingdom of Saudi Arabia.
  54. Muilenburg, J. L. & Eby, L. (November, 2013). *Attitudes towards smoking cessation programs offered to adolescents receiving treatment for alcohol and other substances*. Paper presented at the annual meeting of the American Public Health Association, Boston, MA.
  55. Conway, C. M., Muilenburg, J. L., \*Proctor, C., \*Barnett, J. & Eby, L. (November, 2013). *How much accessibility do patients in substance abuse treatment centers really have of pharmacological and behavioral treatments for smoking cessation?* Paper presented at the annual meeting of the American Public Health Association, Boston, MA.
  56. \*Proctor, C., Muilenburg, J. L. \*Barnett, J., Conway, K. M., & Eby, L. (November, 2013). *An examination of smoking quit methods used by program administrators at substance abuse treatment centers*. Paper presented at the annual meeting of the American Public Health Association, Boston, MA.
  57. \*Barnett, J., \*Proctor, C., Conway, K. M., Muilenburg, J. L., & Eby, L. (November, 2013). *Knowing those who help others: Characteristics of substance abuse counselors across the United States*. Paper presented at the annual meeting of the American Public Health Association, Boston, MA.
  58. \*Proctor, C., \*Barnett, J., Muilenburg, J. L., Conway, K. M., & Eby, L. (November, 2013). *Examining counselor training and knowledge of evidence-based treatments for smoking cessation*. Paper presented at the annual meeting of the American Public Health Association, Boston, MA.
  59. \*Barnett J, A, \*Proctor, C, Conway KM, Muilenburg, J. L., Eby, L. T. (November, 2013). *Smoking cessation's impact on sobriety: Directors' beliefs link to treatments offered in substance abuse centers*. American Public Health Association, 141<sup>st</sup> meeting, Boston, MA.
  60. \*Proctor, C., Muilenburg, J. L., \*Barnett, J., Conway, K. M., & Eby, L. (November, 2013). *Beliefs about tobacco policies at substance abuse center: Does smoking status influence acceptance?* Paper presented at the annual meeting of the American Public Health Association, Boston, MA.
  61. Eby, L. T., Laschober, T. C., & Muilenburg, J. L. (October, 2013). *The adoption extensiveness of tobacco cessation treatments: Does climate for innovation and twelve-step treatment orientation matter?* Paper presented at the Addiction Health Services Research (AHSR) Conference, Portland, OR.
  62. Muilenburg, J. L., Laschober, T. C., & Eby, L. T. (October, 2013). *Climate for innovations indices as*

- predictors of tobacco cessation pharmacotherapy adoption extensiveness*. Paper presented as part of a symposium at the Addiction Health Services Research (AHSR) Conference, Portland, OR.
63. Eby, L. T., \*Mitchell, M., \*Gray, C., \*Provolt, L., \*Fortune, E., Goodie, A., & MacKillop, J. (July, 2013). *How gambling affects work and nonwork life: An exploratory study*. Paper presented at the annual meeting of the American Psychological Association, Honolulu, HI.
  64. Eby, L. T., \*Mitchell, M., \*Provolt, L., \*Gray, C., \*Fortune, E., MacKillop, J., & Goodie, A. (June, 2013). *Gambling, coping, and the work-nonwork interface*. Paper presented at the V International Conference of Work and Family: Leadership for the 21<sup>st</sup> Century. Barcelona, Spain.
  65. \*Kinkade, K.M., Provolt, L., & Eby, L.T. (May, 2013). *Does identity matter? The moderating role of recovery status on professional stigma and burnout*. Paper presented at the Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health™ Conference, Los Angeles, California.
  66. \*Kinkade, K.M., & Eby, L.T. (May, 2013). *Predicting secondary traumatic stress: The relative importance of current, overall, and frequency of patient trauma*. Paper presented at the Work, Stress, and Health 2013: Protecting and Promoting Total Worker Health™ Conference, Los Angeles, California.
  67. Beck, S., Eby, L.T., Lance, C.E., Hoffman, B.J., Mahan, R.P., Van der Werff, L. (May, 2013). *Leaders as role models: The relationship between leader and follower citizenship behaviors*. Poster presented at the 16th Congress of the European Association of Work and Organizational Psychology, Münster, Germany.
  68. Eby, L. T., Laschober, T. C., & Muilenburg, J. L. (April, 2013). *Rumination propensity and work-nonwork conflict: Can recovery experiences help?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
  69. Butts, M. M., Eby, L. T., Allen, T. D., & Muilenburg, J. L. (April, 2013). *Sleep, exercise, and the work-nonwork interface: Disentangling causal direction*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
  70. \*Brown, B. L., & Eby, L. T. (April, 2013). *Understanding the positive effects of mortality awareness on work relationships*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
  71. \*Brown, B. L., & Eby, L. T. (April, 2013). *Examining the effects of relationships on commitment on professional stigma*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
  72. \*Provolt, L., \*Kinkade, K. M., & Eby, L. T. (April, 2013). *Professional stigmas: How it impacts identity salience and professional commitment*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
  73. Eby, L. T. (April, 2013). *Reflections from a mentoring fellow*. Academic women working to make a difference, Society for Industrial and Organizational Psychology, Houston, Texas.
  74. \*Barrett, J., \*Proctor, C., Muilenburg, J., Conway, K., \*Coffman, R., & Eby, L. (October, 2012). *Substance abuse counselors and tobacco knowledge: The more they smoke the less they know?* Paper presented at the American Public Health Association, San Francisco, CA.
  75. Conway, K., Muilenburg, J., \*Barnett, J., \*Proctor, C., \*Coffman, R., & Eby, L. (October, 2012). *How do substance abuse counselors treat smoking addiction in drug and alcohol addicted patients?* Paper presented at the American Public Health Association, San Francisco, CA.
  76. Muilenburg, J., Eby, L. Conway, K., \*Barnett, J., \*Proctor, C., & \*Coffman, R. (October, 2012). *Counselor attitudes towards evidence-based treatments in drug and alcohol treatment centers*. Paper presented at the American Public Health Association, San Francisco, CA.
  77. \*Proctor, C., \*Barnett, J., Muilenburg, J., Conway, K., \*Coffman, R., & Eby, L. (October, 2012). *Perpetuating a problem: Smoking behaviors of counselors in recovery*. Paper presented at the American Public Health Association, San Francisco, CA.

78. \*Sparks, T. E., \*George, K. E., \*Kinkade, K. M., & Eby, L. T. (August, 2012). *An examination of withdrawal reactions to patient incivility*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
79. Baranik, L. E., Eby, L. T., Morrison, A., & Allred\*, C. (August, 2012). *Organizational citizenship behaviors are good for you*. Paper presented at the annual meeting of the Academy of Management, Boston, MA.
80. Eby, L. T. & \*Brown, B. L. (June, 2012). *How to retain counselors and clinical supervisors*. Workshop presented at the SAAS National Conference and NIATx Summit. New Orleans, LA.
81. \*Kinkade, K., \*Sparks, T., & Eby, L. T. (June, 2012). *Evaluating the effects of the OASAS tobacco-free regulation on the substance abuse treatment workforce: Lessons learned and best practices*. Presentation in the "Helping people change" workshop. The Department of Substance Abuse Services, Zucker Hillside Hospital, Long Island, NY.
82. Rothrauff-Laschober, T. C., Eby, L. T., & \*Kinkade, K. (June, 2012). *Successful employee assignments: A comparative study of the intersection of parental status and global versus domestic assignments*. Paper presented at the Inaugural Work and Family Researchers Network Conference, New York, NY.
83. Eby, L., & Rothrauff-Laschober, T. (April, 2012). *Negative mentoring experiences and work-to-nonwork conflict: A longitudinal examination*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
84. Eby, L., & Butts, M. (April, 2012). *Paying it forward: The effect of mentoring on protégé OCB*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
85. \*Maher, C., & Eby, L. (April, 2012). *Career calling, engagement, and positive spillover*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
86. \*Sauer, J., \*Beck, S., \*Siminovsky, A., Hoffman, B., Eby, L., & \*Sparks, T. (April, 2012). *Don't let me down: Negative mentoring and protégé performance*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
87. \*Kinkade, K., \*Morelli, N., \*Downey, S., Hoffman, B., & Eby, L. (April, 2012). *What if they don't leave? Prolonged turnover intentions and CWB*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
88. \*Sparks, T., \*Eckart, R., & Eby, L. T. (April, 2012). *Weighing in on the JD-R Model: A relative weights approach*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
89. \*Curtis, S., & Eby, L. T. (April, 2012). *Do I fit: Differential predictors of organizational vs. professional turnover*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
90. Allen, T., & Eby, L. (April, 2012). *The science and practice of workplace mentoring relationships*. Workshop presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
91. \*Hack, H. B., \*Estroff, L., \*Sauer, J. B., Eby, L. T., & Muilenburg, J. L. (April, 2012). *Examination of the mediating relationship of depression to job satisfaction and healthy eating*. Paper presented at the annual Psi Chi Annual Convention of the Behavioral Sciences, Athens, GA.
92. \*Estroff, L., \*Hack, H. B., \*Sauer, J. B., Eby, L. T., & Muilenburg, J. L. (April, 2012). *Examination of the relationship between career calling and burnout*. Paper presented at the annual Psi Chi Annual Convention of the Behavioral Sciences, Athens, GA.
93. Muilenburg, J., & Eby, L. T. (March, 2012). *Smoking cessation programs in substance abuse treatment facilities: What are we doing?* Paper presented at the annual meeting of the Society for Research on Nicotine and Tobacco, Houston, TX.

94. Eby, L. T., & Rothrauff-Laschober, T. (October, 2011). *The relationship between perceptions of organizational functioning and voluntary turnover: A longitudinal investigation*. Paper presented at the annual meeting of the Addiction Health Services Research Conference, Washington, DC.
95. Rothrauff-Laschober, T., Eby, L. T., & \*Sauer, J. (October, 2011). *Supervisor and counselor reports on clinical supervisor practices*. Paper presented at the annual meeting of the Addiction Health Services Research Conference, Washington, DC.
96. \*Sparks, T., \*Kinkade, K., & Eby, L. T. (October, 2011). *Turning tragedy into meaning: An examination of the impact of patient death on substance abuse counselor attitudes toward work and life*. Paper presented at the annual meeting of the Addiction Health Services Research Conference, Washington, DC.
97. \*Motley, M., Muilenburg, J., & Eby, L. T. (October, 2011). *Determining the role of organizational policy in smoking cessation services and attitudes about smoking culture among staff at addiction treatment centers*. Paper presented at the American Public Health Association, Washington D.C.
98. \*Barnett, J., \*Proctor, C., Muilenburg, J., Conway, K., Eby, L., \*Motley, M., \*Coffman, R., & \*Vashisht, S. (October, 2011). *Influences of financial resources on system-level support of smoking cessation in substance abuse treatment programs*. Paper presented at the American Public Health Association, Washington D.C.
99. \*Proctor, C., \*Barnett, J., Muilenburg, J., Conway, K., \*Motley, M., \*Coffman, R., \*Vashisht, S., & Eby, L. (October, 2011). *An examination of smoking cessation programs in substance abuse treatment facilities*. Paper presented at the American Public Health Association, Washington D.C.
100. Conway, K., \*Barnett, J., \*Proctor, C., \*Coffman, R., \*Motley, M., \*Vashisht, S., Eby, L., & Muilenburg, J. (October, 2011). *Smoking cessation within substance abuse treatment centers: Does a staff dedicated to smoking cessation really make a difference?* Paper presented at the American Public Health Association, Washington D.C.
101. \*Coffman, R., \*Motley, M., \*Vashisht, S., \*Barnett, J., \*Proctor, C., Conway, K., Eby, L., & Muilenburg, J. (October, 2011). *Perceived social norms of smoking culture in substance abuse treatment centers*. Paper presented at the American Public Health Association, Washington D.C.
102. \*Vashisht, S., \*Coffman, R., \*Motley, M., \*Barnett, J., \*Proctor, C., Conway, K., Eby, L., & Muilenburg, J. (October, 2011). *Impact of smoking programs in substance abuse treatment facilities: Do we practice what we preach?* Paper presented at the American Public Health Association, Washington D.C.
103. Muilenburg, J., Eby, L., & Conway, K., (October, 2011). *Substance abuse counselor beliefs and barriers about smoking cessation programs within drug abuse treatment facilities*. Paper presented at the American Public Health Association, Washington D.C.
104. Hurst, C. M., Butts, M., & Eby, L. T. (November, 2011). *Professional plateaus: Health and nonwork outcomes and impact of competence and control perceptions*. Paper presented at the annual meeting of the Southern Management Association, Savannah, GA.
105. Eby, L. T. & Butts, M. M. (August, 2011). *Understanding relational problems in mentoring: A longitudinal, dyadic perspective*. Paper presented at the annual meeting of the Academy of Management, San Antonio, TX.
106. Eby, L. T., & Rothrauff-Laschober, T. C. (July, 2011). *Negative relational exchanges at work: Downstream effects on work-to-nonwork conflict*. Paper presented at the IV International Conference of Work and Family, Barcelona, Spain.
107. Eby, L. T., Burk, H., & Sauer, J. (May, 2011). *Predictors of mentors' negative experiences with protégés: A dyadic study*. Poster presented at the European Association of Work and Organizations Conference, Maastricht, The Netherlands.
108. Rothrauff, T. C., \*Kinkade, K., & Eby, L. T. (May, 2011). *Antecedents of supervisory mentoring support for reducing protégé work-nonwork conflict*. Paper presented at the Work, Stress, & Health Conference,

Orlando, Florida.

109. Muilenburg, J. L. & Eby, L. T. (October, 2010). *Smoking behaviors of counselors working in smoke free addiction clinics*. Paper presented at the International Cancer Education Conference, San Diego, California.
110. Eby, L. T., \*Maher, C., & \*Sauer, J. (October, 2010). *What predicts actual turnover among the substance abuse treatment workforce?* Paper presented at the Addiction Health Services Research Conference, Lexington, KY.
111. Rothrauff, T. & Eby, L. T. (October, 2010). *Counselors' implementation of tobacco cessation guidelines*. Paper presented at the Addiction Health Services Research Conference, Lexington, KY.
112. Eby, L. T., \*Burk, H., Vandenberg, B., & \*Kinkade, K. (August, 2010). *The physical work environment as a unique and neglected predictor of attitudinal strain*. Paper presented at the annual meeting of the Academy of Management, Montreal, Canada.
113. Hurst, C. S., & Eby, L. T. (May, 2010). *Plateaus and appraisals: Experiences of hierarchically and job content plateaued employees*. Paper presented at the Intellectbase International Consortium, Nashville, TN.
114. Eby, L. T. (April, 2010). *Career calling as a protective factor for burnout among individuals working in stigmatized occupations*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
115. \*Curtis, S. L., Eby, L. T., & Butts, M. M. (April, 2010). *Mentoring as a means of fostering employee engagement*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
116. \*Morrison, M. A., Lane, C. E., & Eby, L. T. (April, 2010). *Do mentor and protégé personality predict relationship quality?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
117. Griggs, T. L., Casper, W., & Eby, L. T. (April, 2010). *Church support as a moderator of the work-family conflict and physical health symptoms: A study of low-income workers*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
118. \*Sparks, T. E., \*Burk, H. G., & Eby, L. T. (April, 2010). *Coping with workplace burnout: The role of political skill*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
119. Rothrauff, T. C., & Eby, L. T. (April, 2010). *Implementation of clinical practice guidelines on tobacco cessation: Does counselors' tenure in behavioral health matter?* Poster presented at the Quality of Behavioral Healthcare: A Drive for Change through Research, Clearwater Beach, FL.
120. Eby, L. T., & \*Birkelbach, D. (April, 2010). *Predictors of OASAS implementation in NY State: A longitudinal investigation*. Paper presented at the Quality of Behavioral Healthcare: A Drive for Change Through Research, Clearwater Beach, Florida.
121. Eby, L. T., \*Sparks, T., & \*Evans, L. (April, 2010). *Positive and negative outcomes associated with going smoke-free in substance abuse treatment: The NY state experience*. Paper presented at the NIDA Blending Conference, Albuquerque, New Mexico.
122. Eby, L. T., \*Maher, C., & Burk, H. (October, 2009). *How serious of a problem is counselor turnover in substance abuse treatment? A longitudinal study of actual turnover*. Poster presented at the Annual Addiction Health Services Research Conference, San Francisco, CA.
123. Rothrauff, T., & Eby, L. T. (October, 2009). *Adoption of tobacco cessation medications in substance abuse treatment centers*. Paper presented at the annual Addiction Health Services Research Conference, San Francisco, CA.

124. Eby, L. T., & Baranik, L. (November, 2009). *The role of clinical supervisory relationships in understanding substance abuse counselors' job satisfaction and burnout*. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
125. Eby, L. T., Butts, M. M., Evans, S., Durley, J., & Ragins, B. R. (November, 2009). *Are bad mentoring experiences stronger than good ones in predicting health-related and relational outcomes?* Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
126. Eby, L. T., \*Burk, H., & \*Baranik, L. (November 2009). *The physical work environment as an organizational stressor: Unique effects on employee strain reactions*. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
127. \*Wood, L. A., \*George, K. E., \*Maher, C. P., & Eby, L. T. (November, 2009). *A counterintuitive approach to CWB: Examining the health benefits of behaving badly*. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
128. Butts, M. M., Eby, L. T. & Hurst, C. S. (November, 2009). *Protégés' negative mentoring experiences and psychological withdrawal: The role of victim precipitation and coping style*. Paper presented at the Work, Stress, and Health 2009: Global Concerns and Approaches Conference, San Juan, Puerto Rico.
129. Hurst, C. S., Eby, L. T., & Butts, M. (August, 2009). *Conversations about health: Supervisor health and safety support scale development and validation*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
130. Butts, M. M. & Eby, L. T. (August, 2009). *Is there more to life than just work and family? Investigating the relative contribution of psychological and behavioral involvement in non-work roles*. Paper presented at the annual meeting of the Academy of Management, Chicago, IL.
131. Eby, L. T. (July, 2009). *Coping with emotional labor in the work and family domain: A longitudinal study of multi-domain surface acting, deep acting, and strain outcomes*. Paper presented at the III International Conference of Work and Family, Barcelona, Spain.
132. \*Curtis, S., & Eby, L. T. (April, 2009). *Recovery at work: The relationship between identification and work attitudes*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
133. \*Baranik, L., \*Morrison, A., & Eby, L. T. (April, 2009). *What's in it for me? Giving versus receiving workplace help*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
134. \*Baranik, L., Eby, L. T., Hurst, C. S., & \*Curtis, S. (April, 2009). *Organizational support for mentoring: Aligning mentor and protégé expectations*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
135. Griggs, T., Casper, W., & Eby, L. T. (April, 2009). *The moderating effects of support on WFC-withdrawal relationships*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
136. Hurst, C. S., Eby, L. T., & Butts, M. (April, 2009). *Conversations about health: Development of a supervisor health and safety support scale*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
137. \*Baranik, L. E., \*Scharlau, E., Eby, L. T., & Hoffman, B. (October, 2008). *Feeling supported at work: Perceived organizational support and mentoring*. Paper presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.
138. \*Curtis, S. L., Eby, L. T., \*Hurst, C. S., \*Baranik, L., & Owen, C. (October, 2008). *The relationship between clinician recovery status and work attitudes in the substance abuse treatment field*. Paper presented at the annual meeting of the Addiction Health Services Research Conference, Bethesda, MD.

139. \*Griggs, T. L. & Eby, L. T. (April, 2008). *The effects of work, family and community social supports on work-family conflict among low-income workers*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
140. Eby, L. T., Allen, T. D., \*Baranik, L., A., \*Evans, S. C., Ng T. W., & \*Roote, B. (April, 2008). *Meta-analytic examination of protégé race and gender as moderators of the mentoring received-outcome relationship*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
141. \*McCleese, C., Eby, L. T., \*Baranik, L., & Owen, C. (April, 2008). *Does bad beget bad in formal mentoring? A dyadic study*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
142. \*Butts, M. M. & Eby, L. T. (2008, April). *Work-nonwork conflict and positive spillover: identity similarity and work flexibility*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
143. \*McCleese, C., & Eby, L. T. (March, 2008). *Conversations about health: Supervisor health and safety support scale development*. Paper presented at the Work, Stress, and Health Conference, Washington, DC.
144. Eby, L. T., & Ragins, B. R. (March, 2008). *Predictors of protégé negative mentoring experiences: A dyadic study*. Paper presented at the Work, Stress, and Health Conference, Washington, DC.
145. Eby, L. T., \*McCleese, C. S., Owen, C., \*Baranik, L., & Lance, C. E. (October, 2007). *A Process-oriented model of the relationship between clinical supervision, burnout, and turnover intentions among substance abuse counselors*. Poster presented at the annual meeting of the Addiction Health Services Research Conference, Athens, GA.
146. Eby, L. T., & \*McCleese, C. S. (April, 2007). *Qualitative research: The red-headed stepchild in IO/OB research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York City.
147. Ragins, B. R., Eby, L. T., & \*Verbos, A. K. (April, 2007). *Understanding the motivated mentor: Self-construals and willingness to mentor*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York City.
148. \*McCleese, C. S., & Eby, L. T. (April, 2007). *How employees cope with hierarchical job content and double plateaus*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New York City.
149. \*Kimbrough, A. B., & Eby, L. T. (March, 2007). *Mentoring experiences of disabled employees: Antecedents and outcomes of mentoring functions received*. Paper presented at the annual meeting of the Industrial Organizational/Organizational Behavior Student Conference, Indianapolis, IN.
150. Eby, L. T., \*Durley, J. R., & \*Evans, S. C. (August, 2006). *Mentor's negative mentoring experiences with proteges: Scale development and nomological validation*. Paper presented at the annual meeting of the Academy of Management, Atlanta, Georgia.
151. Eby, L. T., \*Durley, J., & \*Evans, S. C. (August, 2006). *The relationship between proximal mentoring benefits and distal mentoring outcomes*. Paper presented at the annual meeting of the Academy of Management, Atlanta, Georgia.
152. Eby, L. T. (May, 2006). *Crossover effects and role reversal: Gender and the trailing spouse*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
153. Eby, L. T., & Rhodes, J. (May, 2006). *Integrating mentoring research across contexts*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
154. \*Evans, S. C., & Eby, L. T. (May, 2006). *Positive and negative mentoring experiences: Impact on protege outcomes*. Paper presented at the annual meeting of the Society for Industrial and Organizational

Psychology, Dallas, Texas.

155. Allen, T. D., & Eby, L. T. (May, 2006). *Formal workplace mentoring relationships: The importance of mentor commitment*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
156. \*O'Brien, K. E., \*Lentz, E. M., Allen, T. D., & Eby, L. T. (May, 2006). *Methods used to study mentoring: Review and future research implications*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
157. \*Ng, T. W., \*Sorensen, K. & Eby, L. T. (May, 2006). *Locus of control and work, career, and personal outcomes*. Paper at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
158. \*Lambert, T. A., \*Nemeth, Y. M., \*Daniell, S. L., \*Strang, S. E., Eby, L. T., & Casper, W. J. (May, 2006). *A review of several measurement issues in work-family conflict research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
159. Eby, L. T., \*Lockwood, A., & \*Butts, M. (November, 2005). *Organizational support for mentoring: A multiple perspectives approach*. Paper presented at the annual meeting of the Southern Management Association, Charleston, SC.
160. \*Weatherly, E. W., Riordan, C. M., & Eby, L. T. (November, 2005). *Early career interactions: Learning through information acquisition and relationship building*. Paper presented at the annual meeting of the Southern Management Association, Charleston, SC. [Awarded the Michael J. Driver Award for Best Careers Paper in the Regions by the Careers Division of the Academy of Management; Awarded Best Paper from the Human Resources Division, Southern Management Association]
161. Eby, L. T., \*Evans, S. C., & \*Durley, J. (April, 2005). *Individual, dyadic, and organizational predictors of mentors' problems with protégés*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
162. \*Yanchus, N., Eby, L. T., & \*Drollinger, S. (April, 2005). *The impact of emotional labor on work-family balance outcomes*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
163. \*Butts, M., Eby, L. T., & \*McCleese, C. (April, 2005). *The role of emotional stability in hierarchical decision-making teams*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
164. \*Kimbrough, A., B., & Eby, L. T. (April, 2005). *The role of protégé disability and competence in mentoring relationships*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
165. \*McCleese, C., & Eby, L. T. (April, 2005). *Reactions to plateaus: Examining role ambiguity and distance from career goals*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
166. Eby, L. T., \*Durley, J., \*Evans, S. (April, 2005). *What predicts the benefits of mentoring for mentors?* Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
167. Eby, L. T., \*Lockwood, A., & \*Butts, M. M. (August, 2004). *Organizational support for mentoring*. Paper presented at the annual meeting of the Academy of Management, New Orleans, Louisiana.
168. Allen, T. D., Eby, L. T., & \*Lentz, E. (August, 2004). *Formal mentoring program design features related to mentoring behavior and mentorship quality*. Paper presented at the annual meeting of the Academy of Management, New Orleans, Louisiana. [Awarded Best Applied Paper from the Careers Division of the Academy of Management]
169. Eby, L. T. & \*Lockwood, A. (April, 2004). *Mentors' and protégés' reactions to participating in a formal mentoring program: A qualitative inquiry*. Paper presented at the annual meeting of the Society for



- Industrial and Organizational Psychology, Chicago, IL.
170. Eby, L. T., Casper, W., \*Lockwood, A., \*Bordeaux, C., & \*Brinley, A. (April, 2004). *A review and synthesis of 20 years of IO/OB work and family research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
  171. Casper, W., Eby, L. T., \*Lockwood, A., \*Bordeaux, C., \*Brinley, A., & \*Evans, S. (April, 2004). *Where have we been? Reviewing research methods in IO and OB work-family research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
  172. \*Lambert, T., Eby, L. T., & \*Payton, M. (April, 2004). *Predictors of networking intensity and quality among white-collar job seekers*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
  173. Allen, T. D., Eby, L. T., & \*Lentz, E. (April, 2004). *The relationship between formal mentoring program characteristics and program outcomes*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
  174. Eby, L. T. (March, 2004). *Establishing and maintaining a successful program of research*. Presented at the 27<sup>th</sup> annual convention of the Behavioral Sciences, The University of Georgia, Athens, Georgia.
  175. Allen, T. D., & Eby, L. T. (November, 2003). *Factors related to effective mentorships*. Paper presented at the annual meeting of the Southern Management Association, Clearwater Beach, FL.
  176. \*Payton, M., \*Lambert, T., & Eby, L. T. (April, 2003). *Predictors of networking quality among recently laid-off employees*. Paper presented at the Annual Georgia State University Psychology Undergraduate Research Conference, Atlanta, GA.
  177. Eby, L. T., \*Butts, M., \*Lockwood, A. (April, 2003). *Predictors of success in the era of the boundaryless career*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
  178. Eby, L. T., \*Lockwood, A., \*Butts, M., & \*Brinley, A. (April, 2003). *Predictors of negative mentoring experiences from the protégé's perspective*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
  179. \*Lockwood, A., Eby, L. T., \*Munoz, C., & \*Michels, L. (April, 2003). *Same-sex and cross-sex mentoring relationships: Toward an understanding of the interpersonal qualities underlying these relationships*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
  180. Eby, L. T., \*Lockwood, A., \*Butts, M., & \*Simon, S. A. (November, 2002). *The development of a measure of negative mentoring experiences from the protégé's perspective*. Paper presented at the annual meeting of the Southern Management Association, Atlanta, Georgia. [Awarded Carson Hall Best Regional Paper Award, Southern Management Association]
  181. Eby, L. T., Allen, T. D., & \*Brinley, A. (November, 2002). *The relationship between career management practices and career-related attitudes: A symbolic action perspective*. Paper presented at the annual meeting of the Southern Management Association, Atlanta, Georgia.
  182. \*Lockwood, A., Casper, W. J., & Eby, L. T. (August, 2002). *A review of the work-family literature: Where we've been and where we need to go*. Paper presented at the annual meeting of the American Psychological Association, Chicago, Illinois.
  183. Allen, T. D., Eby, L. T., Poteet, M. L., & \*Lentz, E. (2002, April). *Outcomes associated with mentoring protégés: A meta-analysis*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
  184. Jacobs, J. D., Eby, L. T., & \*Butts, M. (2002, April). *The role of justice in litigation decisions*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
  185. \*Johnson, D. C., & Eby, L. T. (2002, April). *Evaluating factors affecting traditional career success with a*

- not-so-traditional sample*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
186. Eby, L. T., & McManus, S. E. (2002, April). *Protégés most positive mentoring experience*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, Toronto, Canada.
  187. \*Johnson, C. D., & Eby, L. T. (2001, August). *What difference does it make? Assessing the relative importance of factors affecting traditional and contemporary career success of African American men*. Paper presented at the annual meeting of the Academy of Management, Washington, DC.
  188. Eby, L. T., Allen, T. D., \*Noble, C. L., & \*Lockwood, A. (2001, April). *HR practices and family structure: Decision-makers' actions toward singles and single parents*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
  189. \*Noble, C. L., Eby, L. T., & \*Lockwood, A. (2001, April). *Attitudes toward working single parents: The development of a measure*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
  190. Eby, L. T., \*Baxter, D., \*Meade, A. W., \*Cader, J. (2000, August). *A methodological investigation of the validity of self-report data in the study of group behavior*. Paper presented at the annual meeting of the Academy of Management, Toronto, Canada.
  191. Eby, L. T., Allen, T. D., & \*Noble, C. L. (2000, April). *Cognitive prototypes of the "ideal employee" for job-related relocation*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
  192. Casper, W. J., & Eby, L. T. (2000, April). *Applying innovative research methodologies and data analysis techniques to work-family research*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
  193. \*Simon, S., & Eby, L. T. (2000, April). *A typology of dysfunctional mentoring experiences: A multidimensional scaling study*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
  194. \*Meade, A. W., & Eby, L. T. (2000, April). *Testing the empirical distinction between self-efficacy, collective efficacy, and team potency*. Paper presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
  195. \*Noble, C. L., & Eby, L. T. (2000, March). *Organizational citizenship behavior and performance appraisal: The moderating influence of race*. Paper presented at the 23<sup>rd</sup> annual Psi Chi Convention for the Behavioral Sciences, Athens, Georgia.
  196. \*Douthitt, S. S., Eby, L. T., & \*Simon, S. A. (1999, November). *Receptiveness to differences: An important individual difference variable in the understanding of team dynamics and performance*. Paper presented at the annual meeting of the Southern Management Association, Atlanta, GA.
  197. Eby, L. T. (1999, August). *How employee job transitions affect employment outcomes for accompanying spouses*. Paper presented at the meeting of the Academy of Management, Chicago, Illinois.
  198. Eby, L. T. & Allen, T. D. (1999, August). *Protégés' negative mentoring experiences: Frequency of occurrence, perceived impact, and effects on psychological and career-related outcomes*. Paper presented at the meeting of the Academy of Management, Chicago, Illinois.
  199. McManus, S. E., Eby, L. T., & Russell, J. E. A. (1999, August). *Stormy weather: Dysfunctional mentoring experiences from the mentor's perspective*. Paper presented at the meeting of the Academy of Management, Chicago, Illinois.
  200. Eby, L. T. (June, 1999). *A macro perspective on training: Where do simulation-based methods fit in?* Presented at the inaugural International Synthetic Task Development Conference, Athens, Georgia.
  201. Eby, L. T., \*Douthitt, S. S., \*Noble, C., \*Atchley, K. P., & Ladd, R. T. (1999, April). *Managers' reactions to employees' requests for spouse employment assistance*. Paper presented at the meeting of the Society

- for Industrial and Organizational Psychology.
202. Eby, L. T. (1999, April). *Examining time-based work-family conflict "in context": The experiences of 528 recently relocated male and female employees*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
  203. \*Cader, J., Eby, L. T., \*Noble, C., & \*Hendrix, A. (1999, April). *Self-monitoring and leader emergence: A perceptual not a behavioral process*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology.
  204. \*Douthitt, S. S., Eby, L. T., \*Simon, S. A., & \*McLendon, C. (1999, April). *Development and validation of a measure of diversity of life experiences*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology.
  205. Langan-Fox, J., Code, S., Eby, L. T., & Langfield-Smith, K. (1999, April). *Teams, managers and experts in context: Unstructured-structured tasks, task difficulty, and strategies*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Atlanta, Georgia.
  206. Eby, L. T., McManus, S., \*Simon, S. A., & Russell, J. E. A. (1998, November). *Does every silver lining have a cloud? A study of dysfunctional mentoring experiences*. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
  207. Eby, L. T., \*Meade, A., \*Cader, J., \*Douthitt, S. S., \*Parisi, A. G., & \*Hendrix, A. (1998, November). *The relationship between mental models for teamwork, team processes, and outcomes: An empirical investigation*. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
  208. \*Parisi, A. G., Eby, L. T., & \*Sinoway, B. (1998, November). *Predictors of satisfaction with team-based rewards and the signals team-based rewards send*. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
  209. Eby, L. T. & Russell, J. E. A. (1998, August). *Employee willingness to engage in intra-organizational relocation: An integration and replication*. Paper presented at the meeting of the Academy of Management, San Diego, California.
  210. \*Stanley, S. A., \*Johnson, C. D., \*Douthitt, S., Eby, L. T., & Thomas, K. M. (1998, May). *The effects of openness, resiliency, and quality of the mentoring relationship on success in a mentoring program*. Paper presented at the Psi Chi Convention for the Behavioral Sciences, Athens, GA.
  211. \*Parisi, A. G., & Eby, L. T. (1998, May). *An integrative theoretical framework for understanding team reward allocation preferences*. Paper presented at the Advanced Concepts Conference on Work Teams, Denton, Texas.
  212. Eby, L. T., \*Meade, A., \*Parisi, A. G., \*Douthitt, A., & \*Midden, P. (1998, April). *Measuring mental models for teamwork at the individual- and team-level*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
  213. Eby, L. T., & DeMatteo, J. S. (1998, April). *When the type of move matters: Employees' reactions to job-related relocation*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
  214. Allen, T. D., Eby, L. T., \*Douthitt, S., & \*Noble, C. (1998, April). *The effect of gender and family structure on perceived relocation commitment and resistance*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
  215. Eby, L. T., \*Douthitt, S., Allen, T. A., & \*Matthews, J. (1997, November). *(Not so) subtle bias in evaluating the suitability of individuals for jobs requiring relocation: A laboratory and field study*. Paper presented at the meeting of the Southern Management Association. [Awarded Outstanding Paper, Human Resources Division, Southern Management Association; Awarded Division F Post-Graduate Research Award, Georgia Psychological Association]

216. Eby, L. T. (1997, August). *Alternative forms of mentoring in changing organizational environments: A conceptual extension of the mentoring literature*. Paper presented at the meeting of the Academy of Management, Boston, Massachusetts.
217. DeMatteo, J. S., & Eby, L. T. (1997, August). *Who likes team rewards? An examination of individual difference variables related to satisfaction with team-based rewards*. Paper presented at the meeting of the Academy of Management, Boston, Massachusetts. [Awarded Best Student Paper, Human Resources Division, Academy of Management]
218. Eby, L. T., Adams, D. M., & Russell, J. E. A. (1997, April) *Severance practices in organizations: Protecting employee rights during downsizing*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
219. Adams, D. M., Eby, L. T., & Russell, J. E. A. (1997, April). *The role of job search in understanding employees' turnover intentions*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, St. Louis, Missouri.
220. Eby, L. T., Allen, T. A., & \*Powell, S. D. (1996, November). *Balancing career opportunities and career setbacks: Employees' and spouses' perspectives on relocation*. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
221. Adams, D. M., Eby, L. T., Russell, J. E. A. (1996, August). *The impact of implementing teams on attitudes, effectiveness, and customer orientation*. Paper presented at the meeting of the American Psychological Association, Toronto, Canada.
222. Eby, L. T., Freeman, D. M., & Rush, M. C. (1996, April). *Organizational commitment via competence: A meta-analytic structural equations model*. Paper presented at the annual meeting for the Society for Industrial and Organizational Psychology, San Diego, California.
223. Eby, L. T., Adams, D. M., Russell, J. E. A., & \*Gaby, S. G. (1996, April). *Factors related to readiness for change to team-based sales*. Paper presented at the meeting for the Society for Industrial and Organizational Psychology, San Diego, California.
224. DeMatteo, J. S., Eby, L. T., & Sundstrom, E. S. (1995, August). *Team reward systems: Current empirical evidence and next steps*. Paper presented at the meeting of the Academy of Management Vancouver, British Columbia.
225. Atchley, K. P., & Eby, L. T. (1995, August). *Workplace attitudes towards AIDS: Scale development and factor analytic investigation*. Paper presented at the meeting of the American Psychological Association, New York City, New York.
226. Eby, L. T., & Dobbins, G. H. (1995, May). *An individual and group analysis of preferences for working in teams*. Paper presented at the meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida.
227. Eby, L. T., & DeMatteo, J. S. (1994, November). *Beyond 'one size fits all' relocation assistance: A descriptive study of co-relocators in the 1990s*. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
228. Russell, J. E. A., Atchley, K. P., Eby, L. T., & Fausz, A. (1994, November). *White employees' and managers' attitudes toward diversity issues*. Paper presented at the meeting of the Southern Management Association, New Orleans, Louisiana.
229. DeMatteo, J. S., Eby, L. T., & \*Tampasis, A. (1994, March). *The differential effects of sex and sex-role orientation on attitudes toward women*. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.
230. Eby, L. T., & Buch, K. (1993, August). *Socially responsible downsizing: Handling the dismissal process ethically*. Paper presented at the meeting of the Society for Business Ethics, Atlanta, Georgia.
231. Russell, J. E. A., & Eby, L. T. (1993, August). *Career assessment strategies for women in management*. In B. Walsh (Chair), Paper presented at the meeting of the American Psychological Association,

Toronto, Canada.

232. Eby, L. T. (1993, March). *Mobile marriages: A theoretical model of the dynamics of job-related decisions to relocate*. Paper presented at the Industrial/ Organizational and Organizational Behavior Graduate Student Conference, Toronto, Canada.
233. Eby, L. T., & Buch, K. (1993, March). *The psychological and economic effects of involuntary white collar job loss*. Paper presented at the meeting of the Southeastern Psychological Association, Atlanta, Georgia.
234. Eby, L. T. (1992, May). *A test of the Latack-Dozier model of career growth through job loss: Gender differences*. Paper presented at the meeting of the North Carolina Psychological Association, Atlantic Beach, North Carolina.
235. Eby, L. T., & Buch, K. (1992, March). *Gender differences in coping with involuntary white collar job loss*. Paper presented at the meeting of the Southeastern Psychological Association, Knoxville, Tennessee.

#### **Session Chair & Symposium Discussant (\*denotes student)**

1. Eby, L. T. & \*Facteau, K. (Co-Chairs) (April, 2023). *Science and practice of mentoring: Trends, recommendations, and research priorities*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Boston, MA.
2. Eby, L. T. (April, 2022). *Myths and urban legends about work-related phenomena*. Symposium Co-Chair, annual meeting of the Society for Industrial and Organizational Psychology. Seattle, WA.
3. Eby, L. T. (Chair) (August, 2021). *The female leadership advantage in crisis*. Panel discussion presented at Academy of Management (virtual)
4. Eby, L. T. & \*Facteau, D. B. (Co-Chairs) (April, 2021). *Advancing our understanding of mental illness at work*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).
5. Eby, L. T. & \*Trainer, H. (Co-Chairs) (April, 2021). *Toolkits for physiological measurement, behavioral coding and computational modeling*. Alternative session presented at the annual meeting of the Society for Industrial and Organizational Psychology (virtual).
6. Eby, L. T. & \*Conley, K. M. (Co-Chairs) (April, 2018). *Let's practice what we preach: The science and practice of mindfulness*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
7. Eby, L. T. & \*Robertson, M. (Co-Chairs) (April, 2018). *Understanding the work-life interface from a longitudinal perspective*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
8. \*Brown, B. L., & Eby, L. T. (Co-Chairs) (May, 2014). *What is it to you? Understanding differences in meaningful work*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Honolulu, HI.
9. \*Brown, B. L., & Eby, L. T. (Co-Chairs) (April, 2013). *Invisible stigmas and dirty work: New frontiers in stigma research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Houston, TX.
10. Hoffman, B., & Eby, L. (Co-Chairs) (April, 2012). *Beyond task performance: New research directions on OCB and CWB*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, San Diego, CA.
11. \*Sparks, T. E. & Eby, L. T. (Co-Chairs), (August, 2011). *Workplace features and employee well-being: An occupational health perspective*. Symposium presented at the annual meeting of the Academy of Management, Montreal, Canada.
12. Eby, L. T. (April, 2010). *Mentoring: Baby I love your way*. Facilitated poster session at the annual

- meeting of the Society for Industrial and Organizational Psychology, Atlanta, GA.
13. Eby, L. T. (April, 2009). *Mentoring schmentoring: Just kick me in the arse*. Facilitated poster session at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, LA.
  14. Eby, L. T. (April, 2008). *Stop helping me – you are stressing me out*. Facilitated poster session at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, CA.
  15. \*Fleig-Palmer, M. & Eby, L. T. (Co-Chairs). (April, 2008). *Mentoring gone awry—When a “good thing” goes wrong*. Panel discussion at the annual meeting of the Society for Industrial and Organizational Psychology, San Francisco, California.
  16. Eby, L. T. & \*Evans, S. C. (Co-Chairs). (April, 2007). *Cross-cultural perspectives on mentoring*. Symposium Presented at the annual meeting of the Society for Industrial Psychology, New York City.
  17. Eby, L. T. (April, 2007). *Expanding the horizon of mentoring theory, research and practice*. Presenter in knowledge incubator presented at the annual meeting of the Society for Industrial Psychology, New York City.
  18. Williams, E. & Eby, L. T. (Co-chairs). (August, 2006). *Problems in mentoring: Mentors’ experiences, protégé personality, and organizational implications*. Symposium presented at the annual meeting of the Academy of Management, Atlanta, Georgia.
  19. Ainspan, N. & Eby, L. T. (Co-chairs). (May, 2006). *Mentoring: Extending research and practice to under-utilized workforce populations*. Panel discussion presented at the annual meeting of the Society for Industrial and Organizational Psychology, Dallas, Texas.
  20. Eby, L. T., & \*Durley, J. (Co-Chairs). (April, 2005). *Benefits of mentoring for mentors: New directions in research*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, Los Angeles, California.
  21. Eby, L. T. & \*Carr, S. (Co-Chairs). (April, 2004). *Coming of age: The new era of work-family research*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Chicago, IL.
  22. Allen, T. D. (Chair). (April, 2003). *New directions in work-family conflict research*. Symposium conducted at the annual meeting of the Society for Industrial and Organizational Psychology, Orlando, Florida. Eby, L. T. (Discussant).
  23. Eby, L. T. (Chair). (August, 2001). *Expert panel on innovative qualitative and quantitative methods applicable to careers research*. Professional Development Workshop conducted at the annual meeting of the Academy of Management, Washington, DC.
  24. Eby, L. T. (Chair). (August, 2001). *Balancing life and career spheres: An interactive workshop focusing on personal development*. Professional Development Workshop conducted at the annual meeting of the Academy of Management, Washington, DC.
  25. Eby, L. T. & \*Noble, C. L. (Co-Chairs) (April, 2001). *New developments in research on family-related HR policies and practices: Beyond Ward and June*. Symposium presented at the annual meeting of the Society for Industrial and Organizational psychology, San Diego, CA.
  26. Eby, L. T. (Discussant) (August, 2000). *Time to work, time to live: Balance and imbalance revisited*. Symposium presented at the annual meeting of the Academy of Management, Toronto, Canada.
  27. Johnson, C. D., Frye, C. M., & Wise, P. G. (Co-Chairs). (2000, April). *Linking career-related constructs with personality*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana. Eby, L. T. (Discussant).
  28. Eby, L. T. (Chair). (2000, April). *Examining work and family research through a methodological lens*. Symposium presented at the annual meeting of the Society for Industrial and Organizational Psychology, New Orleans, Louisiana.
  29. Eby, L. T. (Chair). (1998, August). *Contemporary social issues impacting HR practice*. Session conducted

- at the annual meeting of the Academy of Management, San Diego, California.
30. K. M. Thomas (Chair). (November 1996). *Work/Family conflict: A question of class, race and/or gender?* Roundtable discussion at Agenda for the 21st Century Labor Force: Implications of Changing Family Structure, Diversity, and Jobs. Sponsored by the Kunz Center for the study of Work and Family, Cincinnati, Ohio. L. T. Eby (Discussant).

**Technical Reports and Other Non-Referred Works** (\*denotes student co-author)

1. Eby, L. T., Oswald, F. L., & Allen, T. D. (December, 2021). Opening up: Sharing is caring (about the science): Tips for requesting and providing data in support of open science. *The Industrial and Organizational Psychologist*.
2. Eby, L. T., Robertson, M. M., \*Facteau, D., & \*Stockdale, H. (2020). *Feedback report on Atlanta Broadcast Club (ABAC) mentoring program*. ECHO Lab, University of Georgia.
3. Eby, L. T., \*Birkelbach, D., \*Kinkade, K., \*Maher, C., Rothrauff, T. C., \*Sauer, J., & \*Sparks, T. (2010). *Project MERITS I final year summary report*. University of Georgia Institute for Behavioral Research.
4. Eby, L. T., \*Birkelbach, D., \*Kinkade, K., \*Maher, C., Rothrauff, T. C., \*Sauer, J., & \*Sparks, T. (2010). *Project MERITS II Year 3 summary report*. University of Georgia Institute for Behavioral Research.
5. Eby, L. T., \*Burk, H., \*Birkelbach, D., \*Sauer, J., \*Sparks, T., & \*Curtis, S. (2009). *Project MERITS II Year 2 summary report*. University of Georgia Institute for Behavioral Research.
6. Eby, L. T., \*Burk, H., \*Birkelbach, D., \*Sauer, J., \*Sparks, T., & \*Curtis, S. (2009). *Project MERITS I Year 3 summary report*. University of Georgia Institute for Behavioral Research.
7. Eby, L. T., \*Baranik, L., & Burk, H. (2009). *Project MERITS II Year 1 summary report: Phoenix House Counselor Data*. University of Georgia Institute for Behavioral Research.
8. Eby, L. T., Owen, C., \*Baranik, L., & \*Curtis, S. (2009). *Project MERITS II Year 1 summary report*. University of Georgia Institute for Behavioral Research.
9. Eby, L. T., \*Baranik, L., \*Burk, H., \*Maher, C., \*Curtis, S., & Owen, C. (2008). *Project MERITS I Year 2 summary report*. University of Georgia Institute for Behavioral Research.
10. Eby, L. T., \*McCleese, C. S., \*Baranik, L., & Owen, C. (2007). *Project MERITS Year 1 summary report*. University of Georgia Institute for Behavioral Research.
11. Eby, L. T., \*Durley, J. R., \*Evans, S. E., & \*Shockley, K. (2004). *An analysis of mentoring at the University of Georgia*. Technical report prepared for Vice President for Human Resources, University of Georgia.
12. Eby, L. T. & Allen, T. D. (2003). *Negative mentoring experiences amongst Navy personnel*. Technical report prepared for the U.S. Army Research Office Scientific Services Program. Contract No. DAAD19-02-D-001.
13. Allen, T. D., & Eby, L. T. (2003). *Factors related to effective mentorships in the Navy*. Technical report prepared for the U.S. Army Research Office, Scientific Services Program.
14. \*Lambert, T. A., & Eby, L. T. (2003). *Feedback report: Career transition experiences survey*. Technical report prepared for Right Management and ING Americas, Inc., Atlanta, GA.
15. Thomas, K. M., & Eby, L. T. (2003). *Final report: Evaluation of the formal mentoring program at BellSouth*. Technical report prepared for BellSouth, Atlanta, GA.
16. Thomas, K. M., & Eby, L. T. (2003). *Final report: Evaluation of the formal mentoring program at the American Cancer Society*. Technical report prepared for the American Cancer Society, Atlanta, GA.
17. Allen, T. D., \*Lentz, E., \*Ottinot, R. C., & Eby, L. T. (2003). *An evaluation of the formal mentoring process at Shell*. Technical report prepared for Shell, Houston, TX.
18. \*Lentz, E., \*Ottinot, R. C., Allen, T. D., & Eby, L. T. (2003). *The Shell SEPCo formal mentoring process*. Technical report prepared for Shell SEPCo division, Houston, TX.
19. Allen, T. D., \*Lentz, E., \*Ottinot, R. C., \*Day, R., & Eby, L. T. (2003). *Benchmarking study for the*

- formal mentoring process at Shell*. Technical report prepared for Shell, Houston, TX.
20. Eby, L.T., \*Lockwood, A., \*Butts, M., & \*Brinley, A. (2002). *Feedback report on the career experiences study*. Career Planning and Placement, The University of Georgia.
  21. Thomas, K. M., & Eby, L. T. (1999). *Summary report: Program Evaluation of the Center for Undergraduate Research Opportunities (CURO)*. Honors Program, The University of Georgia.
  22. Russell, J. E. A., Eby, L. T., & Fausz, A. T. (1996). *L. M. Berry and Company prototype assessment results*. Technical report prepared for L. M. Berry and Company's top management staff, Columbus, OH.
  23. Russell, J. E. A., Eby, L. T., & Adams, D. M. (1995). *L. M. Berry and Company Gulf Coast division attitude survey results*. Technical report prepared for L. M. Berry and Company's division management staff, New Orleans, LA.
  24. Russell, J. E. A., Eby, L. T., & Adams, D. M. (1995). *L. M. Berry and Company Kentucky division attitude survey results*. Technical report prepared for L. M. Berry and Company's division management staff, Louisville, KY.
  25. *Valuing the dual-career workforce* (1995). Internally published report highlighting results of The University of Tennessee's Relocation Issues Study, Eby, L. T. (principal researcher).
  26. Eby, L. T. (1995). *Organizational results of the University of Tennessee's Relocation Issues Study*. Organization-specific technical reports prepared for the following organizations: General Motors, BP America, Shell Oil, Sears Merchandising Group, AT&T Global Information Solutions, Johnson & Johnson, Federal Express, Compaq Computers, Chase Manhattan Bank, Southwestern Bell, TransAlta Pipelines, Mead Paper Corp., Carolinas Medical Center, Bridgestone-Firestone, Michigan National Bank, L. M. Berry & Company, Smith-Nephew Surgical Products, Diamond Shamrock, PRAXAIR, Northern Telecom, PanCanadian Petroleum, Kemet Electronics, Farm Credit Corporation, Reynolds & Reynolds, Pennzoil.
  27. Eby, L. T. (1994). *Results of the University of Tennessee's Relocation Issues Study*. Technical report prepared for Right Associates corporate management team, Philadelphia, PA.
  28. Russell, J. E. A., Atchley, K. P., Eby, L. T., & Fausz, A. T. (1994). *A survey of attitudes for the City of Oak Ridge*. Technical report prepared for the City of Oak Ridge top management team, Oak Ridge, TN, 57.
  29. Russell, J. E. A., Eby, L. T., & Fausz, A. T. (1994). *L. M. Berry and Company Middle Tennessee division attitude survey results*. Technical report prepared for L. M. Berry and Company's division management staff, Nashville, TN.

## UNIVERSITY LEADERSHIP & ADMINISTRATION

GEORGIA CLINICAL & TRANSLATIONAL SCIENCE ALLIANCE (2017-2025)

*Co-Director of Collaboration and Multidisciplinary Team Science (CMDTS) Core*

*Director, Translational Education and Mentoring in Science (TEAMS) Program*

Multi-institutional alliance (Emory, Morehouse School of Medicine, UGA, Georgia Institute of Technology) funded by the National Institutes of Health to accelerate clinical and translational education, research and community engagement to impact health. Responsibilities in CMDTS Core include developing and coordinating the TEAMS (Translational Education and Mentoring in Science) Program as well as co-leading the Southeast Regional Clinical and Translational Science Conference, Blue Sky Groups, Speed Networking Sessions, Team Science Workshops, Team Science Skill Building Series, GrantWise Program, Grant Writing Workshops, Team Science Awards, and COVID-19 webinars.



#### UNIVERSITY OF GEORGIA (2013-2022)

##### *Director, Owens Institute for Behavioral Research (OIBR), Office of Research*

The Institute promotes excellence, innovation, and collaboration in the social and behavioral sciences at the University of Georgia by offering pre-award and post-award grant administration services, a Faculty Grant Development Program, a Seed Grant Program, and regular research networking events to build interdisciplinary collaborations. Responsibilities include supervising seven full-time staff members, managing a \$490,000 budget and a \$1,000,000 foundation, providing strategic direction for interdisciplinary research at UGA, advocating for social and behavioral science research, and implementing innovative programs to enhance research support, grants administration and faculty development. Additional responsibilities include leading faculty retreats, chairing the Executive Committee, interfacing with the Provost, Vice President for Research, Deans, Department Heads, and faculty across the university, as well as service on various committees across campus focused on enhancing the research enterprise. Major accomplishments during term as Director include:

- 270% increase UGA faculty affiliates (from 66 to 178)
- 21% increase in new funding (cumulative total \$120,727,699)
- 24% increase in annual incoming dollars (cumulative total \$118,177,768)
- 470 extramural grants submitted totaling \$448,222,508
- 49 faculty participants in the OIBR Grant Development Program
- Implementation of OIBR Faculty Seed Grant Program
- Restructuring to improve customer services and operational efficiency

### TEACHING

#### UNIVERSITY OF GEORGIA (1996-2025)

##### Industrial-Organizational Psychology Ph.D. Program

PSYC 8000: *Professional Development, Research Skills and Publishing* (Spring 2025)

PSYC 6140/6310: *Industrial Psychology* (Spring 1999, Fall 1999, Fall 2000, Fall 2001, Fall 2002, Fall 2003, Fall 2004, Fall 2005, Fall 2006, Fall 2007, Fall 2009, Fall 2011, Fall 2016, Fall 2017, Fall 2018, Fall 2019, Fall 2020, Spring 2021, Fall 2021)

PSYC 8980: *Ethics and Professional Issues* (Fall 2022)

PSYC 8980: *Advanced Applied Industrial Psychology* (Fall 2003, Fall 2005, Fall 2008, Fall 2010, Fall 2012)

PSYC 8980: *Work Teams* (Fall 1996, Spring 1999, Spring 2001)

PSYC 8980: *Training & Career Development* (Winter 1998, Spring 2000)

PSYC 8980: *Applied Training & Development* (Spring 2002, Spring 2004)

PSYC 614: *Industrial & Organizational Psychology* (Fall 1997)

##### Professional I-O Master's Program

*Best Practices in Organizational Mentoring* (Spring 2014)

##### Psychology Undergraduate

PSYC 1101: *Introductory Psychology* (Fall 2004, Spring 2005, Spring 2006, Fall 2007)

PSYC 490A/5100: *Training & Career Development* (Winter 1998, Spring 1999, Fall 1999, Spring 2001)

PSYC 377/4230: *Psychology of the Workplace* (Winter 1997, Fall 1997, Spring 2000)

PSYC 357/4210: *Psychological Testing* (Spring 1997, Fall 2000, Spring 2002, Fall 2002, Spring 2003, Spring 2004)

PSYC 3030: *Careers in Psychology* (Faculty mentor, Fall 2002- 2020)

PSYC 5100: *Applied Training & Development* (Spring 2002, Spring 2004)

Terry College of Business Executive MBA Program

*Executive Coach* (2000-2010)

*Faculty Coordinator for EMBA 7410* (2005-2010)

Terry College of Business Institute for Leadership Advancement

*Instructor, Leadership Certificate Program* (Spring 2004)

*Instructor, Georgia Leadership Institute Executive Leadership Program* (Fall 2005, Spring 2006, Fall, 2006, Spring 2007, Fall 2007, Spring 2008)

*Instructor and Superarea Coach, Waffle House* (Spring 2005-Fall 2005)

UNIVERSITY OF INNSBRUCK, INNSBRUCK, AUSTRIA

University of New Orleans Summer School Study Abroad Program

PSYC 1000 (*Introduction to Psychology*), PSYC 4510 (*Personality*), PSYC 4530 (*Abnormal Psychology*) (2004, 2006, 2008, 2010, 2012, 2014, 2017)

**RESEARCH SUPERVISION & MENTORING**

Dissertation Chair

Katherine Facticeau (in progress)

David Facticeau (2025)

Josie Anker Baker (2025)

Olivia Vande Griek (2019)

Melissa Mitchell Robertson (2018)

Katie Kinkade (2016)

Julie Sauer (2014)

Hannah Burk (2013)

Sara Curtis (2012)

Lisa Baranik (2009)

Carrie McCleese (2008)

Butts, Marcus (2007)

Andi Kimbrough (2007)

Sarah Evans (2007)

Angie Lockwood (2006)

Jaime Durley (2006)

Tracy Lambert (2006)

Carrie Noble Byrum (2006)

Jailza S. Cader (2001)

Shana A. Simon Stukalsky (2001)

Shane Douthitt (2000)

C. Douglas Johnson (2000)

Master's Thesis Chair

Katherine Facticeau (2024)

Joycelyn Anker (2023)

David Facticeau (2022)

Rose Lefevre-Levy (2020)

Olivia Vande Griek (2017)

Lindsay Brown (2015)

Melissa Mitchell (2014)

Katie Kinkade (2013)

Julia Sauer (2012)

Charleen Mayer (2011)

Hannah Burke (2010)

Sarah Evans (2005)

Sara Curtis (2009)

Andi Brinley (2004)

Tracy Lambert (2003)

Carrie McCleese (2006)

Marcus Butts (2003)

Angie Lockwood (2002)

Carrie L. Noble (2002)

Shana Simon (1999)

Shane S. Douthitt (1998)

Adam W. Meade (1998)

Other

Doctoral Qualifying Examination Committee Chair (> 25 students)

Doctoral Qualifying Examination Committees Committee Member (> 45 students)

Master's Thesis Committee Member (> 30 students)  
Undergraduate Research Supervision (> 95 students)

#### Grant & Contract Support for Students

- Georgia CTSA (NIH). Assistantship support for 1 doctoral student in the I-O Psychology Program (2023-2025)
- Journal of Applied Psychology: Assistantship support for 1 doctoral student in the I-O Psychology Program (2020-2026)
- National Science Foundation. Assistantship support for 2 doctoral students in the I-O Psychology Program (2017)
- National Institutes of Health. Assistantship support for 3 doctoral students in the I-O Psychology Program (2015)
- National Institutes of Health. Assistantship support for 2 doctoral students in the I-O Psychology Program (2015)
- National Institutes of Health. Assistantship support for 2 doctoral students in the I-O Psychology Program (2010-2015)
- National Institutes of Health. Assistantship support for 2 doctoral students in the I-O Program (2009-2013)
- National Institutes of Health. Assistantship support for 2 doctoral students in the I-O Psychology Program (2006-2012)
- Parking Services, The University of Georgia (Athens, GA). Contract work for 2 Ph.D. students to design and deliver training on a new performance appraisal system
- Naval Air Warfare Training Systems Division (Orlando, FL). Contract work on negative mentoring experiences in the navy. Summer support for 1 graduate student and 1 undergraduate student
- Right Management Associates (Atlanta, GA). Set-up a paid research-based internship for 1 doctoral student for Spring 2001. Student responsibilities include conducting a literature review and original data collection for a project examining the efficacy of outplacement services for displaced employees
- Aetna U.S. Healthcare (Alpharetta, GA). Set-up 1 paid undergraduate internship position in the Learning and Performance Management Group. Student responsibilities include assisting with training-related projects and other organizational change projects (1998-2000)
- Center for Undergraduate Research Opportunities (The University of Georgia). Funded grant through the Department of Education (FIPSE) \$3,000 stipend provided to 1 graduate student for summer 1998, summer 1999, & summer 2000
- Right Management Associates (Philadelphia, PA). \$8,000 stipend provided to 3 doctoral students assisting with a nationwide survey of severance practices in organizations (September 1996-December 1997)

#### Other

*DAWG Ally Training* (2023), Certificate of Completion, Pride Center, University of Georgia.

Melissa Robertson (2023-2024). Accelerate mentoring program. Office of the Provost, University of Georgia. (Lillian Eby, co-mentor).

Bride, Brian (2009-2014). *Substance abuse treatment with traumatized populations* (K01 DA024718). National Institutes on Drug Abuse. (Lillian Eby, co-mentor)

Faculty Mentor, *Center for Undergraduate Research Opportunities*. UGA Honor's Program (Summer 2003; Fall 2012; Spring 2013, Spring 2018, Spring 2019, Summer 2019, Fall 2019, Spring 2020, Summer 2020, Fall 2020, Spring 2021)

Faculty mentor, *Young Dawgs Program*, Athens Clark Central and the University of Georgia (Spring 2012)

## PROFESSIONAL SERVICE

*Planning Committee Member*, Southeast Regional Clinical and Translational Statewide Conference, Georgia Clinical and Translational Science Alliance (2017-2025)

*Poster Judge*, Southeast Regional Clinical and Translational Statewide Conference, Georgia Clinical and Translational Science Alliance (2017-2025)

*Diversity Awards Committee Member*, Georgia Clinical and Translational Science Alliance (2023-2025)

*Team Science Awards Committee Member*, Georgia Clinical and Translational Science Alliance (2019-2025)

*SIOP Open Science Task Force*, Society for Industrial and Organizational Psychology (Ad hoc committee member, 2019-2021)

*Poster Judge*, Georgia Clinical and Translational Science Alliance Statewide Conference (2019, 2020, 2021, 2022)

*SIOP Awards Committee Task Force*, Society for Industrial and Organizational Psychology (Ad hoc committee member, 2018)

*SIOP Awards Committee*, Society for Industrial and Organizational Psychology (Chair in training, 2015; Associate Chair, 2016; Chair, 2017)

Member, *National Task Force for Clinical Supervision* (jointly sponsored by NIATx, ATTC Networking Coordinating Office, & NAADAC) (2014)

*Science Advocacy Task Force (BEST)*, Society for Industrial and Organizational Psychology (2013-2015)

*National Institutes of Health Peer Review Orientation Workshop* (invited participant), Bethesda, MD (2012)

Member, *Editor Search Committee*, *Journal of Applied Psychology*, American Psychological Association (Neal Schmitt, Chair) (2013)

*Scientific Affairs Committee*, Society for Industrial and Organizational Psychology (2011-2013)

*Awards Committee*, Society for Industrial and Organizational Psychology (2011-2012)

*Conference Program Committee* (reviewer), Southwest Academy of Management (2010)

*Founding member*, Work and Family Researchers Network (2012)

One of “Most Cited Papers in Work-to-Family Conflict” by Thomson Reuters Essential Science Indicators. Interview appears on ScienceWatch website (March, 2009)

*SIOP Strategic Program Planning Subcommittee Call for Proposals and Flanagan Award* (Chair, 2006-2007)

*Awards Committee Member*, *Rosabeth Moss Kanter Award for Excellence in Work-Family Research*, Center for Families, Purdue University (2005)

*SIOP Strategic Program Planning Subcommittee on Interactive/Continuing Education Sessions* (member, 2004-2005)

Workshop participant, *Participation in government health services research grants: A workshop for organization and management researchers*. Sponsored by the Agency for Healthcare Research and Quality, National Cancer Institute, National Institute of Alcohol Abuse and Alcoholism, National Institute of Drug Abuse, and National Institute of Mental Health, Rockville, Maryland (April, 2004)

*Professional Development Workshops* (Co-Chair). Careers Division, Academy of Management Meetings, Washington, DC (August, 2001)

Research on mentoring experiences featured in a variety of national (e.g., *BusinessWeek On-line*, *Smart Money Magazine*, *HRMagazine*, *American Society for Training and Development Newsletter*) and local (e.g., *Athens Banner Herald*, *Savannah News*) publication outlets

*Conference Program Committee Reviewer*, Academy of Management (1995-2001, 2003-2005)

*Conference Program Committee* (reviewer), Society for Industrial and Organizational Psychology (1998-2017)

*Conference Program Committee* (reviewer), Southern Management Association (1996-2004)

Associate Editor, *Career Forum*, Careers Division of the Academy of Management (1999)  
 Participant, *Junior Faculty Consortia* (Human Resources Division), Academy of Management (1997)  
 Research on workplace mentoring featured in a variety of print and website media outlets (e.g., *The Wall Street Journal*, *Sloan Management Review website*)  
 Research on relocation featured in a variety of national (e.g., *The Wall Street Journal*, *USA Today*), and local (e.g., *The Washington Times*, *The Philadelphia Inquirer*, *The Charlotte Observer*) newspapers and practitioner-oriented and trade journals (e.g., *HRMagazine*, *Investor's Business Daily*, *Daily Labor Report*, *National Business Employment Weekly*), and radio stations (1994-1995)  
 Research on gender differences in coping with job loss featured in *The Wall Street Journal* (1991, December), *Marketing to Women*, (July, 1992), and on *WTDY Radio*, Madison, Wisconsin (1991, December)

#### UNIVERSITY SERVICE

Member, *Program Review Committee for the Biomedical & Translational Science Institute*, Office Research, University of Georgia (2023)  
 Member, *Distinguished Research Professor Review Committee*, Office of the Vice President for Research, University of Georgia (2022)  
 Member, *Committee on Centers and Institutes at UGA*, Office of the Provost, University of Georgia (2021-2022)  
 Department of Infectious Disease 2021 Survey Report, University of Georgia. Pro-bono assistance with faculty climate survey assessment (2021)  
 Member and Co-Chair, *Search Committee for the Vice President for Research*, University of Georgia (2020-2021)  
 Member, *Faculty Advisory Committee*, Office of Research, University of Georgia (2019-2021)  
 Member, *Provost Task Force on Academic Excellence*, University of Georgia (2019-2020)  
 Certificate in Diversity & Inclusion, EEOC Office, University of Georgia (2020)  
 Member, *Finance & Administration Strategic Planning Advisory Committee*, University of Georgia (2020)  
 Member, *Provost Search Committee*, Office of the President, University of Georgia (2018-2019)  
 Invited graduation address, *Professional Industrial-Organizational Psychology Program* (2018)  
*Developing Effective Mentoring Relationships*, AdvanceUGA Conference, University of Georgia (2018)  
*Selecting a Mentor*, Presentation for the "Bridges to the Doctorate" Program, the Graduate School, UGA (2017, 2018)  
 Guest Speaker, Office of the Vice President for Research, First Year Odyssey Seminar, *Discovering Industrial-Organizational (I-O) psychology*, University of Georgia (2015)  
 Member, *Finance & Administration Transition Advisory Team*, Appointed by the Associate Vice President for Finance and Administration, University of Georgia (2014-2015)  
 Member, *Research Administration Advisory Team*, Appointed by the Associate Vice President for Finance and Administration and Vice President for Research, University of Georgia (2014-2020)  
 Member, *Search Committee for Associate Dean for Research and Graduate Education*, College of Family and Consumer Sciences, University of Georgia (2014-2015)  
 Member, *Working Group on Clinical & Translational Research Unit*, Office of the Vice President for Research, University of Georgia (2013-2014)  
 Member, *Research Investment Advisory Committee*, Office of the Vice President for Research, University of Georgia (2013-2017)  
 Member, *Diversity Planning Committee*, Office of the Vice President for Research, University of Georgia (2013-2014)  
 Member, *Owens Institute for Behavioral Research Mentoring Committee*, Institute for Behavioral Research,

University of Georgia (2012-2022)  
 Member, *Executive Committee*, Institute for Behavioral Research, University of Georgia (2010-2022)  
 Member, *Awards Selection Committee*, Office for the Vice President for Research, University of Georgia (2010-2013)  
 Member, *Distinguished Professor Awards Committee*, Office for the Vice President for Research, University of Georgia (2010)  
 Member, *Raising the Bar Committee*, Institute for Behavioral Research, University of Georgia (2010)  
 Member, *Research Advisory Council*, Office for the Vice President for Research, University of Georgia (2008-2010)

## DEPARTMENTAL SERVICE

Program Chair, *Industrial-Organizational Psychology PhD Program*, University of Georgia (2023-2025)  
 Member, *Faculty Search Committee, Psychology Department*, University of Georgia (2025-2025)  
 Member, *Faculty Search Committee, Psychology Department*, University of Georgia (2023-2024)  
 Member, *Faculty Search Committee, Psychology Department*, University of Georgia (2022-2023)  
 Member, *Faculty Search Committee, Psychology Department*, University of Georgia (2021-2022)  
 Chair, *Graduate Student Awards Committee*, Industrial-Organizational Psychology Program, University of Georgia (2018-2021, 2022, 2023)  
 Preliminary Examination Review Committee, Industrial-Organizational Psychology Program, University of Georgia (Chair 2020, 2021; Member 2022)  
 Member, *Faculty Search Committee, Psychology Department*, University of Georgia (2018-2019)  
 Member, *Faculty Search Committee, Psychology Department*, University of Georgia (2017-2018)  
 Member, *Faculty Search Committee, Psychology Department*, University of Georgia (2016-2017)  
 Member, *Faculty Search Committee, Psychology Department*, University of Georgia (2015-2016)  
 Member, *Faculty Search Committee, Psychology & Human Development and Family Science*, University of Georgia (2015-2016)  
 Panelist, *Grant Writing Panel Discussion*, Department of Psychology, University of Georgia (2014)  
 Member, *Faculty Search Committee, I/O and Women's Studies joint hire*, Department of Psychology, University of Georgia (2012-2013)  
 Member, *Faculty Search Committee, Sperduto Named Professorship in Clinical Psychology*, University of Georgia (2011-2012)  
 Chair, *I/O Faculty Search Committee*, Department of Psychology, University of Georgia (2011-2012)  
 Member, *Department Head Search Committee*, Department of Psychology, University of Georgia (2009)  
 Member, *Personnel Advisory Committee for Developmental Psychology Program*, Department of Psychology, University of Georgia (2009)  
 Co-Chair of *Faculty Search Committee*, Department of Psychology, University of Georgia (2007-2008)  
 Elected to the *Long-Range Planning and Development Committee*, Department of Psychology, University of Georgia (2007)  
 Member, *Faculty Search committee, Applied Psychology Program*, Department of Psychology, University of Georgia (2005-2006)  
 Elected to the *Search Committee for Department Head in Psychology*, Department of Psychology, University of Georgia (2004)  
 Search Committee for psychology undergraduate advising office coordinator (ad hoc member, 2004), Department of Psychology, University of Georgia (2004)  
 Chair, ad hoc *Committee to Assess the Use of On-line Teaching Evaluations*, Department of Psychology, University of Georgia (2002)

Elected to the *Long-Range Planning and Development Committee*, Department of Psychology, University of Georgia (1999-2004)

Member, *Undergraduate Studies Committee*, Department of Psychology, University of Georgia (Fall 1996)

Member of Subcommittee to develop the course PSYC3030 *Preparing for a Career in Psychology*, Department of Psychology, University of Georgia (2002)

Member of Subcommittee on assessing the math/computer/science requirements for the psychology major, Department of Psychology, University of Georgia (1999)

Chair of Subcommittee, *Graduate Student Teaching Evaluations*, Department of Psychology, University of Georgia (1997)

Member, *Admissions Committee*, Applied Psychology Program, The University of Georgia (2000-committee member, 2001-chair, 2002-committee member, 2003-committee member, 2006-committee member; 2007-chair)

Chair, ad hoc *Committee on Ethics and Licensure*, Applied Psychology Program, University of Georgia (2003)

Chair, ad hoc *Committee to Identify Potential Collaborative Research Alliances*, Department of Psychology, University of Georgia (2000)

Chair, Task Force on *Graduate Student Performance Evaluations*, Applied Psychology Program, Department of Psychology, University of Georgia (implemented Spring 2000)

*Donald L. Grant Thesis Award Committee*, Applied Psychology Program, University of Georgia (selection committee chair, 1999; selection committee member 1998, 2000, 2004; reception coordinator 1997, 1998)

#### **PROFESSIONAL MEMBERSHIPS**

Academy of Management (OB, HR, & Careers Divisions)

American Psychological Association

Association for Psychological Science

Society for Industrial and Organizational Psychology

Southern Management Association

Work and Family Research Association (founding member)