

## TAHIRA M. PROBST

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### EDUCATION

- 1998** Ph.D., University of Illinois at Urbana-Champaign  
Major: Industrial and Organizational Psychology  
Minors: Social Psychology and Quantitative Psychology  
Dissertation: *Antecedents and Consequences of Job Security: An Integrated Model*  
Advisor: Charles L. Hulin
- 1995** M.A., University of Illinois at Urbana-Champaign  
Thesis: *Effects of Disposition and Cooperative or Competitive Expectations on Cognitive Functioning*  
Advisor: Peter J. Carnevale
- 1994** Fulbright Teaching Assistantship, Austria
- 1993** B.A., University of Notre Dame  
Academic Majors: Psychology and German

### PROFESSIONAL EXPERIENCE

#### Academic Employment:

- 2006 – present** Interim Director of Assessment, WSU Vancouver (50% commitment)
- Spring 2005** Visiting Scholar, International Labor Organization, Geneva, Switzerland (sabbatical leave)
- 2003 – present** Associate Professor, Department of Psychology, Washington State University Vancouver
- 2003 – present** Affiliate Associate Professor, Department of Management and Decision Sciences, Washington State University Vancouver
- 2002 – 2003** Diversity Faculty Fellow, WSU Vancouver (25% time commitment)
- 2001 – 2003** Affiliate Assistant Professor, Department of Management and Decision Sciences, Washington State University Vancouver
- 1998 – 2003** Assistant Professor, Department of Psychology, Washington State University Vancouver

## Consulting:

- 2006-2007** Research Consultant  
International Labor Organization, Geneva, Switzerland
- Pilot test the new computerized Interactive SOLVE training module.
  - Conduct preliminary evaluation of knowledge, attitudinal, and behavioral changes as a result of SOLVE course attendance.
- 2003 – 2004** Research Consultant  
National Academy of Sciences, Institute of Medicine, Washington, DC  
Project Title: *Assessing Worksite Preventive Health Program Needs for NASA Employees*  
(Identification #: FNBX-H-03-03-A)
- Prepared report to NAS Committee summarizing: the nature and availability of NASA preventive health programs, facilities to support those programs, and employee utilization data and health outcomes.
  - Facilitated focus groups of NASA employee at 6 NASA centers to assess employees' awareness of and attitudes toward the NASA preventive health programs and the support facilities offered in their worksite. Prepared report summarizing the findings.
  - Attended two NAS committee meetings to present the results of both reports.
  - Served as external consultant for resulting National Academies book: *Integrating Employee Health: A Model Program for NASA*.
- 1998 – 2001** Statistical Consultant  
Ducker Research Company, Bloomfield Hills, MI
- Statistical analysis of consumer / customer data
  - Presentation of statistical analyses
  - SPSS training of Ducker employees
  - Development of employee / customer surveys
  - Assistance with technical details of presentations to Ducker clients

## Teaching Experience:

- 1998 – present** Washington State University Vancouver
- Introduction to Industrial/Organizational Psychology
  - Cultural Diversity in Organizations
  - Statistics
  - Psychological Testing and Measurement
  - Field Experience in Personnel Psychology
  - Structural Equation Modeling (graduate)
  - Applications of Item Response Theory (graduate)
  - Correlation, Regression, and Quasi-Experimentation (graduate)
- 1995 – 1998** University of Illinois at Urbana-Champaign
- Introduction to Industrial/Organizational Psychology (Correspondence Course Instructor)
  - The Psychology of Labor and Industrial Relations (Co-Instructor)
  - Research Methods in Field Settings (Lab Instructor)

### Graduate Student Committees:

Role	Committee	Graduate Student Name	Year
Chair	Masters	Maja Graso* <small>*1st place award Wiley Symposium (Social Sciences category)</small>	2007-2008
		Jeremiah Brown	2005-2007
Chair	Preliminary Exams	Maja Graso	2008-present
		Nicole Nelson	2000
Chair	Dissertation	Nicole Nelson	2001
Member	Masters	Wendi Benson	2009
		Wynne Chan (CUHK)	2008-2009
		Cheng Hak Land Grand (Chinese University of Hong Kong; CUHK)	2003-2004
		Nick Chittester	2002-2003
Member	Preliminary Exams	Kristine Olson	2008-present
		Cheryl Becker	2002-2004
		Joy Scott	2003-2008
Member	Dissertation	Joy Scott	2008-present
		Dan Hahn (Portland State U.)	2007-present
		Susan Berel	2001-2003

### GRANTS, AWARDS, AND HONORS

#### Awards & Recognition:

- Nominee, WSU Outstanding Mentor Award, 2009.
- Nominee, Editor of *Journal of Occupational Health Psychology*, 2009.
- Appointed Associate Editor, *Stress & Health* journal, December 2008.
- “Top Poster” Award at the 2006 annual conference of the Society for Industrial and Organizational Psychology for presentation entitled, “Job Insecurity and Accident Underreporting”. This award recognized the top 15 rated posters out of more than 500 presented at the conference.
- Recipient, Accomplished & Under 40, *Vancouver Business Journal*, 2005. This annual award recognizes individuals in the Southwest Washington region “who have distinguished themselves through their accomplishments early in their careers.”
- Nominee, Students Choice Award for Teaching Excellence, WSU Vancouver, 2004.
- Finalist candidate, Editor of *Journal of Occupational Health Psychology*, 2004.
- Recipient, Society for Human Resource Management Research Award, 2002. This annual award “recognizes the finest empirical research in Human Resource Management” and was presented by the SHRM Foundation for research assessing the impact of organizational safety climate on the relationship between job insecurity and employee safety and health outcomes.
- Nominee, APA Division 14 (Society for Industrial Organizational Psychology) S. Rains Wallace Dissertation Award, 1998.
- Fulbright Teaching Assistantship Award, Austria, 1993-1994.
- Academic Excellence Award, Department of Psychology, University of Notre Dame, 1993.
- Academic Excellence Award, Department of German Studies, University of Notre Dame, 1993.

## Honors:

- Research published in *Journal of Occupational and Organizational Psychology* conducted with S. Stewart, M. Gruys, and B. Tierney (2007) on job insecurity and workplace creativity selected by the British Psychological Society Media Centre to be featured in a press release, August 2007.
- Appointed WSU Vancouver Diversity Faculty Fellow by the University Chancellor, January, 2002-December, 2003.
- Research conducted with Ty L. Brubaker (2001) on job insecurity and safety outcomes selected by the APA Public Affairs Directorate to be featured in their monthly press release to all news media, April, 2001. See <http://www.apa.org/releases/workinjury.html> for a copy of the press release.
- Research conducted with Robert, Drasgow, Martocchio, & Lawler (2000) featured in *Academy of Management Executive* May 2001 issue.
- APA Monitor article highlighting Probst & Brubaker (2001) research on job insecurity and safety outcomes appeared in April, 2001 issue.
- Elected Member of the Graduate Faculty, Washington State University, 1999.
- Honorable Mention, National Science Foundation Graduate Research Fellowship, 1995.
- Phi Beta Kappa, inducted 1993.
- Delta Phi Alpha, German National Honor Society, inducted 1993.
- Psi Chi, Psychology National Honor Society, inducted 1993.

## Funded Grant Activity:

- *Integrating Statistics and Methodology Instruction Through a Problem-Based Learning Laboratory*. NSF Course, Curriculum, and Laboratory Improvement (CCLI) Grant. Amount Awarded: \$145,032. Role: Senior Personnel. (PI: Steve Lakatos)
- *WSU Office of Research Faculty Travel Grant*. Amount awarded: \$750 for presentation of research at the 2006 Work, Stress, and Health Conference in Miami, FL.
- *Fostering Collaboration with the International Labor Organization*. Washington State University Internationalization Professional Development Grant. Amount Requested: \$1,000. Purpose: To defray the travel costs associated with sabbatical leave in Geneva, Switzerland working with Dr. David Gold in the SAFEWORK program at the International Labor Organization. Status: Fully funded. Award active: 12/04-7/05.
- *Interactive SOLVE: Workplace Training to Address Alcohol and Drug Abuse, Stress, Violence, HIV/AIDS, and Tobacco Use*. Washington State University Alcohol and Drug Abuse Research Program. Amount Requested: \$12,680. Role: Principal Investigator. Co-Investigator: Dr. David Gold, International Labor Organization, Geneva, Switzerland. Purpose: To pilot test the effectiveness of the ILO's SOLVE training program aimed at preventing and mitigating psychosocial risk factors in the workplace. Status: Fully funded, plus granted an additional \$2,000 over original request. Active: 7/04-6/08.
- *Interactive SOLVE: Workplace Training to Address Alcohol and Drug Abuse, Stress, Violence, HIV/AIDS, and Tobacco Use*. Washington State University Vancouver Research Grant. Amount Requested: \$5,000. Role: Principal Investigator. Co-Investigator: Dr. David Gold, International Labor Organization, Geneva, Switzerland. Purpose: To pilot test the effectiveness of the ILO's SOLVE training program aimed at preventing and mitigating psychosocial risk factors in the workplace. Status: Fully funded. Award active: 7/04-7/05.

- *Arts and Humanities Travel Grant*. College of Liberal Arts, Washington State University. \$450.00 for travel and presentation of research at the 2003 Society for Industrial/Organizational Psychology Conference in Orlando, FL.
- *Defining the Relationship between Job Insecurity, Employee Safety, and Organizational Climate: A Multi-Organizational Study*. Grant Development Award, Department of Psychology, Washington State University. Award Amount: \$5,000. Role: Principal Investigator. Active: 9/02-9/03. Purpose: To support activities related to the development of a major funded extramural grant.
- *Development and Validation of the International Organizational Culture Scale*. Funded by the Center for Human Resource Management, University of Illinois. Active from 7/98-present. \$38,427 (no indirect costs). Principal Investigators: F. Drasgow, University of Illinois & C. Robert, University of Missouri. Co-Investigators: J. Martocchio, & J. Lawler, University of Illinois, & T. Probst, WSU Vancouver. Purpose: to study the impact of national and organizational culture on the effectiveness of human resource practices.
- *Job Insecurity and Employee Safety Outcomes*. Funded by the WSU Vancouver Internal Research Mini-Grant program. Active 5/01-5/02. \$4,000. Purpose: to investigate in a laboratory setting the effects of employee layoffs on employee adherence to safety policies and procedures.
- *American Diversity Curriculum Development Mini-Grant*, Office of the Provost, Washington State University. Status: Awarded \$1,000 in January, 2000 to develop course on diversity in the workplace.
- *College of Liberal Arts Initiation and Completion of Research Mini-Grant*, Washington State University, November, 1998. Status: Funded \$234 for the development of WSU Collaboration for Organizational Research brochures.
- *Graduate College Dissertation Research Fellowship*, University of Illinois, Spring, 1998. \$1,000.
- *Department of Psychology Dissertation Grant*, University of Illinois, Fall, 1997. \$500.
- *Industrial/Organizational Division Field Research Grants*, University of Illinois, Fall, 1997 & Spring, 1998. \$1,200.
- *Graduate College Conference Travel Grant*, University of Illinois, Spring, 1996. \$200.

## PUBLICATIONS, PRESENTATIONS, AND WORKS IN PROGRESS

### Refereed Publications (31):

- Probst, T. M., & Strand, P. (invited paper). Coping with job insecurity: A workplace spirituality perspective. *Journal of Management, Spirituality and Religion*.
- Probst, T. M. (in press). Précarité et sécurité au travail : Comment la peur de perdre son emploi menace la sécurité des salariés [Safety and insecurity: How fear of job loss can threaten employee safety.] *Revue Management et Avenir*.
- Probst, T. M., & Ekore, J. (in press, 2010). The costs of job insecurity: A Nigerian perspective. *International Studies of Management and Organization*, 40(1).
- Westaby, J. D., Probst, T. M., & Lee, B. C. (in press, 2010). Leadership decision-making: A behavioral reasoning theory analysis. *The Leadership Quarterly*.

- Reisel, W. D., & Probst, T. M. (in press, 2010). Introduction to the Special Issue on 25 Years of Job Insecurity Research. *International Studies of Management and Organization*, 40(1).
- Reisel, W. D., Probst, T. M., Chia, S-L., Maloles, C. M., & Konig, C. K. (in press, 2010). The effects of job insecurity on job satisfaction, organizational citizenship behavior, deviant behavior, and negative emotions of employees. *International Studies of Management and Organization*, 40(1).
- Probst, T. M., & Estrada, A. X. (in press, 2009). Accident under-reporting among employees: Testing the moderating influence of safety climate and supervisor enforcement of safety practices. *Accident Analysis & Prevention*.
- Probst, T. M., Brubaker, T. L., & Barsotti, A. (2008). Organizational under-reporting of injury rates: An examination of the moderating effect of organizational safety climate. *Journal of Applied Psychology*, 93(5), 1147-1154.
- Probst, T. M., Gold, D., & Caborn, J. (2008). A preliminary evaluation of SOLVE: Addressing psychosocial problems at work. *Journal of Occupational Health Psychology*, 13, 32-42.
- Probst, T. M., Stewart, S., Gruys, M. L., & Tierney, B. W. (2007). Productivity, counterproductivity, and creativity: The ups and downs of job insecurity. *Journal of Occupational and Organizational Psychology*, 80, 479-497.
- Probst, T. M., & Brubaker, T. L. (2007). Organizational safety climate and supervisory layoff decisions: Preferences versus predictions. *Journal of Applied Social Psychology*, 37, 1630-1648.
- Olekalns M., Robert C., Probst T., Smith P. L., & Carnevale P. (2006). The impact of message frame on negotiators' impressions, moods and behavior. *International Journal of Conflict Management*, 16, 379-402.
- Probst, T. M. & Lawler, J. (2006). Cultural values as moderators of the outcomes of job insecurity: The role of individualism and collectivism. *Applied Psychology: An International Review*, 55, 234-254.
- National Academies Institute of Medicine Committee to Assess Worksite Preventive Health Program Needs for NASA Employees (2005). *Integrating employee health: A model program for NASA*. Washington, DC: The National Academies Press. (Consultant)
- Probst, T. M. (2005). Countering the negative effects of job insecurity through participative decision making: Lessons from the demand-control model. *Journal of Occupational Health Psychology*, 10, 320-329.
- Banai, M., Reisel, W. D., & Probst, T. M. (2004). A managerial and personal control model: Predictions of alienation and organizational commitment in Hungary. *Journal of International Management*, 10, 375-392.
- Johns, D. J., & Probst, T. M. (2004). Sexual minority identity formation in an adult population. *Journal of Homosexuality*, 47, 81-90.

- Probst, T. M. (2004). Recent Research of Note: Exploring employee outcomes of organizational restructuring. *Organization Management Journal*, 1(2), pp. 107-110.
- Probst, T. M. (2004). Safety and insecurity: Exploring the moderating effect of organizational safety climate. *Journal of Occupational Health Psychology*, 9, 3-10.
- Probst, T. M. (2003). Exploring employee outcomes of organizational restructuring: A Solomon four-group study. *Group and Organization Management*, 28, 416-439.
- Probst, T. M. (2003). Changing attitudes over time: Assessing the effectiveness of a workplace diversity course. *Teaching of Psychology*, 30, 236-239.
- Probst, T.M. (2003). Development and validation of the Job Security Index and the Job Security Satisfaction Scale: A classical test theory and IRT approach. *Journal of Occupational and Organizational Psychology*, 76, 451-467.
- Probst, T. M. (2002). Layoffs and tradeoffs: Production, quality, and safety demands under the threat of job loss. *Journal of Occupational Health Psychology*, 7(3), 211-220.
- Probst, T.M. & Brubaker, T.L. (2001). The effects of job insecurity on employee safety outcomes: Cross-sectional and longitudinal explorations. *Journal of Occupational Health Psychology*, 6, 139-159.
- Robert, C., Probst, T. M., Drasgow, F., Martocchio, J., & Lawler, J. (2001). Matching management practices to national culture in India, Mexico, Poland, and the U.S. *Academy of Management Executive*, 15(2), 130-132. Research translation by M. C. Marchese.
- Triandis, H. C., Carnevale, P. J., Gelfand, M., Robert, C., Wasti, A., Probst, T. M., Kashima, E., Dragones, T., Chan, D., Chen, X. P., Kim, U., de Dreu, C., van de Vliert, E., Iwao, S., Ohbuchi, K-I., & Schmitz, P. (2001). Culture and deception in business negotiations: A multilevel analysis. *International Journal of Cross-Cultural Management*, 1, 73-90.
- Donovan, M. A., Drasgow, F., & Probst, T. M. (2000). Does computerizing paper and pencil job attitude scales make a difference? New IRT analyses offer insight. *Journal of Applied Psychology*, 85, 305-313.
- Probst, T.M. (2000). Wedded to the job: Moderating effects of job involvement on the consequences of job insecurity. *Journal of Occupational Health Psychology*, 5, 63-73.
- Robert, C., Probst, T. M., Drasgow, F., Martocchio, J., & Lawler, J. (2000). Empowerment and continuous improvement in the U.S., Mexico, Poland, and India: Predicting fit on the basis of the dimensions of power distance and individualism. *Journal of Applied Psychology*, 85, 643-658.
- Probst, T. M., Carnevale, P. J., & Triandis, H. C. (1999). Cooperation and culture in intergroup and single-group social dilemmas. *Organizational Behavior and Human Decision Processes*, 77, 171-191.
- Carnevale, P. J. & Probst, T. M. (1998). Social values and social conflict in creative problem solving and categorization. *Journal of Personality and Social Psychology*, 74, 1300-1309.

## Book Chapters and Other Non-Refereed Publications (22):

- Probst, T. M. (forthcoming). Reporting and investigating workplace accidents and errors. In S. Clarke, C. Cooper, & R. Burke (Eds.), *Occupational health and safety: Psychological and behavioral challenges*. Surrey, United Kingdom: Gower.
- Probst, T. M. (in press). Job insecurity: Implications for occupational health and safety. In A. Antoniou, G. Chrousos, C. Cooper, M. Eysenck, & C. Spielberger (Eds.), *Handbook of Occupational Health Psychology and Medicine*. Amsterdam, Netherlands: Elsevier.
- Probst, T. M. (in press). Précarité et sécurité au travail : Comment la peur de perdre son emploi menace la sécurité des salaires [Safety and insecurity: How fear of job loss can threaten employee safety.] In E. A. de Chatillon & O. Bachelard (Eds.) *Santé et Sécurité au Travail: Une perspective gestionnaire [Workplace Health and Safety: A Managerial Perspective]*. Paris, France: Vuibert AGRH.
- Sinclair, R., Sears, L. E., Probst, T. M., & Zajack, M. (in press). A multilevel model of economic stress and employee well-being. In J. Houdmont (Ed.) *Perspectives on occupational health psychology*. Hoboken, NJ: Wiley.
- Nelson, N. L., & Probst, T. M. (2009). Multiple minority individuals: Multiplying the risk of workplace harassment and discrimination. In J. L. Chin (Ed.) *The Psychology of Prejudice and Discrimination, Revised and Condensed Edition* (pp. 132-151). Westport, CT: Praeger Publishers.
- Probst, T. M. (2009). Job insecurity, unemployment, and organizational well-being: Oxymoron or possibility? In S. Cartwright and C. L. Cooper (Eds.) *The Oxford handbook of organizational well-being* (pp. 398-410). Oxford, UK: Oxford University Press.
- Probst, T.M. (2009). Self-efficacy for adapting to organizational transitions: It helps, but only when the prospects are bright (p. 141-154). Reprinted in O. T. Chen (Ed.) *Organizational behavior and dynamics*. Hauppauge, NY: Nova Science Publishers.
- Probst, T. M., & Sears, L. E. (2009). Stress during the financial crisis. *Society for Occupational Health Psychology Newsletter*, 5(1), 3-4.
- Probst, T. M. (2008). Job insecurity. In C. L. Cooper & J. Barling (Eds.) *Handbook of organizational behavior* (pp. 178-195). Thousand Oaks, CA: Sage Publication, Inc.
- Sniezek, J. A., Radhakrishnan, P., & Probst, T. M. (2008). Charting the course of self evaluations and social comparisons over time. In K. P. Hofmann (Ed.) *Psychology of decision making in economics, business and finance* (pp. 37-63). Hauppauge, NY: Nova Science Publishers.
- Probst, T. M., Estrada, A. X., & Brown, J. W. (2008). Harassment, violence, and hate crimes in the workplace. In K. Thomas (Ed.) *Diversity resistance in organizations: Manifestations and solutions* (pp. 93-125). New Jersey: Lawrence Erlbaum Associates.

- Probst, T.M. (2007). Self-efficacy for adapting to organizational transitions: It helps, but only when the prospects are bright. In M. Pearle (Ed.) *Industrial psychology research trends* (pp. 9-21). Hauppauge, NY: Nova Science Publishers.
- Probst, T. M. (2006). Job security. In J. Greenhaus & G. Callanan (Eds.) *Encyclopedia of career development*, Vol. 1, (pp. 442-446). Thousand Oaks, CA: Sage Publication, Inc.
- Probst, T. M. (2005). Economic stressors. In J. Barling, K. Kelloway, & M. Frone (Eds.) *Handbook of work stress*, (pp. 267-297). Thousand Oaks, CA: Sage Publication, Inc.
- Drasgow, F. & Probst, T. M. (2005). The psychometrics of adaptation: Evaluating measurement equivalence across languages and cultures. In R. Hambleton, P. Merenda, & C. Spielberger (Eds.) *Adapting educational and psychological tests for cross-cultural assessment* (pp. 265-296). New Jersey: Lawrence Erlbaum Associates.
- Nelson, N. L., & Probst, T. M. (2004). Multiple minority individuals: Multiplying the risk of workplace harassment and discrimination. In J. L. Chin (Ed.) *The psychology of prejudice and discrimination* (vol. 2, pp. 193-217). Westport, CT: Praeger Publishers.
- Probst, T.M. (2004). Job insecurity: Exploring a new threat to employee safety. In J. Barling, & M. Frone (Eds.) *Psychology of workplace safety*, (pp. 63-80). Washington, DC: American Psychological Association.
- Probst, T.M. (2002). The impact of job insecurity on employee work attitudes, job adaptation, and organizational withdrawal behaviors. In J. M. Brett & F. Drasgow (Eds.) *The psychology of work: Theoretically based empirical research* (pp. 141-168). New Jersey: Lawrence Erlbaum Associates.
- Probst, T.M., & Johns, D. (2002). Harassment and discrimination in the workplace. In J.C. Thomas & M. Hersen (Eds.) *Handbook of mental health in the workplace* (pp 413-436). Thousand Oaks, CA: Sage Publication, Inc.
- Probst, T. M. (1999, April 29). Involve workers in downsizing for better results. *The Columbian*, p. C2.
- Carnevale, P. J., & Probst, T. M. (1997). Good news about competitive people. In C. de Dreu & E. van der Vliert (Eds.) *Using conflict in organizations* (pp. 129-146). London: Sage.
- Carnevale, P. J., & Probst, T. M. (1997). Conflict on the internet. In S. Kiesler (Ed.) *Culture of the internet* (pp. 233-255). New Jersey: Lawrence Erlbaum Associates.

### **Manuscripts submitted (5):**

Estrada, A. X., Probst, T. M., Brown, J. W. & Graso, M. (under review). Examining the differential test functioning of a measure of sexual orientation harassment. *Educational & Psychological Measurement*.

Gjerde, J. Garofalo, J. P., Probst, T. M., Baum, A., & Eagle, K. (under review). A biopsychosocial perspective of obstacles for cancer survivors returning to work. *Psycho-Oncology*.

Konig, C. K., Probst, T. M., Staffen, S., & Graso, M. (under 2<sup>nd</sup> review). Predicting outcomes of job insecurity in Switzerland and the US: Uncertainty avoidance versus the social safety net. *Applied Psychology: An International Review*.

Probst, T. M., & Graso, M. (under review). Effect of consideration of future consequences on quality and quantity of job performance. *Journal of Applied Social Psychology*.

Probst, T. M., Graso, M., Estrada, A. X., & Greer, S. (under 2<sup>nd</sup> review). Extending the consideration of future consequences to safety outcomes. *Journal of Safety Research*.

### **Manuscripts in Preparation: (titles & outlets tentative)**

Gruys, M.L., Stewart, S.M., Probst, T.M., & Larsen, K.K. Educational culture and the perceived mistreatment of graduate students in Industrial/Organizational Psychology. *Journal of Applied Psychology*

Probst, T. M. Organizational communication: A buffer in times of job insecurity. *Journal of Business and Psychology*.

Probst, T. M. Baby Boomers and GenX: Generational health and safety implications of job insecurity. *Journal of Occupational Health Psychology*

Probst, T. M. Does job insecurity lead to accident underreporting? *Journal of Occupational Health Psychology*

Probst, T. M., & Johns, D. Assessing the effects of organizational anti-discrimination policies on the experiences of sexual minorities in the workplace. *Journal of Homosexuality*

Probst, T. M., & Nelson, N. L. Job gender context and workplace discrimination and harassment: Men are susceptible, too. *Journal of Business and Psychology*.

Probst, T. M., & Tierney, B. W. Physiological responses to the threat of layoffs and suggested coping methods. *Journal of Applied Social Psychology*.

### **Target journals not yet identified:**

Estrada, A. X. & Probst, T. M. The impact of organizational activities on the prevention and reporting of sexual orientation harassment in the military.

Probst, T. M. Gender differences in health and safety outcomes of job insecurity.

Probst, T. M. Type and adequacy of social accounts as predictors of employee reactions to organizational transition: A multi-method exploration.

Rasmor, M. L., Brown, C., & Probst, T. M. Exposure to free clinics: Evaluating nursing student changes in attitudes, beliefs, and volunteer intentions.

Wang, S., & Probst, T. M. Work values and procedural justice: Moderating the linkage from job insecurity to withdrawal cognitions.

#### **Invited Addresses and Presentations:**

Probst, T. M. (2008, October). *Psychosocial predictors of accident under-reporting*. Invited presentation to the Northwest Occupational Health Conference, Seattle, WA.

Probst, T. M. (2006, October). *Individual- and organizational- accident under-reporting: The moderating effect of organizational safety climate*. Invited presentation to the Portland Industrial/Organizational Psychology Association, Portland, OR.

Probst, T.M. (2005, February). *Unemployment, underemployment, and job insecurity: Implications for Spain*. Invited presentation to the IESE Business School, University of Navarra, Barcelona, Spain.

Probst, T. M. (2004, October). *Unemployment, underemployment, and job insecurity: Economic stressors at work*. Invited presentation to the Department of Psychology at Portland State University, Portland, OR.

Probst, T. M. (2004, January). *A new threat to employee safety? Emerging implications of job insecurity*. Invited address at the British Psychological Society Occupational Psychology symposium on the psychology of workplace safety (Nick Turner, Chair). Stratford, UK.

Probst, T. M. (2002, June). *Organizational safety climate and production pressure: Attenuating and exacerbating job insecurity's toll on employee safety*. SHRM Research Award invited address at the 2002 annual conference of the Society for Human Resource Management, Philadelphia, PA.

Probst, T.M. (2001, October). *Job insecurity: Exploring a new threat to employee safety*. Invited address at the Health and Safety Seminar "Stress in the Workplace: Challenges for the 21st Century", sponsored by the Center for Research in Occupational and Environmental Toxicology (CROET) at OHSU, Portland, OR.

Probst, T.M. (2000, May). *The impact of job insecurity on employee work attitudes, job adaptation, and organizational withdrawal behaviors*. Invited address at the Psychology of Work Conference: Theoretically-based Empirical Research, Urbana-Champaign, IL.

Drasgow, F., & Probst, T. M. (1999, May). *The psychometrics of translation: Assessing the measurement equivalence of the JDI across languages*. Invited address at the International Conference on Test Adaptations, Georgetown.

## Conference Presentations:

- Estrada, A. X., Olson, K., Probst, T. M., & Berggren, A. W. (under review). Job insecurity and sexual harassment on Swedish women's work outcomes. Poster submitted to the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Graso, M., Probst, T. M., Westaby, J., & Gruys, M. (under review). Selecting leaders: Race, gender and age and the 2008 election. Poster submitted to the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Probst, T. M., & Graso, M. (under review). Safety climate and accident under-reporting in the mining industry. In K. Cigularov (Chair), *30 Years of Safety Climate Research: Evidence from High-Risk Industries*. Symposium submitted to the 2010 Conference of the Society of Industrial and Organizational Psychology, Atlanta, GA.
- Probst, T. M., & Graso, M. (under review). Pressure to produce = Pressure to reduce accident reporting? Poster submitted to the Society for Industrial and Organizational Psychology, Atlanta, GA.
- Graso, M., & Probst, T. M. (2009, April). Using consideration of future consequences to predict job performance. Poster presented to the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Konig, C. K., Probst, T. M., Staffen, S., & Graso, M. (2009, April). A Swiss-U.S. comparison of the effects of job insecurity. Poster presented to the Society for Industrial and Organizational Psychology, New Orleans, LA.
- Konig, C. K., Probst, T. M., Staffen, S., & Graso, M. (2009, May). Do people in Switzerland react differently to job insecurity compared to people in the US? Presented to the 14<sup>th</sup> European Congress of Work and Organizational Psychology, Santiago de Compostela, Spain.
- Rasmor, M. L., Brown, C., & Probst, T. M. (2009, April). *Exposure to free clinics: Evaluating nursing student changes in attitudes, beliefs, and volunteer intentions*. Paper presented to the National Organization of Nurse Practitioner Faculty, Portland, OR.
- Probst, T. M. (2008, October). *Job insecurity and accident underreporting*. Paper presented to the annual Institute of Behavioral and Applied Management conference, Orlando, FL.
- Probst, T. M. (2008, October). *Organizational communication: A buffer in times of job insecurity?* Paper presented to the annual Institute of Behavioral and Applied Management conference, Orlando, FL.
- Graso, M., Probst, T. M., & Estrada, A. X. (2008, April). Extending the consideration of future consequences to safety outcomes. Poster presented to the 2008 Conference of the Society of Industrial and Organizational Psychology, San Francisco, CA.
- Probst, T. M. (2008, April). Beyond Intro to I/O: Tackling controversial workplace diversity topics. In P. Radhakrishnan (Chair), *Experiential learning: Grounding ourselves in research*. Symposium

presented to the 2008 Conference of the Society of Industrial and Organizational Psychology, San Francisco, CA.

- Probst, T. M., & Estrada, A. X. (2008, April). Accident under-reporting: The moderating effect of organizational safety climate. In S. C. Payne & J. M. Rodriguez (Chairs), *Safety in organizations: Moderators and mediators of safety climate*. Symposium presented to the 2008 Conference of the Society of Industrial and Organizational Psychology, San Francisco, CA.
- Probst, T. M., Wright, B., Barbosa-Leiker, C., Ferent, V., & Mielke, C. H. (2008, March). Preliminary Results from the Spokane Heart Study: Testing Links between Occupational Stress and Coronary Artery Calcification. Paper presented to the 2008 Work, Stress, and Health Conference, Washington, DC.
- Reisel, W. D., Probst, T. M., Chia, S., Maloles, C. M., Brown, J. W., & Hazen, J. (2007, October). An examination of the effects of job insecurity on job satisfaction, organizational citizenship behavior, deviant behavior, and negative emotions of employees. Poster presented to the 2007 Conference of the Institute of Behavioral and Applied Management, Reno, NV.
- Probst, T. M. (2007, August). Chair, Division 14 Keynote Address, *Significant Difference: Reflections on a Psychology Career*, presented by Christina Maslach to the 2007 APA Convention, San Francisco, CA.
- Estrada, A. X., & Probst, T. M. (2007, August). Examining the differential test functioning of a measure of sexual orientation harassment. Poster presented to the 2007 APA Convention, San Francisco, CA.
- Reisel, W. D., Probst, T. M., Chia, S., & Maloles, C. M. (2007, April). Job insecurity and employee satisfaction, OCBs, deviance, and negative emotions. Poster presented to the 2007 Conference of the Society of Industrial and Organizational Psychology, New York, NY.
- Westaby, J. D., Probst, T. M., & Lee, B. C. (2007, April). Difficult decisions to employ nontraditional workforces: Testing Behavioral Reasoning Theory. Poster presented to the 2007 Conference of the Society of Industrial and Organizational Psychology, New York, NY.
- Probst, T. M. (2006, May). Job insecurity and accident underreporting. Poster presented to the 2006 Conference of the Society of Industrial and Organizational Psychology, Dallas, TX. Paper honored with "top poster" designation (out of over 500 conference posters).
- Probst, T. M. (2006, May). Chair, *New directions in organizational safety climate research*. Symposium presented to the 2006 Conference of the Society of Industrial and Organizational Psychology, Dallas, TX.
- Brubaker, T. L., Barsotti, A., & Probst, T. M. (2006, May). Safety climate and under-reporting of organizational injuries. In T. M. Probst (Chair), *New directions in organizational safety climate research*. Symposium presented to the 2006 Conference of the Society of Industrial and Organizational Psychology, Dallas, TX.

- Gruys, M. L., Stewart, S., & Probst, T. M. (2006, May). The impact of job insecurity on employee creativity and counterproductivity. Paper presented to the 2006 Conference of the Society of Industrial and Organizational Psychology, Dallas, TX.
- Probst, T. M. (2006, March). Invited Chair, *Organizational Restructuring and Health* Panel Discussion, 2006 APA/NIOSH Work, Stress, and Health Conference, Miami, FL.
- Brubaker, T. L., Barsotti, A., & Probst, T. M. (2006, March). *Organizational injury rate under-reporting: The moderating effect of organizational safety climate*. Paper presented at the 2006 APA/NIOSH Work, Stress, and Health Conference, Miami, FL.
- Probst, T. M., & Tierney, B. W. (2006, March). *Physiological Responses to Layoff Threats and Suggested Coping Methods*. Poster presented at the 2006 APA/NIOSH Work, Stress, and Health Conference, Miami, FL.
- Probst, T. M., Gold, D., & Caborn, J. (2006, March). *An evaluation of SOLVE: Addressing psychosocial problems at work*. Paper presented at the 2006 APA/NIOSH Work, Stress, and Health Conference, Miami, FL. (Also nominated for the Intervention Evaluation Competition Award)
- Tierney, B., Probst, T. M., Brown, J. W., & Khazaal, N. (2005, April). *Physiological reactions to layoff notice*. Paper presented at the 2005 Annual Conference of the Western Psychological Association, Portland, OR.
- Probst, T. M., & Yi, X. (2005, April). *Guanxi in Chinese organizations: A help or hindrance in insecure times?* Paper presented at the 2005 annual conference of the Society of Industrial and Organizational Psychology, Los Angeles.
- Probst, T. M., & Tierney, B. W. (2004, August). *Productivity, counterproductivity, and creativity: The ups and downs of job insecurity*. Paper presented at the 2004 Annual Conference of the Academy of Management, New Orleans, LA.
- Tierney, B. W., & Probst, T. M. (2004, April). *Productivity and creativity: The ups and downs of job insecurity*. Paper presented at the 2004 Annual Conference of the Western Psychological Association, Phoenix, AZ.
- Probst, T. M. (2003, April). Invited Facilitator, Interactive poster session on diversity issues. 2003 Conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
- Probst, T. M., Ferdman, B., & Davidson, M. (2003, April). *Teaching about diversity: What works, what doesn't, and much in-between*. Education, teaching, and learning forum presented at the 2003 Conference of the Society for Industrial/Organizational Psychology, Orlando, FL.
- Probst, T. M., & Nelson, N. L. (2003, April). *Development and validation of the organizational diversity climate scale*. Paper presented to the 2003 Conference of the Society for Industrial/Organizational Psychology, Orlando, FL.

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

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

Probst, T. M., Radhakrishnan, P., Arrow, H., & Sniezek, J. (1995, November). *The effect of temporal distance on the accuracy of self-evaluations of performance*. Poster presented at the Annual Meeting of the Judgment and Decision Making Society, Los Angeles.

#### **Technical Reports:**

Probst, T. M., Greer, S., Graso, M., Benson, W., Elder, K., & Goodspeed, J. (2009, May). *Workplace Environment Survey feedback report: An analysis of organizational safety*. Prepared for HR and safety officials at a copper mine in the southwestern United States.

Probst, T. M., Walton, J., Nye, C., & Tierney, B. (2003, November). *Workplace environment and safety analysis feedback report*. Prepared for the manager of a dental health clinic in the Pacific Northwest.

Probst, T. M., Berry, R., & Nye, C. (2002, June). *An analysis of workplace environment and organizational safety climate*. Prepared for the Human Resource director of a manufacturing company in the Pacific Northwest.

Olekalns M, Robert C, Probst T, Smith PL & Carnevale P. 2001. *The impact of message frame on negotiators' social judgements, moods and behavior*, Report No MBS 2001-10, for Academic researchers. Melbourne, Australia: Melbourne Business School.

Probst, T. M., & Brandenburg, B. (2001, July). *Workplace environment feedback report: An evaluation of organizational safety climate*. Department of Psychology, Washington State University, Vancouver, WA. Prepared for the Human Resource manager of a light manufacturing company in the Pacific Northwest.

Probst, T.M., Johns, D., Nelson, N., & Lindley, K. (1999, December). *Workplace environment feedback report: A longitudinal analysis of employee attitudes*. Department of Psychology, Washington State University, Vancouver, WA. Prepared for the Human Resource manager of a large western U.S. food-processing corporation.

Probst, T.M., Johns, D., Brubaker, T. (1999, July). *Workplace environment feedback report*. Department of Psychology, Washington State University, Vancouver, WA. Prepared for the Human Resource manager of a large western U.S. food-processing corporation.

Probst, T. M. (1998, August). *Assessing the impact of the Department of Human Services reorganization: A longitudinal analysis of employee job attitudes, health, and turnover intentions*. Department of Psychology, Champaign, IL. Prepared for the Assistant Director of the Governor's Task Force on Human Services Reform and the Secretary of the Illinois Department of Human Services.

Robert, C., Lawler, J., Martocchio, J., Drasgow, F., & Probst, T. (1998, August). *Linking human resource practices to organizational attitudes and behavior across national cultures*. Prepared for the Center for Human Resource Management, University of Illinois.

Drasgow, F., Lawler, J., Martocchio, J., Probst, T., Robert, C. (1997, authors alphabetical). *Workplace environment feedback report*. Department of Psychology and Institute for Labor and Industrial

Relations, University of Illinois. Prepared for the corporate headquarters of a multi-national organization and four foreign subsidiaries.

Drasgow, F., Cha, Y., Chan, K., Mischel, L., & Probst, T. M. (1996, June). *Psychometric evaluation of the Advanced Personnel Testing battery: An IRT analysis of item and test information and ASVAB equating*. Department of Psychology, University of Illinois, Champaign, IL. Prepared for the United States Air Force.

Probst, T.M. (1996, August). *Evaluation of job attitudes among Dunn Fellows and the employees of the Bureau of the Budget*. Department of Psychology, University of Illinois, Champaign, IL. Prepared for the Illinois Bureau of the Budget.

Donovan, M., Glomb, T., Lualhati, J., Probst, T., Radhakrishnan, P., & Zickar, M. (1994, December). *Organizational consequences of employer-sponsored child care: A model and proposed research*. Department of Psychology, University of Illinois, Champaign, IL. Prepared for the Associate Vice-Chancellor for Academic Affairs at the University of Illinois.

## **PROFESSIONAL SERVICE AND AFFILIATIONS**

### **Professional Affiliations:**

- Society for Industrial and Organizational Psychology, APA Division 14
- Academy of Management (Organizational Behavior & Research Methods Divisions)
- Society for Human Resource Management
- Southwest Washington Human Resource Management Association

### **Professional Committees:**

- Chair, APA Program Committee (Div. 14), Society for Industrial and Organizational Psychology, 2006-2007. (Co-Chair, 2005-2006)
  - Develop programming for Division 14 at the annual APA Convention.
  - Solicit submissions and reviewers.
  - Organize sessions, arrange for invited speakers, and other divisional events at the conference (e.g., presidential address, social hours, etc.)
  - Solicit funding for SIOP's APA programming (e.g., invited keynote speakers).
  - Time commitment: 150+ hours.
- Advisory Committee Member, Work, Stress, and Health Conference, 2003 & 2008.
  - Confer with conference planning committee on the primary themes, general design, and content of the conference.
  - Time commitment: 5 hours.
- Chair, Occupational Health Psychology Organizing Committee, 2003-2005.
  - Following the OHP Conference held in Portland, OR in November 2003, this committee was formed to determine the optimal organizing structure of occupational health psychologists in North America and to make recommendations to this group of individuals.

- Committee members included: Leslie Hammer (Portland State University), Judith Holder (Duke University), Gwendolyn Puryear Keita (APA), Steve Sauter (NIOSH), and Lois Tetrick (George Mason University).
- Time commitment: 25 hours.
- Website Committee Member, Society for Occupational Health Psychology, 2003-2005.
  - Tasked with the development of content and form of website for the Society for Occupational Health Psychology.
  - Time commitment: 5 hours/yr.
- Psychologically Healthy Workplace Award Committee, Washington State Psychological Association, 2001-2004.
  - The Psychologically Healthy Workplace Award is sponsored by state psychological associations and supported by the American Psychological Association to recognize organizations that make a commitment to workplace well-being and creating a psychologically healthy work environment for employees.
  - Time commitment: 10 hours/yr.
- Education and Training Subcommittee, Society for Industrial and Organizational Psychology, 2002-2005.
  - This committee has been involved in 1) determining how the SIOP teaching resources website should be expanded and 2) developing criteria and guidelines for the newly established SIOP Distinguished Teaching Contributions Award.
  - Time commitment: 20 hours
- Program Review Committee, Society for Industrial and Organizational Psychology, 1999-present.
  - Time commitment: 10 hours/yr.
- Program Review Committee, Western Academy of Management, 2000.

### **Journal Reviewing:**

Associate Editor, Stress & Health, 2009-present.

### Editorial Board Memberships:

- Journal of Occupational Health Psychology, 2002-present
- Journal of Business and Psychology, 2005-present
- Military Psychology, 2009-present.

### Guest Editor

- International Studies of Management & Organization, *Special Issue on 25 Years of Job Insecurity Research* (with W. Reisel), 2007-2009.

### Ad Hoc Reviewing:

- Accident Analysis & Prevention
- Applied Psychology: An International Review
- Cultural Diversity and Ethnic Minority Psychology
- Economic and Industrial Democracy
- Group Dynamics
- Human Relations

- Journal of Applied Social Psychology
- Journal of Applied Developmental Psychology
- Journal of Behavioral and Applied Management
- Journal of Business Ethics
- Journal of Conflict Resolution
- Journal of Cross-Cultural Psychology
- Journal of Occupational and Organizational Psychology
- Journal of Organizational Behavior
- Journal of Personality and Social Psychology
- Journal of Social and Clinical Psychology
- Organizational Behavior and Human Decision Processes
- Organizational Research Methods
- Psychosomatic Medicine
- Social Science and Medicine
- Social Problems
- The European Journal of Work and Organizational Psychology

#### **Grant Reviewing:**

- Marchionne Foundation Small Grants Program, June 2004.
- NIH Special Emphasis Review Panel on Safety and Occupational Health, October 2003.

#### **Conference Reviewing:**

- American Psychological Association, Division 14, 2006, 2007.
- Work, Stress, and Health Conference, 2002, 2005, 2008.
- Western Academy of Management, 2000.
- Society for Industrial and Organizational Psychology, 1999-present.
- Academy of Management, 1997.

#### **Other Reviewing:**

- External Reviewer, M.S. Thesis of Wynne Chan, The Chinese University of Hong Kong, 2008-present.
- Reviewer, *Psychological Testing and Assessment*, Oxford University Press, 2008.
- Reviewer, *Statistics*, Sage Publications, 2008.
- Reviewer, *Discovering Statistics Using SPSS*, Sage Publications, 2007.
- Reviewer, *Sloan Work-Family Encyclopedia*, Sloan Work and Family Research Network, 2007.
- Reviewer, *Organizational Psychology* textbook prospectus, Oxford University Press, 2007.
- External Reviewer, M.S. Thesis of Cheng Hak Land Grand, The Chinese University of Hong Kong, 2004.
- External Reviewer, *Using Statistics: A Data-First Approach*, Houghton Mifflin, 2004.
- External Reviewer, Tenure and Promotion, Department of Psychology, Portland State University, 2004.
- External Reviewer, Tenure and Promotion, Department of Organization & Leadership, Columbia University, 2004.

## University Service:

- Member, WSU Vancouver Campus Task Force on Student Retention, 10/07 – present
  - Spearheaded the development and analysis of the results of student advising survey (N=450 students). Responsible for preparing detailed feedback report to campus and assisting with preparation of feedback reports to individual departments.
  - Time commitment: 40 hours
- CLA Representative, WSU Vancouver Strategic Hiring Committee, 10/07 – present.
  - Assisted in the development of the Strategic Hire Guidelines and evaluation of Strategic Hiring Proposals.
  - Time commitment: 15 hours
- Chair, General Education Assessment Committee, 9/05 – present.
  - Interdisciplinary committee tasked with developing and implementing assessment of program and student outcomes related to the new general education curriculum on the Vancouver campus. (Time commitment: 2.5 hours per week)
- Interim Director of Undergraduate Assessment, 9/06-present.
  - Duties include: chairing the GenEd Assessment Committee; developing a job description and coordinating search for permanent director of assessment; conducting pilot testing of the reliability and validity of assessment rubrics; presenting workshops to assist faculty with student and course assessment; forming and training a standing committee of ePortfolio Raters; developing and implementing a 4-yr comprehensive assessment strategy; and other duties as assigned.
  - Time commitment: 20 hours per week (.50 position)
- Presenter, 2-hour Workshop entitled, "The Only One - Unique Sources of Stress for Minorities at Work and in the Classroom" for WSUV faculty and students. Sponsored by the WSU Vancouver Diversity Faculty Fellow and Minorities Reconstructing Culture. (February, 2006)
- Presenter, 2-hr Graduate School Workshop entitled "Deciphering the GRE". Sponsored by Minorities Reconstructing Culture. (February, 2006)
- WSU Vancouver Diversity Faculty Fellow, 01/02-12/03.
  - Time commitment: .25 position (10 hrs/week)

### Duties included:

- Publishing a monthly Diversity Newsletter distributed to faculty, staff, students, and the Portland/Vancouver community.
  - Coordinating multicultural events on campus.
  - Setting the agenda and coordinating meetings of the WSU Vancouver Diversity Advisory Board (DAB), a university advisory committee consisting of representatives from education, industry, government, and non-profit community groups, as well as members of the campus Diversity Task Force.
  - Soliciting funds for the implementation of campus diversity goals and initiatives.
  - Assisting in the administration of the Diversity Mini-Grants Program.
- Chair, Joint Diversity Advisory Board/Diversity Task Force Committee on Recruitment Issues
- Founded and coordinated annual MOSAIC Multicultural Student Recruitment Fair.
- Chair, Joint Diversity Advisory Board/Diversity Task Force Committee on Retention Issues
- Developed and coordinated STEP Mentoring Program for Multicultural Students.

- Member-at-large, College of Liberal Arts Strategic Planning and Budget Advisory Committee, 2001-Spring, 2002, Fall, 2003-2005.
  - This committee is responsible for developing the college's strategic plan and making budgetary recommendations to the Dean regarding faculty and staff hires.
- Member, WSU Vancouver Scholarship Committee, 2000-2004.
  - Responsible for reviewing all university general scholarship applications and making award recommendations. In addition, this committee develops and designs new scholarship programs to conform to donor wishes.
  - Time commitment: 15 hours/yr.
- Member, WSU Vancouver Task Force on Diversity, 1999-2000, 2002-2003.
  - Time commitment: 15 hrs/yr.

### **Departmental Service:**

- Tenure Guidance Committee Chair for Armando Estrada, 2005-present.
- Member, WSU Vancouver Psychology Scholarship Committee, 2002-2003, 2006, 2009.
- Presenter, Experimental Program Brownbag Series/Psych 506: Spring, 2006; Fall, 2006; Spring, 2008.
- Organized a pilot test of the ETS Psychology Major Field Test to assess learning outcomes of graduating seniors, 2006.
- Psychology Representative, ROAR Freshman Orientation; July, 2006.
- Member, WSU Vancouver Experimental I/O Psychology Search Committee, 2004-2005.
- Member, WSU Tri-Cities Experimental I/O Psychology Search Committee, 2003-2004.
- Member, Experimental Program Strategic Planning Committee, 2002-2003.
- Urban Campus Representative, Executive Advisory Committee, 2001-2002.
- Member, Adult Clinical Search Committee, 2001-2002.
- Executive Advisory Subcommittee on Experimental Program Development, 1999-2000.
- Developed new undergraduate course, Psychology 309: Cultural Diversity in Organizations, to meet the new university Diversity [D] requirement, Fall 1999.
- WSU Vancouver Psychology M.S. Degree in I/O Psychology Needs Assessment Survey, 1998-1999.

### **Community and Student Service:**

- Faculty Advisor, WSU Vancouver Student Chapter of the Society for Human Resource Management, 1998-present.
  - Student chapter awarded the Superior Merit Award by the Society for Human Resource Management, 2002, 2004, 2006, 2007 and Merit Award in 2008. This award recognizes the most active SHRM student chapters nationwide.
  - Time commitment: 3 hours/wk.
- Invited presentation, "Empowering Women through Research." Presented to the SW Washington chapter of Soroptimist, an international women's leadership group, October, 2006.
- Invited presentation, "Organizational Change, Layoffs, and Job Insecurity: Implications for Employees, Families, and Society." Presented to WorkSource Employment Security Leadership Enrichment Group, November 2005.

- Presenter, Workshop on “Managing Workplace Diversity: Strategies for Success”. Presented to Vancouver Job Service Employer Committee, October, 2003.
- Speaker’s Bureau Presenter, Unitarian Universalist Fellowship Lecture Series, entitled “Downsizing, layoffs, and job insecurity: Implications for employees, families, and society.” May, 2003.
- Presenter, One-day seminar on “Managing Workplace Diversity: Strategies for Success”. Presented to the Southwest Washington Human Resource Management Association, September, 2002.
- Committee Member, Hewlett-Packard Scholarship Program, Vancouver Division, 1999.
- Presenter, WSU Vancouver Continuing Education Friday Forums for HR Professionals and Small Business Owners, 1999.

## **RESEARCH RECOGNITION AND MEDIA CONSULTATION**

### **Research Recognition in the Media and Professional Publications:**

- Interviewed by *National Public Radio* on the economic crisis and surviving corporate layoffs, February 2, 2009. Excerpts aired on *Weekend Edition Sunday*, Feb. 8, 2009. Accompanying article entitled, “Crafting a Plan B for Tough Economic Times” appeared on npr.org, Feb. 8, 2009.
- Interviewed by SIOP for press release discussing job insecurity and airline safety in the wake of the Hudson River airline crash, January 21, 2009. Story picked up by Salem News (“*Safety and Emergency Experts Discuss Factors that Led to Safe Landing on the Hudson*”); News Wise (“*The Difference Between a ‘Miracle’ and a Tragedy*”), Jan. 23, 2009; [www.californiagreensolutions.com](http://www.californiagreensolutions.com) (“*The Hudson River Airline Crash Landing is a Lesson in Safety Prep*”) and others, Jan. 26, 2009.
- Research featured on Minnesota Public Radio’s *In the Loop* program. Interview segment on the economic crisis and the threat of layoffs aired during the January 9, 2009 show.
- Research on the effects of job insecurity on safety cited in the December 2008 issue of *Aerosafety World* in an article on airline safety during the economic recession. “Insecurity Risk”, *Aerosafety World*, December 2008, pp. 47-49
- Article in *Washington CEO* entitled, “You’re fired – Not!” describing research on threat of layoffs and creativity appeared on April 14, 2008 (web edition) and in May 2008 (print edition).
- Research on job insecurity - creativity link described in *Washington State University Magazine* entitled, “Closing minds: How layoffs can be bad for business,” Spring, 2008 issue.
- Research on job insecurity - creativity link described in article published in *The Columbian* entitled, “Study: Job security affects creativity”, September 30, 2007, p. C1.
- Research on creativity, performance, and job insecurity cited in following outlets: [www.scottishjobstoday.co.uk](http://www.scottishjobstoday.co.uk) (September 6, 2007); [www.pinsentmasons.com](http://www.pinsentmasons.com) (September 2, 2007); [www.medicalnewstoday.com](http://www.medicalnewstoday.com) (9/13/2007); [www.salem-news.com](http://www.salem-news.com) (9/14/07); [www.vbjusa.com](http://www.vbjusa.com) (9/28/07); [www.wsutoday.wsu.edu](http://www.wsutoday.wsu.edu) (9/28/07).
- Research cited in article entitled, “Research finds job insecurity reduces staff creativity in the workplace” on [www.PersonnelToday.com](http://www.PersonnelToday.com), August 27, 2007.
- Research conducted on link between job insecurity and creativity selected for press release by the British Psychological Society, August 14, 2007.
- Research on job insecurity - safety link described in an *Industrial Engineer* article entitled, “Worried workers aren’t safe.” April, 2003, p. 10.
- Interviewed by KCSN News in Los Angeles regarding the relationship between job insecurity and employee safety. The interview aired on March, 14, 2003.

- Interviewed by Brent Hunsberger of *The Oregonian* regarding research linking job insecurity, organizational safety climate, and employee safety outcomes, Nov. 4, 2002. Articles titled, "Study finds work climate can override safety hurdles" and "Safety: Researcher discovers link" appeared in *The Oregonian* on pp. D1, D3 on November 12, 2002.
- Recent research on the effects of job insecurity on worker safety was written up by *Reuters* news agency and picked up by *ABC News*. October 9, 2002.
- *HR News*, the monthly newspaper of the Society for Human Resource Management, featured an article about my research on the influence of an organization's safety climate on the relationship between job insecurity and employee safety. Article entitled "Employee safety study earns Research Award for professor" appeared in the July, 2002 issue (pp. 17, 22).
- Research regarding the relationship between job insecurity and employee safety was written up in *Occupational Hazards* article entitled "Job insecurity may impact safety," December 2001, p. 53-54.
- Article citing research on link between job insecurity and employee safety behavior appeared in *OH&S Canada*, a magazine devoted to occupational health and safety, June, 2001, Vol.17(4), p. 56.
- Interviewed by Steve Lewis, Editor of *Occupational Health Management*, a monthly newsletter devoted to occupational health issues among health professionals, regarding research connecting job insecurity and employee safety outcomes, June 8, 2001. Article based on interview appeared in August, 2001 issue of *Occupational Health Management*.
- Conducted radio interview regarding research on job insecurity and safety outcomes with Bob Saye of the Weekend Edition radio show on CKNW in Vancouver, B.C., April 22, 2001.
- Conducted radio interview regarding research on job insecurity and safety outcomes with Bob McCormick of the Business Hour show on KNX 1070 in Los Angeles, April 19, 2001.
- Research on workplace injuries and job insecurity highlighted in the Science section of *The Oregonian*, April 18, 2001.
- Interviewed by Fran Berger of [HealthScout.com](http://HealthScout.com) regarding research on job insecurity and worker safety, April 17, 2001. Article can be viewed by clicking [here](#).
- Interviewed by Michael Precker of the *Dallas Morning News* about relationship between job insecurity and employee safety outcomes, April 17, 2001. Article citing interview entitled "Could stress on the job be hazardous to your health?" appeared in *The Dallas Morning news*, May 1, 2001, p. 3C.
- Interviewed by KCSN News Radio in Northridge, CA regarding research on employee job insecurity and safety outcomes, April 17, 2001.
- Research connecting job insecurity and safety highlighted by Reuters Health on April 17, 2001.
- Research on job insecurity and worker health highlighted in *USA Today* on April 17, 2001.
- Interviewed by ABC News Radio regarding the relationship between job insecurity and worker safety outcomes. Interview aired on over 4,500 radio station affiliates on April 16, 2001.
- Interviewed by Jennifer Warner of [CBS HealthWatch.com](http://CBSHealthWatch.com) regarding research linking job insecurity with employee safety outcomes, April 16, 2001.
- Research on the effects of corporate layoffs featured on News@WSU during the week of April 16, 2001.
- Interviewed by CBS News Network Radio regarding research linking job stress and health outcomes, April 14, 2001. Interview aired on 600 affiliate radio stations on April 15, 2001.
- Interviewed by Dan DeNoon of [WebMD.com](http://WebMD.com) regarding effects of job insecurity on employee safety outcomes, April 12, 2001. Article can be viewed at <http://my.webmd.com/content/article/1728.77402>.

- Interviewed by Robin Eisener of [ABCnews.com](http://abcnews.com) regarding effects of job insecurity on employee safety outcomes, April 12, 2001. Article can be viewed at <http://abcnews.go.com/sections/living/DailyNews/workersafety010413.html>.
- Radio interview with Lynn Medcalf of News Generation regarding research on job insecurity and employee safety outcomes, April 12, 2001. Radio excerpt picked up by 144 stations reaching over 3 million listeners, April 16, 2001.
- Interviewed by Siri Carpenter of the *APA Monitor* about Probst & Brubaker (2001) research connecting job insecurity with employee safety outcomes. Article regarding research appeared in the April 2001 issue of the *APA Monitor*.

#### **Media Consultation:**

- Interviewed by Colin Kennedy of *The Daily Evergreen* on the benefits of exercise on physical and mental stress, April 13, 2007.
- Interviewed by Paula Kashtan of *Best Life Magazine* on ways to motivate former colleagues when you become their manager, February 18, 2007
- Interviewed by Tricia Jones of *The Columbian* regarding the scientific basis for the “Monday Blues” phenomenon at work. Article citing interview entitled, “The weekend’s over: Ready, set, sulk” appeared in *The Columbian* on September 23, 2006.
- Interviewed by Bill O’Brien of the *Traverse City Record Eagle* regarding the impact of the Leer Corporation plant closing in Michigan and the loss of 300 manufacturing jobs, April 26, 2004. Article entitled, “Plant echoes with sadness” appeared on May 2, 2004.
- Interviewed by Brent Hunsberger of *The Oregonian* regarding the impact of organizational downsizing and layoff notices during the holiday season. December, 2003.
- Interviewed by Annie Pierce Rusunen of *The Columbian* regarding cross-cultural differences in body language and non-verbal forms of communication, September 30, 2002. Article entitled, “What’s Your Body Saying?” appeared in the October 4, 2002 issue, p. D1.
- Interviewed by Jeanie Casison of *Incentive Magazine* regarding fear of layoffs in the workplace and management by intimidation, July 17, 2002. Article entitled “Scare Tactics” appeared in the September issue of *Incentive Magazine*.
- Interviewed by Melissa Solomon of *ComputerWorld Magazine* on today’s job insecurity and steps organizations and employees can take to combat the resulting stress, April, 1, 2002. Article entitled, “Stress Survival Strategies” appeared on August 5, 2002.
- Interviewed by Mary Doyle of *The Columbian* regarding goal setting and New Year’s resolutions, Jan. 3, 2002. Article entitled, “Don’t aim too high with 2002 resolutions” ran on Jan. 7, 2002.
- Interviewed by *The Oregonian* regarding the recent spate of hi-tech layoffs in Clark County. Article titled, “More layoffs mean struggles for workers” appeared on December 3, 2001, pp. C1-C2.
- Interviewed by Stephanie Armour of *USA Today* regarding outcomes of corporate layoffs and job insecurity, July 18, 2001. Story appeared in the July 26, 2001 issue of *USA Today*.
- Interviewed by Jill Diffendal of *ADVANCE Magazine for Occupational Therapists* regarding stress, anxiety and depression in the workplace. Article, entitled “More Than a ‘Bad Day’ at Work”, citing interview appeared in *ADVANCE Magazine for Occupational Therapists*, 17(15), pp. 11, 15.
- Interviewed by *The Clarion-Ledger* (Mississippi) regarding recent state government layoffs, June 15, 2001. Article citing interview appeared in the June 17, 2001 edition and can be viewed by clicking [here](#).
- Interviewed by Rodney Jeffreys of *People Management* magazine on May 4, 2001. Article citing interview appeared online, May 15, 2001.

- Interviewed by the Society for Industrial/Organizational Psychology for a News Lead featuring an analysis of the effects of the Boeing corporate headquarters move on employees in the Seattle area, April 11, 2001.
- Radio interview with *KVAN Northwest Morning* regarding the recent layoffs in Clark County and their effects on employees, April 5, 2001.
- Interviewed by Michelle Quinn of the *San Francisco Chronicle* about the recent wave of dot.com layoffs, October 16, 2000.
- Interviewed by the *Lewiston Morning Tribune* (Lewiston, Idaho) about the consequences of the Potlatch layoffs on laid off workers and remaining employees, June, 2000. Articles citing interview entitled “Potlatch hourly workers could be next.” and “Many downsized employees facing uncertain crossroads.” appeared in the *Lewiston Morning Tribune*, June 8, 2000, pp. 1A, 4A.
- Interviewed by Jessica Dumpert of *FoxNews.com* (NY City) about the effects of vacation time on a person’s ability to work effectively and job burnout levels, June, 2000. Article citing interview appeared online at *Foxnews.com* on June 21, 2000.
- Interviewed by Melody Finnemore of *The Columbian* about job insecurity and the “disappearing lunch hour”, January, 2000. Article citing interview entitled “Desktop dining: Lunch hour becoming a rare treat rather than an everyday occurrence.” appeared in *The Columbian*, February 13, 2000, p. E1.
- Invited to write a feature article about organizational downsizing in *The Columbian’s* “Ask an Expert” series. Article appeared in *The Columbian*, April 29, 1999, p. C2.

## **PROFESSIONAL DEVELOPMENT**

### **2006 American Evaluation Association Conference Workshops:**

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

### **Grantsmanship Workshops:**

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

### **Web Design:**

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

## Miscellaneous:

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