

City University of New York,
Baruch College
Department of Psychology
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New York, NY 10010

ERIN M. EATOUGH

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EDUCATION

UNIVERSITY OF SOUTH FLORIDA

PhD, Industrial-Organizational Psychology (2013)

Concentration: Occupational Health Psychology

MA, Industrial-Organizational Psychology (2010)

UNIVERSITY OF WISCONSIN-MADISON

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

Minor: Business Administration

AWARDS AND HONORS

- Early Career Fellow for the Work-Family Researchers Network, 2016
- Nominee for the 2016 election of Member-At-Large (executive committee member) for the Society for Occupational Health Psychology
- WSAS Turkey Collaborative Grant selectee: Traveled to Turkey to pursue research collaboration Spring 2015
- 2015 finalist for the Weissman School of Arts and Sciences Teaching Award
- Baruch College Center for Teaching and Learning Faculty Fellow 2014
- HumRRO (Human Resources Research Organization) Meredith P. Crawford Fellowship in Industrial-Organizational (I-O) Psychology (2012)
- Outstanding Author Contribution Award Winner, Emerald Literati Network Awards for Excellence (2011)
- Hilldale Research Fellowship, University of Wisconsin College of Letters and Science (2005)
- Undergraduate Research Scholar, Child Emotion Laboratory under Seth Pollak, University of Wisconsin – Madison (2002-2006)

PREVIOUS POSITIONS

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

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

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

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

UNIVERSITY OF SOUTH FLORIDA (Tampa, FL)

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

UNIVERSITY OF ILLINOIS AT CHICAGO (Chicago, IL)

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

PUBLICATIONS

REFEREED ARTICLES

10. **Eatough, E.M.**, Shockley, K., & Yu, P*. (In press). A review of ambulatory health data collection methods for employee daily diary research. *Applied Psychology: An International Review*.
9. **Eatough, E.M.** (In press). How does employee mindfulness reduce psychological distress? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.
8. **Eatough, E. M.**, Meier, L., Igit, I., Elfering, A., Spector, P. E. & Semmer, N. (In press). You want me to do what? Two daily diary studies of illegitimate tasks and employee well-being. *Journal of Organizational Behavior*.
7. Maki, P.M., Rubin, L.H., Mordecai, K.L., Sundermann, E., Savarese, A., **Eatough, E. M.**, and Drogos, L. (2015). Menstrual cycle effects on cortisol responsivity and emotional retrieval following a psychosocial stressor. *Hormones and Behavior*, 74, 201-208.
6. **Eatough, E. M.**, Chang, C-H., & Hall, N. (2015). Getting roped in: Group cohesion, trust, and efficacy following a ropes course intervention. *Performance Improvement Quarterly*, 28, 65-89.
5. Golubovich, J., Chang, C-H., & **Eatough, E. M.** (2014). Safety climate, hardiness, and musculoskeletal complaints: A mediated moderation model. *Applied Ergonomics*, 45(3), 757-766.
4. **Eatough, E. M.**, Way, J. D., & Chang, C-H. (2012). Understanding the link between psychosocial work stressors and work-related musculoskeletal complaints. *Applied Ergonomics*, 43(3), 554-563.
 - ◆ Selected as Top 25 papers published in Applied Ergonomics in 2012
3. Chang, C-H., **Eatough, E. M.**, Kessler, S., & Spector, P. E. (2012). Violence prevention climate, exposure to violence and aggression, and prevention behavior: A mediation model. *Journal of Organizational Behavior*, 33, 657-677.
2. **Eatough, E. M.**, Chang, C-H., Miloslavica, S., & Johnson, R. E. (2011). Relationships of role stressors with organizational citizenship behavior: A meta-analysis. *Journal of Applied Psychology*, 96(3), 619-632.
1. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2009). Cortisol reactivity to MRI scanning in adolescents. *Psychoneuroendocrinology*, 34(8), 1242-1246.

UNDER REVIEW

3. *Ahmed, S. & **Eatough, E. M.** (under review). The relationship between illegitimate work tasks and work-family outcomes. *Journal of Organizational Behavior*.
2. Zhou, Z. E., **Eatough, E. M.** & Wald, D.* (under review). Illegitimate tasks and work performance behaviors: A daily diary investigation. *Journal of Organizational Behavior*.
1. **Eatough, E. M.** & Chang, C-H. (R&R 1st round). Interpersonal conflict at work, coping, and control: Interactive effects on work strains. *Journal of Management*.

BOOK CHAPTERS

4. Fila, M., **Eatough, E. M.** & Griffeth, R. (2015). *New perspectives on occupational stress and turnover*. In P. Perrewé, J. Halbesleben, & C. Rosen (Eds). *Research in Occupational Stress and Well Being*. Bingley, UK: Emerald.
3. **Eatough, E. M.** & Spector, P. E. (2014). *The role of workplace control in positive health and well-being*. In P. Chen & C. Cooper (Ed). *Wellbeing: A Complete Reference Guide, Vol. III* (pp. 91-109). Oxford, England: Wiley-Blackwell.
2. **Eatough, E. M.** & Spector, P. E. (2013). *Quantitative self-report methods in occupational health psychology research*. In M. Wang, R. Sinclair, and L. Tetrick (Eds.). *Research methods in occupational health psychology* (pp. 248-267). Boca Raton, FL: Taylor & Francis
1. Rosen, C. C., Chang, C.-H., Djurdjeic, E., & **Eatough, E. M.** (2010). *Occupational stressors and performance: A qualitative review and update*. In D. Ganster & P. Perrewé (Eds), *Research in Occupational Stress and Well Being* (pp. 1-60). Bingley, UK: Emerald.

OTHER

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

WORK IN PROGRESS

- Eatough, E. M.**, Johnson, R., Chang, C-H., Hammer, L., & Truxillo, D. FIW and safety behavior. *Manuscript 75% completed*.
- Eatough, E. M.**, Zhou, Z. E., & Meier, L. Daily work stress, frustration, and nightly alcohol use. *Data analyses completed, preparing first draft of manuscript*.
- Wald, D.* & **Eatough, E. M.** Better get used to it? Chronic stressors and daily strain. *Data analyses completed, preparing first draft of manuscript*.
- Eatough, E. M.**, Wald, D.*, Arroyo, C.*, & Chang, C-H. The viscous cycle between conflict, sleep, and anger: Time-lagged and daily diary evidence. *Data analyses completed, preparing first draft of manuscript*.
- Yu, P.* & **Eatough, E. M.** Gender-normative coping strategies for interpersonal conflict stressors. *Data analyses 75% completed, preparing first draft of manuscript*.
- Grossman, M. Johnson, R. C., & **Eatough, E. M.** Rumination and mindfulness in the family interference with work-safety relationship. *Data analysis*.
- Eatough, E. M.**, Dalrymple, K.* & Spector, P. E. Illegitimate tasks, justice orientation, and counterproductive work behaviors. *Data analysis*.
- Fila, M. & **Eatough E. M.** Illegitimate tasks and student well-being. *Data analysis*.
- Eatough, E. M.** & Spector, P. E. Job control and well-being: A meta-analysis. *Data collection*.
- Alabak, M., **Eatough, E. M.**, & Nelson, C. Paternalistic leadership in two nations. *Data collection*.

Eatough, E. M., Johnson, R. C., Grossman, M., & Spector P. E. Work locus of control to negative events: A necessary expansion of The Work Locus of Control Scale. *Data collection.*

Eatough E. M., Dumani, S., Wald, D.*, & Way, J. D. Are callings a double-edged sword? Effects on well-being, commitment, and performance. *Data collection.*

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

Eatough, E. M., Minei, E., Wald, D.* & Cohen-Charash, Y. The importance of “because” in illegitimate task assignments: Exploring justifications vs. excuses. *Data collection.*

Pindek, S., **Eatough, E. M.**, & Spector, P. Attributions regarding illegitimate tasks. *Planning.*

*=Student

TEACHING

THE CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE COURSES	RATING
<i>Occupational Health Psychology (Instructor) – Graduate Level</i>	
Spring 2016 – Hybrid	TBD
<i>Industrial-Organizational Psychology (Instructor)</i>	
Fall 2013 - Online	4.8/5
Fall 2014 - Online	4.4/5
Spring 2015 – Online	4.6/5
Fall 2015 – Online	TBD
<i>Introduction to Psychology (Instructor)</i>	
Fall 2013 – Traditional	4.9/5
Spring 2014 - Online	4.5/5
Fall 2014 - Online	4.7/5
Spring 2015 - Online	4.3/5
Fall 2015 – Online	TBD
Fall 2015 - Hybrid	TBD
UNIVERSITY OF ALASKA-ANCHORAGE, KODIAK COLLEGE COURSES	
<i>Personal Selling (Instructor)</i>	
Fall 2012 - Hybrid	4.6/5
UNIVERSITY OF SOUTH FLORIDA COURSES	
<i>Introduction to Psychology (Laboratory Instructor)</i>	
Fall 2011 - Online	nc
<i>Research Methods (Laboratory Instructor)</i>	
Fall 2008 – Traditional	4.4/5
<i>Research Methods (Laboratory Instructor)</i>	
Spring 2009 – Traditional	4.4/5
Guest Lecturing Experience:	
<i>Human Resource Management (Spring 2012)</i>	4.5/5
“Occupational Health Psychology: An Overview”	4.5/5
<i>Leadership and Management Concepts (Spring 2012)</i>	4.6/5

Led an experiential leadership exercise with feedback on leadership behaviors and tendencies <i>Personality (Fall 2011)</i>	nc
“The Role of Personality in Stress and Health” <i>Industrial Psychology (Fall 2011)</i>	nc
“Role Stressors in the Workplace, Health, and, Behavior”	

nc = not collected

GRANTS

- Eatough, E. M.** & Johnson, R. C. (2015). Effects of workplace psychostressors on employee health behavior and well-being. Orgeon Health Workforce Center Pilot Grant Project. Letter of Intent Approved 11/10/15, Full application invited. In preparation for 12/30/15 submission.
- Eatough, E. M.** (2015). WSAS Turkey Collaborative Travel Grant. Grant amount awarded: \$2,500.
- Eatough, E. M.** (2014). Psychosocial work stressors and work-related musculoskeletal disorders: A two-wave investigation. PSC-CUNY Research Fellowship.
Grant amount requested: \$3,500. Not funded.
- Eatough, E. M.**, Minei, E., Shockley, K., & Cohen-Charash, Y. (2013). A two-part investigation into illegitimate work tasks and the unique challenges for female breadwinners. WSAS Pilot Grant.
Grant amount awarded: \$5,000
- Che, X. & **Eatough E. M.** (2012). Feeling safe to be unethical: Examining leadership and climate-level predictors of unethical pro-organizational behavior. Society for Industrial/Organizational Psychology Small Grant. Not funded.
- Eatough E. M.** & Spector, P. E. (2011). Illegitimate tasks and employee health: A daily diary study. National Institute of Occupational Safety and Health Sunshine Education Research Center pilot grant.
Grant amount awarded: \$8,200
- Eatough, E. M.** & Chang, C.-H. (2009). Understanding the relationships between interpersonal conflict at work, perceived control, coping, and employee well-being. North Carolina Occupational Safety and Health Education and Research Center pilot project grant. Not funded.
- Eatough, E. M.**, Williams, V. L., Way, J. D., & Hautala, M. J. (2008). Understanding the role of gender and race in quality of health Care: An interdisciplinary collaboration. Graduate Student Challenge Grant. Not funded.

ADVISING AND RESEARCH SUPERVISION

GRADUATE STUDENT RESEARCH SUPERVISION

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

- *Danielle Wald*, Primary advisor; Presented her research at the Doctoral Student Research Day at the Graduate Center; Supervised research accepted to the Southern Management Conference; Supervised four paper submissions accepted for SIOP 2015; two manuscripts in preparation.

Zhou, Z., Eatough, E. M., & **Wald, D.*** (August, 2015). *Illegitimate tasks and counterproductive work behavior: A daily diary investigation of a moderated mediation model*. The Academy of Management Conference.

Wald, D.* & Eatough, E. M. (May, 2014). *Illegitimate tasks and employee behaviors: A daily diary study*. Presented at the Doctoral Student Research Day at the CUNY Graduate Center.

Eatough, E. M., Zhou, Z., & **Wald, D.*** (November, 2014). *Illegitimate tasks as a form of mistreatment: Intra-individual evidence*. In Perrewe, P. (Chair). *Mistreatment in Organizations: The Role of Abusive Supervision*. Accepted for the Annual Southern Management Conference, Savannah, GA.

Eatough, E. M., Zhou, Z., & **Wald, D.*** (April, 2015). *Employee-perpetrated mistreatment: Links to abusive supervision and illegitimate tasks*. In R. Linden and L. Marchiondo (Co-Chairs). *Within and Beyond: Workplace Aggression and Multiple Contexts*. Society for Industrial Organizational Psychology Conference.

Eatough, E. M., Dumani, S., **Wald, D.***, & Way, J (April, 2015). *Overqualified employees: Predicting performance through engagement and sense of calling*. In K. Shockley and C. Smith (Co-chairs). *One-size Does NOT Fit All: How Personal Characteristics Shape Engagement*. Society for Industrial Organizational Psychology Conference.

Wald, D.*, Eatough, E. M., & Arroyo, C.* (April, 2015). *Sleep, rest, and daily workplace conflicts, yesterday and tomorrow*. In R. Johnson (Chair). *Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'*. Society for Industrial Organizational Psychology Conference.

Wald, D.* & Eatough, E. M. (April, 2015). *Better get used to it? Chronic stressors and daily strain*. Poster presentation. Society for Industrial Organizational Psychology Conference.

Zhou, Z., Eatough, E. M., & **Wald, D.*** (August, 2015). *Illegitimate tasks and counterproductive work behavior: A daily diary investigation of a moderated mediation model*. Submitted to the Academy of Management Conference.

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

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

- *Rachel Omansky*, Primary Advisor; Chairing her masters thesis committee for project on availability climate and employee health
- *Bradley Gray*, Primary Advisor; Supervisor for daily diary study on detachment from work
- *Peter Yu*, Supervisor for project on gender-normative coping strategies for interpersonal conflict (now under review for SIOP 2015, manuscript now in preparation)

Eatough, E.M., Shockley, K., & **Yu, P.***. (under review). A review of ambulatory health data collection methods for employee daily diary research. *Applied Psychology: An International Review*.

Yu, P.* & Eatough, E. M. (April, 2015). *Gender-normative coping strategies for interpersonal conflict stressors*. In M. Ford (Chair). *Longitudinal Perspectives on Coping and Adjustment to Stressors*. Society for Industrial Organizational Psychology Conference.

Yu, P.* & Eatough, E. M. (in preparation). *Gender-normative coping strategies for interpersonal conflict stressors. Data analyses 75% completed, preparing first draft of manuscript.*

- *Cristina Arroyo*, Supervisor for project on sleep and daily workplace conflicts (accepted for SIOP 2015, manuscript now in preparation)

Wald, D.*, Eatough, E. M., & **Arroyo, C.*** (April, 2015). *Sleep, rest, and daily workplace conflicts, yesterday and tomorrow*. In R. Johnson (Chair). *Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'*. *Society for Industrial Organizational Psychology Conference*.

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

- *Laura Sywulak*, Supervisor on project about work appreciation (Spring 2014-present); data analysis phase.

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

- *Gabrielle Henn*, Master's thesis advisor on her project exploring employee engagement
- *Rita Desyatnik*, Master's thesis advisor on her project examining a biofeedback stress-management intervention using FDNY firefighters
- *Jenna Roman*, Supervising on research examining overqualified workers

UNDERGRADUTE STUDENT RESEACH SUPERVISION

THE CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE

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

UNIVERSITY OF SOUTH FLORIDA

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

UNIVERSITY OF ILLINOIS AT CHICAGO

- *Rhoda Jamadar*; now in medical school
- *Kavita Shanker*; now graduated from Rush Medical School with M.D.

- *Michelle Farag*; now graduated with a doctorate from Midwestern University

THESIS AND DISSERTATION COMMITTEE SERVICE

- *Rachel Pascall-Gonzalez*, The City University of New York, Graduate Center, Dissertation committee member, “Psychological perspectives on the under-representation of African Americans and females in entrepreneurship: The relationship between perceptions of fit and intentions to leave” (2015)
- *Martine Maculaitis*, The City University of New York, Graduate Center, Dissertation committee member, “Why do negative employment outcomes for workers with disabilities persist? Investigating the relative importance of human capital, social capital, and discrimination”, (2015)
- *Rachel Omansky*, The City University of New York, Graduate Center, Masters thesis committee chair, “High techspectsations: On the consequences of perceived employer-based technology use”, (2015)
- *Erik Pesner*, The City University of New York, Graduate Center, Masters thesis committee member, “The intraindividual performance variability in a team context: Does greater task interdependency lead to greater performance variability?”, (2015)
- *Rachel Ryan*, The City University of New York, Graduate Center, Dissertation committee member, proposal (2016)
- *Weiwen Nie*, The City University of New York, Baruch College, Honors Thesis chair, (2015)
- *Yulieth Galindo*, The City University of New York, Baruch College, LSAMP (Louis Stokes Alliance for Minority Participation) program Honors Thesis chair, (2015)
- *Yael Oelbaum*, The City University of New York, Graduate Center, Dissertation committee member, “Understanding the glass cliff effect: Why are female leaders being pushed toward the edge?” (2015)
- *Justina Oliviera*, The City University of New York, Graduate Center, Dissertation committee member, “Effects of job type and culture on relationships between job characteristics and worker outcomes: A multilevel analysis” (2015)
- *Danielle Wald*, The City University of New York, Graduate Center, Master’s Thesis committee chair “The cost of inconsistency: Interactive effects of illegitimate tasks and social support at work” (2015)
- *Mary Ignagni*, The City University of New York, Graduate Center, Dissertation committee member, “Do cultural and perceptual factors matter?: An investigation of factors impacting intelligence test scores of Latinos/Hispanics in the United States” (2015)
- *Jill Douek*, The City University of New York, Graduate Center, Master’s Thesis committee member “What is causing the motherhood penalty and fatherhood bonus? Disentangling the literature” (2014)
- *Kathrynn Dalrymple*, University of South Florida, Honors Thesis co-chair: “Differentiating sources of organizational justice and its impacts on counterproductive work behaviors” (2012); now in IO psychology doctoral program at Georgia Tech
- *Stephanie Miloslavic*, University of South Florida, Honors Thesis committee member: “Role stressors and organizational citizenship behaviors: A meta-analysis”, (2009); now in IO psychology doctoral program at Florida Institute of Technology

PEER-REVIEWED CONFERENCE PRESENTATIONS

ORAL SYMPOSIA

25. Wald, D.* & **Eatough, E. M.** (2016, April). *Illegitimate tasks exacerbate the undesirable*. In Wald, D.* & **Eatough, E. M.** (2016, April). *More Stressed Than Ever? Emerging Contemporary Workplace Stressors*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.

24. Wald, D.*, **Eatough, E. M.**, Dumani, S., & Roman, J.* (2016, April). *Overqualification and the search for vocational identity*. In Debus, M. (Chair). *The Power of Doing: Connecting Overqualification to Proactive Behaviors*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
23. Ahmed, S.* & **Eatough, E. M.** (2016, April). *Can supportive supervisors prevent depressive mood? Three-way interactive effects*. In Johnson, R. & Ahmed, S. (Co-Chairs). *Somebody to Lean On: Context-Specific Support at Work*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
22. DeNunzio, M.*, **Eatough, E. M.**, Zhiqing, Z. E., & Wald, D.* (2016, April). *Wasted time as an affective event: Impacts on daily frustration*. In Gonzalez, Larson, & Cohen-Charash (Co-chairs). *Discrete Emotion Processes in the Workplace: New Research Frontiers*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
21. **Eatough, E. M.**, Shockley K., & Minei, E. (2016, April). *When female breadwinners intend to leave their profession*. In **Eatough E.M.** (Chair). *Women at the Top: Perspectives on Getting There and Staying*. Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
20. Johnson, R.C., Nixon, A., & **Eatough, E. M.** (2016, March). *Thinking about work and family: Rumination, guilt, and gender roles*. Western Academy of Management, Portland, OR.
19. **Eatough, E. M.** & Zhou, Z. (2015, April). *Wining about it: Daily work stress, frustration, and alcohol use*. In M. Clark & L. Zimmerman (Co-chairs). *Addictions and Vices and Work, Oh My!* Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
18. Zhou, Z. & **Eatough, E. M.** (2015, April). *Examining predictors and outcomes of sleep quality in a daily dairy study*. In R. Johnson (Chair). *Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'*. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
17. Yu, P.* & **Eatough, E. M.** (2015, April). *Gender-normative coping strategies for interpersonal conflict stressors*. In M. Ford (Chair). *Longitudinal Perspectives on Coping and Adjustment to Stressors*. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
16. **Eatough, E. M.**, Zhou, Z., & Wald, D * (2015, April). *Employee-perpetrated mistreatment: Links to abusive supervision and illegitimate tasks*. In R. Linden and L. Marchiondo (Co-Chairs). *Within and Beyond: Workplace Aggression and Multiple Contexts*. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
15. **Eatough, E. M.**, Dumani, S., Wald, D.*, & Way, J (2015, April). *Overqualified employees: Predicting performance through engagement and sense of calling*. In K. Shockley and C. Smith (Co-chairs). *One-size Does NOT Fit All: How Personal Characteristics Shape Engagement*. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
14. Wald, D.*, **Eatough, E. M.**, & Arroyo, C.* (2015, April). *Sleep, rest, and daily workplace conflicts, yesterday and tomorrow*. In R. Johnson (Chair). *Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'*. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
13. **Eatough, E. M.**, Zhou, Z., & Wald, D.* (2014, November). *Illegitimate tasks as a form of mistreatment: Intra-individual evidence*. In Perrewe, P. (Chair). *Mistreatment in Organizations: The Role of Abusive Supervision*. Symposium at the Annual Southern Management Conference, Savannah, GA.

12. **Eatough, E. M.**, Meier, L., & Spector, P. (2014, May). *Daily experiences of conflict at work and depressive mood*. In **Eatough, E. M.** (Chair), *Daily Life at Work: Helpers and Hindrances to Employee Well-being*. Symposium at the Annual Society for Industrial Organizational Psychology Conference, Honolulu, HI.
11. Grossman, M., Johnson, R.C., and **Eatough, E. M.** (2013, April). *Where's my head?: Rumination and mindfulness in the FIW-safety relationship*. In **Eatough, E. M.**, & Chang, C-H. (Co-chairs), *When Family Interferes with Safety at Work: Exploring Cognitive Factors*. Symposium at the Annual Society for Industrial Organizational Psychology Conference, Houston, TX.
10. **Eatough, E. M.**, Kessler, S. R., Fox, S. & Spector, P. E. (2012, August). *Relationships of boredom with different forms of counterproductive work behavior*. In E. van Hooft, & M. van Hooff (Co-Chairs), *Emotions at Work: The Case of Boredom*. Symposium at the Academy of Management Annual Meeting, Boston, MA.
9. Chang, C.-H., **Eatough, E. M.**, & Jaiprashad, D.* (2011, May). *Assessment of exposure to physical and nonphysical violence in physical therapy: A qualitative study*. Symposium at the 9th International Conference on Occupational Stress and Health: Work Stress, and Health 2011 - Work and Well-Being in an Economic Context, Orlando, FL.
8. **Eatough, E. M.** & Chang, C-H. (2011, May). *Caring workgroups: An antecedent to safety via motivation*. Paper presented in symposium session (**Eatough, E. M.** & Chang, C-H., co-chairs), *Antecedents to Safety: Findings from High Stakes Industries*. Symposium at the Work, Stress, and Health Conference, Orlando, FL.
7. **Eatough, E. M.**, Way, J. D., & Chang, C-H. (2010, August). *Understanding the link between psychosocial factors and work-related musculoskeletal complaints*. In S. L. Alonso (Chair), *Work stressors and Employee Health*. Symposium presented at the 2010 Annual Meeting of the Academy of Management, Montreal, Canada.
6. Chang, C-H., **Eatough, E. M.**, & Jaiprashad, D.* (2010, April). *Employee musculoskeletal symptoms and treatment-seeking: Workplace support as moderators*. In M. Ford & L.-Q. Yang (Co-Chairs), *Beneficial Forms of Social Support and Implications for Employee Well-being*. Symposium at the 25th Annual Society for Industrial Organizational Psychology Conference, Atlanta, GA.
5. Chang, C-H., Spector, P. E., **Eatough, E. M.**, & Yang, L. Q. (2009, November). *Exposure of violence and aggression with employee strains: Work-based regulatory focus as a moderator*. In K. Miner-Rubino & M. E. Bergman (Co-Chairs), *Addressing Gaps in Workplace Mistreatment Research: Unique Samples, Moderators, and Outcomes*. Symposium presented at the 8th International Conference on Occupational Stress and Health: Work, Stress, and Health 2009 – Global Concerns and Approaches, San Juan, Puerto Rico.
4. Chang, C-H., Bernard, T. E., **Eatough, E. M.**, Johnson, R. E., & Bloswick, D. S. (2009, November). *Employee outcomes of musculoskeletal symptoms: Psychosocial factors as moderators*. In L. Q. Yang & C-H. Chang (Co-Chairs), *Linking Occupational Health and Safety: Evidence from High-Risk Populations*. Symposium presented at the 8th International Conference on Occupational Stress and Health: Work, Stress, and Health 2009 – Global Concerns and Approaches, San Juan, Puerto Rico.
3. Saboe, K., **Eatough, E. M.**, Winick, D., Gordon, T., Johnson, R. E., & Göncü, A. (2009, October). *Predicting leadership style preferences via followers' chronic motivations*. Oral presentation at the International Academy of Management and Business 2009 Fall Conference, Istanbul, Turkey.

2. Chang, C-H., Bernard, T. E., **Eatough, E. M.**, Johnson, R. E., & Bluswick, D. S. (2009, April). *Employee outcomes of musculoskeletal symptoms: Psychosocial factors as moderators*. Paper presented at the 7th Annual National Occupational Research Agenda (NORA) Young/New Investigators Symposium, Salt Lake City, Utah.
1. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2008, March). *Neuroendocrine responses to an MRI: Effects of puberty and sex*. In E.A. Shirtcliff (Chair), Neurobiological Underpinnings of Adolescent Development. Symposium presented at the biennial conference for the Society for Research on Adolescence, Chicago, IL.

*=Undergraduate or graduate student advisee

POSTER PRESENTATIONS

24. Knudsen, E.*, Shockley, K. M., Johnson, R. C., & **Eatough, E. M.** (2016, April). *Using O*NET to create an occupational family-friendliness index*. Poster to be presented at the Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
23. Omansky, R.*, **Eatough, E. M.**, & Fila, M.* (2016, April). *Illegitimate tasks as an impediment to employee satisfaction and motivation*. Poster to be presented at the Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
22. Ahmed, S.* & **Eatough, E. M.** (2016, April). *The relationship between illegitimate work tasks and family life spillover*. Poster to be presented at the Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
21. **Eatough, E. M.**, Johnson, R. C., Chang, C.-H., Hammer, L. B., & Truxillo, D. M. (2016, April). *Family-to-work conflict and safety performance in two high risk industries*. Poster to be presented at the Society for Industrial and Organizational Psychology Conference, Anaheim, CA.
20. Zhou, Z., **Eatough, E. M.**, & Wald, D.* (2015, August). *Illegitimate tasks and counterproductive work behavior: A daily diary investigation of a moderated mediation model*. The Academy of Management Conference, Vancouver, BC.
19. Gasparre, R.* & **Eatough, E.M.** (2015, May). *The role of employee justice orientation on target-sensitive counterproductive work behavior*. American Psychological Society Conference, New York, NY.
18. Wald, D.* & **Eatough, E. M.** (2015, April). *Better get used to it? Chronic stressors and daily strain*. Poster presentation. Society for Industrial Organizational Psychology Conference, Philadelphia, PA.
17. Ahmed, S. & **Eatough, E. M.** (2014, October). *Supportive supervision and perceived organizational support: A study in two nations*. Poster presented at the First Annual Total Worker Health Conference, Washington, D.C.
16. **Eatough, E. M.**, Meier, L., Igit, I., Elfering, A., Spector, P. E. & Semmer, N. (2014, May). *Illegitimate tasks and well-being: Findings from two daily diary studies*. Poster presented at the Annual Society for Industrial Organizational Psychology Conference, Honolulu, HI.
15. Grossman, M. **Eatough, E. M.**, & Johnson, R. (2014, May). *FIW and present orientation: Exploring the links to safety performance*. Poster presented at the Annual Society for Industrial Organizational Psychology Conference, Honolulu, HI.

14. Chang, C.-H., **Eatough, E. M.**, Golubovich, J., & Rockefeller, K. (2012, June). *Exposure to physical and verbal violence in physical therapy practice*. Poster presented at the PT12: Annual Conference & Expo of the American Physical Therapy Association, Tampa, Florida.
13. **Eatough, E. M.**, Chang, C-H., & Lyons, B. (2012, April). Interpersonal conflict, coping, and control: Interactive effects on well-being. Poster presented at the 26th Annual Society for Industrial Organizational Psychology Conference, San Diego, CA.
12. Chang, C-H. & **Eatough, E. M.** (2011, May). *Understanding the mechanism linking family interference with work and employee safety*. Poster presented at the Work, Stress, and Health Conference, Orlando, FL.
11. Miloslavic, S., **Eatough, E. M.**, Chang, C-H., & Johnson, R. E. (2010, April). *Effects of role stressors on organizational citizenship behavior: A meta-analysis*. Poster session presented at the 25th Annual Society for Industrial Organizational Psychology Conference, Atlanta, GA.
10. **Eatough, E. M.**, Chang, C-H., & Hall, N. (2009, November). *The impact of acute stress on individual, group, and performance outcomes*. Poster presented at the 8th International Conference on Occupational Stress and Health: Work, Stress, and Health 2009 – Global Concerns and Approaches, San Juan, Puerto Rico.
9. Allison, A., Shirtcliff, E. A., Hanson, J., **Eatough, E. M.**, & Pollak, S. D. (2009, July). *An intra-individual look at the effects of emotion variability on cortisol levels in adolescence*. Poster Presented at the International Society for Psychoneuroendocrinology, San Francisco, CA.
8. Chang, C-H., Spector , P. E., **Eatough, E. M.**, & Kessler, S. (April, 2009). *Violence climate, exposure, and prevention performance: A mediation model*. Poster session presented at the 24th Annual Society for Industrial Organizational Psychology Conference, New Orleans, LA.
7. Sundermann, E., Mordecai , K., Rubin, L. H., **Eatough, E. M.**, & Maki, P. M. (2009, February). *The effects of stress and oral contraceptives on cognitive flexibility*. Poster session presented at the International Neuroscience Society Conference, Atlanta, GA.
6. Mordecai, K., **Eatough, E. M.**, Rubin, L. H., & Maki, P. M. (2009, February). *The effects of stress and oral contraceptive use on emotional memory retrieval in young women*. Poster session presented at the International Neuroscience Society Conference, Atlanta, GA.
5. Chang, C.-H., Spector , P. E., **Eatough, E. M.**, & Kessler, S. (2008, September). *Violence climate, exposure to violence, and prevention performance: A mediation model*. Poster session presented at the annual conference Frontiers in Psychoneuroimmunology, Tampa, FL.
4. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2008, September). *HPA Axis reactivity to an MRI scan: The impact of individual differences in adolescents*. Poster session presented at the annual conference Frontiers in Psychoneuroimmunology, Tampa, FL.
3. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2008, September). *Differential effects of MRI and simulation scanning on cortisol and emotion*. Poster session presented at the annual conference Frontiers in Psychoneuroimmunology, Tampa, FL.
2. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2007, August). *Pubertal maturation and sex impact HPA axis reactivity to an MRI*. Poster session presented at the annual conference for the International Society for Psychoneuroendocrinology, Madison, WI.

1. **Eatough, E. M.**, Shirtcliff, E. A., Hanson, J., & Pollak, S. D. (2007, June). *Cortisol reactivity to MRI scanning in adolescents*. Poster session presented at the annual conference for the Organization of Human Brain Mapping, Chicago, IL.

PROFESSIONAL SERVICE

AD-HOC REVIEWER

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

COMMITTEE CHAIRING

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

COMMITTEE MEMBERSHIPS

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

OTHER

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

UNIVERSITY SERVICE

THE CITY UNIVERSITY OF NEW YORK, BARUCH COLLEGE

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

UNIVERSITY OF ALASKA-ANCHORAGE, KODIAK COLLEGE

- Instructional Council Committee Member

PROFESSIONAL MEMBERSHIPS

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

APPLIED WORK EXPERIENCE

- PDRI, *Project Consultant (Spring 2010)*
Member of a team of project consultants hired to manage a state wide promotional exam administration for the Department of Transportation/Department of Agriculture in Florida.
- Proctor & Gamble, *Project Consultant (Spring 2010)*
Conducted content analysis of senior leader work and development plans used to assess promotion attitudes and expectations.
- Besiada Health Innovators, *Consultant (Fall 2008-Spring 2010)*
Developed an employee stress and emotion testing battery to be used in Besiada's health risk assessment battery; Created system and technical report forms for disseminating battery results to companies; Advised on ways to best identify and modify potential stressors and buffers in a workplace setting to foster employee well-being.

INTERNSHIPS/SERVICE LEARNING

- The University of South Florida's ADVANCE Initiative, *Team member (Spring 2010)*
Helped develop a training program on effective mentorship of junior faculty in STEM fields to aid in the retention and advancement of women in academic STEM positions as well as helped with the development of a program evaluation for the training.
- TECO (Tampa Electric Company), *Industrial/Organizational Psychology Intern (Summer 2009-Fall 2010)*
Developed safety behavior and safety climate survey tool for an organization-wide assessment of factors influencing safety performance; Responsible for the administration of the tool to approximately 1,000 TECO employees and preparation of formal technical report and recommendations.

ADDITIONAL TRAINING AND CERTIFICATIONS

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