

## **Melissa Robertson, Ph.D.**

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University of Georgia  
Athens, GA 30607  
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### **ACADEMIC APPOINTMENTS**

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**Assistant Professor** June 2023 – Present  
Industrial-Organizational Psychology  
Department of Psychology, University of Georgia

**Assistant Professor** August 2020 – May 2023  
Industrial-Organizational Psychology  
Department of Psychological Sciences, Purdue University

**Postdoctoral Research Associate** May 2018 – July 2020  
Owens Institute of Behavioral Research, University of Georgia

### **EDUCATION**

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**Ph.D.** University of Georgia, 2018  
Industrial-Organizational Psychology

**M.S.** University of Georgia, 2014  
Industrial-Organizational Psychology

**B.A.** Simon Fraser University, 2012  
Psychology (First Class Honors); Extended Minor: Criminology

### **RESEARCH INTERESTS**

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- Social relationships
- Mentoring and supervision
- Diversity, inclusion, and belonging
- Occupational health and well-being
- Measurement and methodology

### **PUBLICATIONS**

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Superscripts indicate co-author(s) mentored by Dr. Robertson: <sup>u</sup>undergraduate student, <sup>g</sup>graduate student

### ***REFEREED JOURNAL ARTICLES***

**Robertson, M. M.**, & Zhang, F.<sup>§</sup> (*In press*). Attachment in mentoring relationships: Scale development and validation. *Journal of Business and Psychology*.

Eby, L. T., **Robertson, M. M.**, Facticeau, D. B.<sup>§</sup>, & Anker, J. G.<sup>§</sup> (*in press*). Risky business: Understanding the association between objective COVID-19 occupational risk features and worker subjective risk perceptions. *Journal of Occupational and Organizational Psychology*.

**Robertson, M. M.**, Eby, L. T., Facticeau, D. B.<sup>§</sup>, & Anker, J. G.<sup>§</sup> (*in press*). Contact and impact on the frontline: Effects of relational job architecture and perceived safety climate on strain and motivational outcomes. *Journal of Occupational Health Psychology*, 28(1), 20-39.

**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, 103603.

Padilla, H., Zuercher, H., **Robertson, M. M.**, DeJoy, D. M., & Wilson, M. (2021). Reach, uptake, and satisfaction between three delivery modes of FUEL Your Life. *Health Promotion Practice*, 22(3), 415-422.

Eby, L. T., & **Robertson, M. M.** (2020). The psychology of workplace mentoring relationships. *Annual Review of Organizational Psychology and Organizational Behavior*, 7, 75-100.

Eby, L. T., **Robertson, M. M.**, Williamson, R., & Maupin, C. (2020). The development and test of a framework linking strain-based gambling interference with work and nonwork to cognitive disengagement and reduced role performance. *Community, Work, and Family*, 23(2), 201-223.

Becker, T., **Robertson, M. M.**, & Vandenberg, R. J. (2019). Nonlinear transformations in organizational research: Possible problems and potential solutions. *Organizational Research Methods*, 22, 831-866. **\*Winner 2019 Best Paper in Organizational Research Methods**

Clark, M. A.\*, **Robertson, M. M.\***, & Young, S.\* (2019). I feel your pain: A review of the literature on empathy in organizational behavior. *Journal of Organizational Behavior*, 40, 166-192. \*equal contribution

Haynes, N. J., Vandenberg, R. J., DeJoy, D. M., Wilson, M. G., Padilla, H. M., Zuercher, H. S., & **Robertson, M. M.** (2019). The Workplace Health Group: 20 years of research on workplace safety, health, and effectiveness. *American Psychologist*, 73, 380-393.

Clark, M. A.\*, **Robertson, M. M.\***, & Carter, N. T. (2018). You spin me right round: A within-person examination of affect spin and voluntary work behavior. *Journal of Management*, 44, 3176-3199. \*equal contribution

Smith, M. L., Wilson, M. G., **Robertson, M.**, Padilla, H. M., Zuercher, H. Vandenberg, R., Corso, P., Lorig, K., Laurent, D., & DeJoy, D. M. (2018). Impact of a translated disease self-management program on employee health and productivity: Six-month findings from a

randomized controlled trial. *International Journal of Environmental Research and Public Health*, 15, 851.

Aikens, M. L., **Robertson, M. 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, ar34.

Eby, L. T., **Mitchell, M. E.**, Gray, C., Provolt, L., Lorys, A., Fortune, E., & Goodie, A. (2016). Gambling-related problems across life domains: An exploratory study of non-treatment seeking weekly gamblers. *Community, Work, and Family*, 19, 604-620.

Allen, T. D., Eby, L. T., Conley, C., 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.

**Mitchell, M. E.**, Eby, L. T., & Ragins, B. R. (2015). My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships. *Journal of Vocational Behavior*, 89, 1-9.

**Mitchell, M. E.**, & Zatzick, C. D. (2015). Skill underutilization and collective turnover in a professional service firm. *Journal of Management Development*, 34, 787-802.

**Mitchell, M. E.**, Bartholomew, K., & Cobb, R. J. (2014). Need fulfillment in polyamorous relationships. *The Journal of Sex Research*, 51, 329-339.

### **BOOK CHAPTERS**

Eby, L. T., **Robertson, M. M.**, & Facticeau, D. M.<sup>g</sup> (2020). Mindfulness and work relationships. In M. R. Buckley, J. R. B. Halbesleben, & A. R. Wheeler (Eds.) *Research in personnel and human resource management, Vol.40*. Emerald Publishing.

Eby, L. T., **Mitchell, M. E.**, & Zimmerman, L. (2016). Work and family in times of crisis. In T. D. Allen & L. T. Eby (Eds.) *Oxford handbook of work and family*. Oxford University Press.

**Mitchell, M. E.**, Eby, L. T., & Lorys, A. J.<sup>u</sup> (2015). Feeling work at home: A transactional model of women and men's negative affective spillover from work to family. In M. Mills (Ed.) *Gender and the work-family experience: An intersection of two domains*. Springer.

### **AWARDS AND HONORS**

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**Dr. William H. Hendrix I-O Psychology Faculty Research Excellence Award**      **April 2021**  
Purdue University

**Best Ad Hoc Reviewer Award (2020)**      **April 2021**  
Journal of Applied Psychology

**Best Paper Award (2019)**      **June 2020**

Organizational Research Methods

*Nonlinear transformations in organizational research: Possible problems and potential solutions*

**Graduate School Travel Award** **April 2018**  
University of Georgia

**Nominee — A.S. Edwards Award for Outstanding Graduate Student** **April 2017**  
Department of Psychology, University of Georgia

**Nominee — Careers Division Best Symposium Award** **March 2017**  
2017 Academy of Management Meeting  
*We're in this together: The influence of employees' work-family experiences on other individuals*

**Outstanding Reviewer — Organizational Behavior Division** **June 2016**  
2016 Academy of Management Meeting

**Graduate School Travel Award** **October 2016**  
University of Georgia

**Nominee — A.S. Edwards Award for Outstanding Graduate Student** **April 2016**  
Department of Psychology, University of Georgia

**Finalist — Careers Division Best Student Paper Award** **April 2015**  
2015 Academy of Management Meeting  
*My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships.*

**Donald L. Grant Award for Outstanding Master of Science Thesis** **April 2015**  
Department of Psychology, University of Georgia

**Charles Darby Award for Outstanding Teaching** **April 2015**  
Department of Psychology, University of Georgia

**Future Faculty Program Fellow** **August 2014**  
Center for Teaching and Learning, University of Georgia

**Outstanding Teaching Assistant Award** **April 2014**  
Department of Psychology, University of Georgia

**Teaching Assistantship** **August 2012 – May 2015**  
Department of Psychology, University of Georgia

**PhD Scholars of Excellence Assistantship** **August 2012 - May 2013**  
Department of Psychology, University of Georgia

**Certificate of Academic Excellence - Honours Thesis** **June 2012**

Canadian Psychological Association

**Psychology Alumni Honours Prize**  
Simon Fraser University

**June 2012**

## **GRANTS AND FELLOWSHIPS**

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Funder: Society for Industrial-Organizational Psychology

Project Title: *Capturing the Dynamic Nature of Code-Switching Among Black Workers*

Role: Co-Investigator (PI: Arturia Melson-Silimon)

Status: Under review (submitted 2023)

Amount: \$4838.00

Funder: National Institutes of Health (NIH)/National Institute of General Medical Sciences (NIGMS)

Project Title: *Mentoring for diversity and inclusion: The effects of mentoring behaviors on the career progression of mentees from underrepresented groups in the biomedical sciences* (R35GM151215-01)

Role: Principal Investigator

Status: Not funded (submitted 2022)

Amount: \$1,250,000 (direct costs)

Funder: Purdue University, Healthy Lifestyles and Vital Longevity Research Award

Project Title: *Can we talk about my chronic illness? Chronic illness disclosure and concealment at work and home*

Role: Principal Investigator

Status: Funded (submitted 2022)

Amount: \$5,000

Funder: Purdue University, HHS Research Renewal Grant

Project Title: *Understanding behavioral dynamics in mentoring relationships*

Role: Principal Investigator

Status: Funded (submitted 2021)

Amount: \$9,268

Funder: University of Georgia, Center for Research and Engagement in Diversity Seed Grant

Project Title: *Capturing the dynamic nature of code-switching and racial identity management among Black workers*

Role: Co-Investigator (PI: Arturia Melson-Silimon)

Status: Funded (submitted 2021)

Amount: \$500

Funder: National Institutes of Health (NIH)/National Heart, Lung, and Blood Institute (NHLBI)

Project Title: *Putting CDSMP to work: Implementation of the Live Healthy, Work Healthy program* (R01NL122330)

Role: Graduate Research Assistant (PIs: Mark Wilson and Matthew Smith)

Status: Funded (03/15/2014-02/28/2019)

Amount: \$3,144,817

Funder: National Institutes of Health (NIH)/National Institute of Diabetes and Digestive and Kidney Diseases (NIDDK)

Project Title: *Effect of intensity and health coaches on the translation of DPP to worksites* (R18DK090672)

Role: Graduate Research Assistant (PI: Mark Wilson)

Status: Funded (09/05/2011-07/31/2016)

Amount: \$2,937,014

Funder: Social Sciences and Humanities Research Council, Doctoral Award

Project Title: *Family matters: The intergenerational effects of grandchild care on work and family life*

Role: Principal Investigator

Status: Funded (submitted 2014)

Amount: \$60,000

Funder: Sunshine ERC Pilot Research Project Grant

Project Title: *Grandchild caregiving and health: A survey of grandparents and their adult children*

Role: Principal Investigator

Status: Funded (submitted 2014)

Amount: \$8,000

Funder: National Institutes of Health (NIH)/National Institute of Drug Abuse (NIDA)

Project Title: *Clinical supervision and turnover in substance abuse treatment* (R01DA019460)

Role: Graduate Research Assistant (PI: Lillian Eby)

Status: Funded (09/15/2006-04/31/2012)

Amount: \$2,686,115

## CONFERENCE PRESENTATIONS

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Superscripts indicate co-author(s) mentored by Dr. Robertson: <sup>u</sup>undergraduate student, <sup>g</sup>graduate student

Melson-Silimon, A.<sup>g</sup>, Lumbreras, J., **Robertson, M.**, & Outland, N. (2023, April). *Multiverse of racial/ethnic identity: Exploring code-switching in the workplace*. In Salter, N.P. & Melson-Silimon, A. (Co-Chairs), Identity management: Different people, but similar experiences. Symposium submitted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

Harris-Watson, A. M. (Chair), Acton, B., **Robertson, M.**, Traylor, A., & McCukser, M. (2023, April). The in between: Postdocs for industrial/organizational psychologists. Panel session accepted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

**Robertson, M. M.**, Kendrick, M. <sup>g</sup>, & Zhang, F. <sup>g</sup> (2023, April). *Mentoring for inclusion: A qualitative study of how mentors promote and undermine inclusion among racial/ethnic minority*

*mentees*. In Eby, L. T. & Fecteau, K. (Co-Chairs), Science and practice of mentoring: Trends, recommendations, and priorities for future research. Symposium submitted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

Woo, S. (Co-Chair), **Robertson, M. M.** (Co-Chair), Derricks, V., Jones, K., Perry, J., & Wessel, J. (2023). Authentic allyship in the workplace. Panel session submitted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

Zhang, F.<sup>§</sup> & **Robertson, M.** (2023, April). Attachment in mentoring relationships: Scale development and validation. Poster submitted to the 2023 Society for Industrial and Organizational Psychology Conference, Boston, MA.

Denny, A.<sup>u</sup>, **Robertson, M.**, & Zhang, F.<sup>§</sup> (2022, July). An integrated conceptual definition of cultural awareness. Poster presented at the 2022 Louis Stokes Alliance for Minority Participation Conference, West Lafayette, IN.

**Robertson, M.**, Lumbreras, J. B., & Melson-Silimon, A.<sup>§</sup> (2022, April). *The effects of protégé race/ethnicity on mentoring relationships: A grounded theory review*. In J. B. Lumbreras & A. Melson-Silimon (Co-Chairs), Beyond the margins: Workplace experiences of racial and ethnic minorities. Symposium presented at the 2022 Society for Industrial and Organizational Psychology Conference, Seattle, WA.

Denny, A.<sup>u</sup>, **Robertson, M.**, & Zhang, F.<sup>§</sup> (2022, April). An integrated conceptual definition of cultural awareness. Poster presented at the 2022 Purdue Undergraduate Research Conference, West Lafayette, IN. **\*Second prize winner best interdisciplinary poster presentation**

Anker, J. G.<sup>§</sup>, Fecteau, D. B.<sup>§</sup>, Eby, L. T., **Robertson, M.** (2022, April). *Heroism as a personal resource during COVID-19*. In J. G. Anker & L. T. Eby (Co-Chairs), Experiences and perceptions of meaningful and heroic work during crisis. Symposium presented at the 2022 Society for Industrial and Organizational Psychology Conference, Seattle, WA.

Eby, L. T., **Robertson, M.**, & Fecteau, D. B.<sup>§</sup> (2022, April). *Myths and urban legends related to mentoring*. In D. B. Fecteau, L. T. Eby, & **Robertson, M. M.** (Co-Chairs), Myths and urban legends about work-related relational phenomena. Symposium presented at the 2022 Society for Industrial and Organizational Psychology Conference, Seattle, WA.

Argueta-Rivera, J.<sup>u</sup>, & **Robertson, M.** (2021, July). Mentor support of mentees from racial and ethnic minority groups. Presentation at the 2022 BIG 10 Summer Research Opportunities Program Exhibit, West Lafayette, IN. **\*Third place winner best presentation**

Fecteau, D. B.<sup>§</sup>, Anker, J. G.<sup>§</sup>, Eby, L. T., **Robertson, M.**, & Patel, K.<sup>u</sup> (2021, April). *Making kindness count: Positive activity interventions as a treatment for depressive symptoms*. In D. Fecteau & L. T. Eby (Co-Chairs), Advancing our understanding of mental illness at work. Symposium presented at the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA.

Trainer, H.<sup>g</sup>, Eby, L. T., **Robertson, M.**, & Fecteau, D. B.<sup>g</sup> (2021, April). *Understanding relational behavior using micro-behavioral observational coding*. In H. Trainer & L. T. Eby (Co-Chairs), Toolkits for physiological measurement, behavioral coding and computational modeling. Alternative session presented at the 2021 Society for Industrial and Organizational Psychology Conference, New Orleans, LA.

Baumann, H. M., Wilson, K. S., Perrigino, M. B., Clark, M. A., & **Robertson, M. M.** (2020, August). *Preoccupied with nonwork thoughts while working: A self-regulatory perspective on antecedents*. In K. Zipay & M. M. Butts (Co-Chairs), Bring on the night: Exploring after-work experiences in relation to work. Symposium presented at the 2020 Academy of Management Conference, Vancouver, BC.

Eby, L. T., **Robertson, M.**, & Fecteau, D. B.<sup>g</sup> (2020, April). *Mindful mentoring: A new direction in mentoring research*. In T. D. Allen & J. Regina (Co-Chairs), New directions in workplace relationships research. Symposium presented at the 2020 Society for Industrial and Organizational Psychology Conference, Austin, TX.

Eby, L. T., **Robertson, M.**, & Fecteau, D. B.<sup>g</sup> (2020, April). *Myths and urban legends related to mentoring*. In **M. M. Robertson** & D. B. Fecteau (Co-Chairs), Myths and urban legends about work-related relational phenomena. Symposium accepted to the 2020 Society for Industrial and Organizational Psychology Conference, Austin, TX.

**Robertson, M.**, & Eby, L. T. (2020, April). *Grandchild care and work-family conflict: A cross-lagged panel approach*. In **M. M. Robertson** & T. L. Griggs (Co-Chairs), Work life support for 21<sup>st</sup> century families: Academic & industry perspectives. Alternative session accepted to the 2020 Society for Industrial and Organizational Psychology Conference, Austin, TX.

Peters, M.<sup>u</sup>, Fecteau, D.<sup>g</sup>, **Robertson, M. M.**, & Eby, L. T. (2020, April). *The moderating role of mindset orientation on framed feedback and work-related outcomes*. Paper presented at the 2020 Center for Undergraduate Research Opportunities Conference, Athens, GA.

Wilson, M. G., Zuercher, H., **Robertson, M.**, Padilla, H. B., DeJoy, D. M., Haynes, N. J., Vandenberg, R., Lorig, K., & Smith, M. (2019, November). *Do work-life factors influence engagement in a worksite chronic disease self-management program?* Poster presentation presented at the 2019 American Public Health Association Conference, Philadelphia, PA.

**Robertson, M. M.**, Lefevre-Levy, R., Haynes, N. J., & Eby, L. T. (2019, April). *What you need to know about physiological measurement in OHP research*. In Lisa M. Kath & Lisa Baranik (Co-Chairs), What you need to know now: Occupational health psychology updates. Symposium presented at the 2019 Society for Industrial and Organizational Psychology Conference, Washington, DC.

Stockdale, H. <sup>u</sup>, Webber, A. <sup>u</sup>, Hassel, A. <sup>u</sup>, Calhoun, O. <sup>u</sup>, **Robertson, M. M.**, & Eby, L. T. (2019, April). *Stress and coping: Are the effects curvilinear?* Paper presented at the 2019 Psi Chi Convention of the Behavioral Sciences, Athens, GA. **\*Winner best paper presentation**

Phillips, V.<sup>u</sup>, Voss, J.<sup>u</sup>, Webber, A.<sup>u</sup>, Stockdale, H.<sup>u</sup>, **Robertson, M. M.**, & Eby, L. T. (2019, April). *Income moderates the association between work support and work-family conflict*. Paper presented at the 2019 Psi Chi Convention of the Behavioral Sciences, Athens, GA.

Webber, A.<sup>u</sup>, Calhoun, O.<sup>u</sup>, **Robertson, M. M.**, & Eby, L. T. (2019, April). *Effect of mindfulness and mind wandering on electrodermal activity*. Poster presented at the 2019 Psi Chi Convention of the Behavioral Sciences, Athens, GA.

Allen, E.<sup>u</sup>, Peters, M.<sup>u</sup>, **Robertson, M. M.**, & Eby, L. T. (2019, April). *Responsive support: A critical review of the literature and application to mentoring*. Paper presented at the 2019 Center for Undergraduate Research Opportunities Conference, Athens, GA.

Smith, M. L., Wilson, M. G., **Robertson, M.**, Padilla, H. B., Zuercher, H., Vandenberg, R., Corso, P. S., Lorig, K., & DeJoy, D. M. (2018, November). *Impact of a disease self-management program on employee health and work performance: Introducing Workplace CDSMP*. Poster presented at the 2018 Gerontological Society of America Annual Conference, Boston, MA.

Clark, M. A., **Robertson, M.**, & Sanders, K. N. (2018, September). *The role of workaholism in the relationship between daily workload and strain experiences*. Poster presented at the European Academy of Occupational Health Psychology Conference, Lisbon, Portugal.

Baumann, H. M., Perrigino, M., Wilson, K., Clark, M., & **Robertson, M.** (2018, June). *Absent while present: Examining antecedents and outcomes of employees' preoccupation with nonwork thoughts while at work*. In H. M. Baumann (Chair), Situational, individual, and interpersonal factors relating to engagement in or disengagement from work and nonwork roles. Symposium presented at the 2018 Work and Family Researchers Network Meeting, Washington, DC.

**Robertson, M. M.**, & Eby, L. T. (2018, April). *Work-family conflict in early adulthood: A growth mixture modeling approach*. In **M. M. Robertson** & L. T. Eby (Co-Chairs), Understanding the work-life interface from a longitudinal perspective. Symposium presented at the 2018 Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Sanders, K. N., Haynes, N. J., Clark, M. A., & **Robertson, M. M.** (2018, April). *Wellness programs: Motives for exercise and wellbeing over time*. Poster presented at the 2018 Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Patel, K.<sup>u</sup>, **Robertson, M. M.**, & Eby, L. T. (2018, April). *Making kindness count: Prosocial behavior as a treatment for mild depression*. Paper presented at the 2018 Center for Undergraduate Research Opportunities Conference, Athens, GA.

Baumann, H. M., Clark, M. A., & **Robertson, M. M.** (2017, August). *You're here, but you're not: Implications of employees' work preoccupation for significant others*. In H. M. Baumann & C. E. Kleshinski (Co-Chairs), We're in this together: The influence of employees' work-family experiences on other individuals. Symposium presented at the 2017 meeting of the Academy of Management, Atlanta, GA.

**Robertson, M.**, Padilla, H., Vandenberg, R., DeJoy, & Wilson, M. (2017, June). *Baseline predictors of weight management behaviors and weight change in a workplace weight loss intervention*. Poster presented at the 2017 Work, Stress, and Health Conference, Minneapolis, MN.

Wilson, M., DeJoy, D., Vandenberg, R., Corso, P., Padilla, H., Zuercher, H., & **Robertson, M.** (2017, June). *The effectiveness of program delivery on the translation of DPP to a worksite setting: Implementation of Fuel Your Life*. Poster presented at the 4th Biennial Global Implementation Conference, Toronto, ON.

Martinez, V.<sup>u</sup>, **Robertson, M.**, & Eby, L. (2017, April). *The effects of grandchild caregiving on grandparent health behaviors*. Poster presented at the 2017 Psi Chi Convention, Athens, GA.

Padilla, H., Zuercher, H., **Robertson, M.**, DeJoy, D., & Wilson, M. (2017, March). *A comparison of reach, retention, uptake, and satisfaction between three delivery modes of FUEL Your Life*. Poster presented at the 38th Annual Meeting of the Society of Behavioral Medicine, San Diego, CA.

**Mitchell, M. E.**, Eby, L. T., & Sanders, K.<sup>u</sup> (2016, August). *I'll be there for you: The relative importance of supervisor, spouse, and parent support for predicting work-family conflict*. In K. Wilson & P. Dahm (Co-Chairs), *Family Matters: The Influence of Close Others on Employee Identity, Attitudes, and Well-Being*. Symposium presented at the 2016 meeting of the Academy of Management, Anaheim, CA.

Clark, M., & **Mitchell, M. E.** (2016, June). *What happens at work does not stay at work: An examination of event disclosure and partner responsiveness on state affect*. In M. Matias & S. Tement (Co-Chairs), *Beyond the Individual: Crossover Processes in Work and Family Domains*. Symposium presented at the 2016 Work and Family Researchers Network Conference, Washington, DC.

Williamson, R., Eby, L. T., & **Mitchell, M. E.** (2016, June). *A new perspective on work-nonwork interface: The role of addictive behaviors*. Paper presented at the 2016 Work and Family Researchers Network Conference, Washington, DC.

Wilson, M. G., DeJoy, D., M., Padilla, H. M., **Mitchell, M. E.**, Vandenberg, R. J., & Zuercher, H. (2016, May). *Social and organizational support at work*. Paper presented at the 2016 Wellbeing at Work Conference, Amsterdam.

Allen, T. D., Eby, L. T., **Mitchell, M. E.**, & Muilenburg, J. (2016, April). *Relationship between mindfulness and organizational performance: An organizational level analysis*. In T. D. Allen (Chair), *Workplace Mindfulness: New Directions for Research and Practice*. Symposium presented at the 2016 meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Eby, L. T., Allen, T. D., Conley, K. M., Williamson, R., Mancini, V., & **Mitchell, M. E.** (2016, April). *Mindfulness-based training in organizations: A qualitative review*. In K. Kraiger (Chair),

You Can Train That? Empirical Support for Novel Training Content. Symposium presented at the 2016 meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

**Mitchell, M. E.**, & Eby, L. T. (2016, April). *Family matters: The effects of grandchild care on family-to-work conflict*. In M. T. Ford (Chair), A Systems Approach to Work, Family, and Well-Being. Symposium presented at the 2016 meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Hinkle, B.<sup>u</sup>, Ajisegiri, D.<sup>u</sup>, Payne, K.<sup>u</sup>, **Mitchell, M. E.**, Eby, L. T., & Conley, K. (2016, April). *Managing disadvantage: Does community disadvantage relate to role overload and burnout?* Poster presented at the 2016 Psi Chi Convention, Athens, GA.

Sanders, K.<sup>u</sup>, **Mitchell, M. E.**, & Eby, L. T. (2016, April). *The relative importance of parental, spousal, and supervisor support for work-family conflict*. Poster presented at the 2016 Psi Chi Convention, Athens, GA.

Payne, K. S.<sup>u</sup>, **Mitchell, M. E.**, & Eby, L. T. (2016, April). *Maternal gatekeeping and work-family outcomes: Are boundary management styles a mediator?* Poster presented at the 2016 Psi Chi Convention, Athens, GA.

**Mitchell, M. E.**, Clark, M. A., & Carter, N. T. (2015, October). *You spin me right round: Workplace correlates of daily affect spin*. Paper presented at the 2015 meeting of the Southern Management Association, St. Pete Beach, FL.

**Mitchell, M. E.**, Eby, L. T., & Ragins, B. R. (2015, August). *My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships*. Paper presented at the 2015 meeting of the Academy of Management, Vancouver, BC.

DeJoy, D. M., Wilson, M. G., Padilla, H. M., Zuercher, H., Vandenberg, R., LoPilato, A., Ingels, J. B., & **Mitchell, M.** (2015, July). *Workplace translation of the Diabetes Prevention Program*. Paper presented at the 2015 meeting of the European Congress of Psychology, Milan, Italy.

Clark, M. A., Williamson, R. L., Zimmerman, L. M., Sanders, K. N.<sup>u</sup>, **Mitchell, M. E.**, & Hoffman, B. J. (2015, May). *Knowing is half the battle: What management textbooks do (and don't) teach about work-nonwork balance*. In B. J. Hoffman & L. A. Wood (Co-Chairs), The changing nature of work: Documenting demands, stress, and conflict. Symposium presented at the 2015 meeting of the Work, Stress, and Health Conference, Atlanta, GA.

**Mitchell, M. E.**, Eby, L. T., Gray, C., & Provolt, L. (2015, April). *Going all in: Gambling absorption, engagement, and performance*. In M. Clark & L. Zimmerman (Co-Chairs), Addictions and vices and work, oh my! Symposium presented at the 2015 meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Eby, L. T., Kinkade, K., Brown, L., **Mitchell, M. E.**, Provolt, L., & Hulett, A. (2015, March). Relational turning points in supervisory mentoring relationships: A mixed methods investigation.

In *Mahalo for mentoring: Research designed to make something good even better*. Symposium presented at the 2015 meeting of the Western Academy of Management, Kauai, HI.

Eby, L. T., **Mitchell, M. E.**, Gray, C., Provolt, L., Lorys, A.<sup>u</sup>, Fortune, E., Allen, T. D., & Goodie, A. (2014, September). *Gambling-related problems in family and work life: An exploratory study of weekly gamblers*. Paper presented at the 2014 II International Conference on Family and Society, Barcelona, Spain.

Lorys, A.<sup>u</sup>, Dean, K.<sup>u</sup>, Provolt, L., **Mitchell, M. E.**, Gray, C., & Eby, L. T. (2014, May). *Performance and engagement outcomes of gambling interference with work and nonwork*. Poster presented at the 2014 meeting of the Association for Psychological Science, San Francisco, CA.

Butts, M. M., Eby, L. T., Allen, T. D., **Mitchell, M. E.**, & Muilenburg, J. L. (2014, May). *Work-nonwork balance and health-related outcomes: A latent growth modeling approach*. In H. Odle-Dusseau (Chair), What is balance? Gaining consistent definition, assessment, and prediction. Symposium presented at the 2014 meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.

Hetrick, A. L., & **Mitchell, M. E.** (2014, May). *The formal psychology mentoring program at the University of Georgia*. In L. Cushenbery (Chair), Mentoring undergraduate students in I/O psychology. IGNITE lighting round presentation presented at the 2014 meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.

Eby, L. T., **Mitchell, M. E.**, Gray, C., Provolt, L., Fortune, E., Goodie, A., & MacKillop, J. (2013, July). *How gambling affects work and nonwork life: An exploratory study*. Poster presented at the 2014 American Psychological Association Convention, Honolulu, HI.

Eby, L. T., **Mitchell, M. E.**, Provolt, L., Gray, C., Fortune, E., MacKillop, J., & Goodie, A., (2013, July). *Gambling, coping, and the work-nonwork interface: A qualitative investigation of frequent gamblers*. Paper presented at the 2013 International Work and Family Conference V, Barcelona, Spain.

**Mitchell, M. E.**, Bartholomew, K., & Cobb, R. J. (2013, January). *Need fulfillment in polyamorous relationships*. In J. Harman (Chair), Not everything is vanilla: Examining non-monogamous relationships can broaden our understanding of relational processes. Symposium presented at the 2013 meeting of the Society for Personality and Social Psychology, New Orleans, LA.

**Mitchell, M. E.**, & Bartholomew, K. (2012, April). *Reasons for becoming polyamorous: A qualitative content analysis*. Poster presented at the 2012 Western Psychological Association Convention, San Francisco, CA.

Zatzick, C. D., & **Mitchell, M. E.** (2012, March). *Skill underutilization and unit level turnover in a professional service firm*. Paper presented at the 2012 Western Academy of Management Conference, La Jolla, CA.

## **CAMPUS AND DEPARTMENTAL TALKS**

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- Invited Talk** **March 2023**  
Industrial-Organizational Psychology Program, Louisiana State University
- Invited Panel** **October 2022**  
HHS Connex Program, Purdue University
- Invited Panel** **October 2022**  
Industrial-Organizational Psychology Program, University of Georgia
- Invited Talk** **November 2019**  
Industrial-Organizational Psychology Program, University of Georgia
- Campus Workshop** **January 2018**  
Preparing for Classes: Strategies to Reduce Prep Time and Maximize Student Learning  
Graduate Student Writing Intensive Program, University of Georgia
- Campus Workshop** **September 2017**  
Preparing for Classes: Strategies to Reduce Prep Time and Maximize Student Learning  
Faculty Writing Intensive Program, University of Georgia
- Campus Workshop** **April 2015**  
Preparing for Classes: Strategies to Reduce Prep Time and Maximize Student Learning  
Future Faculty Program, University of Georgia
- Campus Workshop** **April 2015**  
Introduction to Structural Equation Modeling  
Graduate Student Council, University of Georgia
- Campus Workshop** **March 2015**  
Preparing for Classes: Strategies to Reduce Prep Time and Maximize Student Learning  
Center for Teaching and Learning, University of Georgia
- Campus Workshop** **December 2014**  
How to Grade in No Time (While Still Grading Well)  
Psychology Educator Development Association, University of Georgia
- Campus Workshop** **October 2014**  
How to Teach in No Time (While Still Teaching Well)  
Psychology Educator Development Association, University of Georgia
- Grant Writing Panel Speaker** **October 2014**  
Department of Psychology, University of Georgia

## **TEACHING EXPERIENCE**

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## ***GRADUATE COURSES***

**Instructor** **Fall 2022**  
Seminar in Research Methodologies of Industrial-Organizational Psychology, Purdue University

**Instructor** **Fall 2022**  
Industrial-Organizational Psychology Program Seminar, Purdue University

**Instructor of Record** **Fall 2014**  
Seminar for Graduate Teaching Assistants, University of Georgia

## ***UNDERGRADUATE COURSES***

**Instructor** **Fall 2023**  
Introduction to Psychological Testing, University of Georgia  
Overall Instructor Rating: Course in progress

**Instructor** **Fall 2020, Spring 2021, Spring 2022, Fall 2022**  
Introduction to Research Methods in Psychology, Purdue University  
Overall Instructor Rating: 4.40/5.00

**Instructor of Record** **Spring 2015**  
Research Design in Psychology, University of Georgia  
Overall Instructor Rating: 4.47/5.00

**Instructor of Record** **Summer 2014**  
Research Design in Psychology, University of Georgia  
Overall Instructor Rating: 4.25/5.00

**Teaching Assistant (Solo-Teach for Lab Section)** **Spring 2014**  
Research Analysis in Psychology, University of Georgia  
Overall TA Rating: 4.22/5.00

**Teaching Assistant (Solo-Teach for Research Paper)** **Fall 2013**  
Research Design in Psychology, University of Georgia  
Overall TA Rating: 4.39/5.00

## ***SERVICE TO PROFESSION***

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### **Editorial Boards**

- Journal of Applied Psychology, 2022 – Present
- Journal of Business and Psychology, 2021– Present

### **Ad Hoc Reviewer**

- Journal of Applied Psychology, 2020 – 2022
- Journal of Vocational Behavior, 2017, 2020

- Organizational Behavior and Human Decision Processes, 2018
- Mindfulness, 2018

### **Society for Industrial and Organizational Psychology**

- Member, Joel Lefkowitz Early Career Award for Humanistic Industrial-Organizational Psychology, 2023
- Member, Goldstein and Schneider Scholarship Committee, 2022
- Conference Reviewer, 2017, 2018, 2020, 2022

### **Academy of Management**

- Best Student Paper Award Reviewer, 2016
- Careers Division Conference Reviewer, 2016
- Organizational Behavior Division Conference Reviewer, 2016

## **UNIVERSITY/DEPARTMENTAL SERVICE**

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**Awards Committee Chair** **2023**  
Industrial-Organizational Psychology Program, University of Georgia

**United Nations Global Compact Initiative Faculty Lead** **2021-2023**  
Industrial-Organizational Psychology Program, Purdue University

**Ernest J. McCormick Lecture Organizer** **2021-2023**  
Industrial-Organizational Psychology Program, Purdue University

## **DOCTORAL, MASTER’S AND UNDERGRADUATE COMMITTEE SERVICE**

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### **Dissertation Committees**

- Sharon Li, 2023
- Arturia Melson-Silimon, 2023
- David Facticeau, 2023

### **Comprehensive Exam Committees**

- Bradley Pitcher, 2022
- Victoria Scotney, 2022
- Sharon Li, 2021
- Jerod White, 2021

### **Master’s Thesis Committees**

- Mia Kendrick (Chair; in progress)
- Fanyi Zhang (Chair; in progress)
- Rebecca Cole (in progress)
- Meaghan Tracy, 2023
- Victoria Scotney, 2022

### **Honor's Thesis Committees**

- Luiza Flores, 2023 (Chair; in progress)

### **PROFESSIONAL AFFILIATIONS**

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Society for Industrial and Organizational Psychology (SIOP)  
Academy of Management

**2013 – Present**  
**2015 – 2018**