

## **Kate M. Conley**

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### EDUCATION

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|---------------|---|
| Expected 2019 | <b>Ph.D., University of Georgia</b><br>Industrial-Organizational Psychology   |
| January 2018  | <b>M.S., University of Georgia</b><br>Industrial-Organizational Psychology<br><i>Thesis: The Family-Friendly Advantage: Evaluating the Effects of Instrumental and Symbolic Organizational Attributes on Efforts to Attract the Emerging Workforce.</i> Chair: Dr. Nathan T. Carter |
| May 2014      | <b>B.A., University of Wisconsin-Madison</b><br>Psychology with Honors<br>Certificate in Business   |

### RESEARCH EXPERIENCE

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My research interests connect applied psychometrics with substantive areas around employee well-being and quality of life including topics of stress management, workplace relationships, employee and organizational resilience, work engagement, occupational health and positive organizational scholarship. I am also interested in outcomes related to the changing nature of work such shifting demographics, diversity and inclusion, and burnout due to technology. I have begun to investigate positive employee interventions that alleviate work-related stress and increase employee potential (e.g. mindfulness, gratitude, wellness programs, and family-friendly policies). I hope findings in these areas inform research and practice cross-culturally to bridge the gap in worker well-being around the world.

#### Journal Publications

1. Clark, M. A., O'Neal, C. W., **Conley, K. M.**, & Mancini, J. A. (2017). Resilient family processes, personal reintegration, and subjective well-being outcomes for military personnel and their family members. *American Journal of Orthopsychiatry*, 88, 99-111. doi:10.1037/ort0000278
2. Eby, L.T., Allen, T., **Conley, K.M.**, Williamson, R., Henderson, T.G., & Mancini, V. (2017). Mindfulness-based training interventions for employees: A qualitative review of the literature. *Human Resource Management Review*. doi:10.1016/j.hrmr.2017.03.004

3. **Conley, K.M.**, Clark, M.A., Vande Griek, O.H., Mancini, J.A. (2016). Looking backward, moving forward: Exploring theoretical foundations for understanding employee resilience. *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 491-497. doi:10.1017/iop.2016.45
4. Eby, L.T., Allen, T., **Conley, K.M.**, Williamson, R., Mancini, V., & Mitchell, M. (2015). What do we *really* know about the effects of mindfulness-based training in the workplace? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 8, 652-661. doi:10.1017/iop.2015.95
5. Griggs, T. L., Eby, L. T., Maupin, C. K., **Conley, K.M.**, Williamson, R., Vande Griek, O., & Clauson, M. (March, 2016). Who are these workers, anyway? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 114-121. doi:10.1017/iop.2015.123

#### Manuscripts Under Review

1. Carter, N.T., Williamson, R.L., Lowery, M., Harris, A., **Conley, K.M.**, Maupin, C.K., & King, R.T (revise and resubmit). Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology*.

#### Conference Presentations

1. **Conley, K.M.** & Eby, L.T. (2018, April). *Let's practice what we preach: The science AND practice of mindfulness at work* (co-chair). Alternative session to be presented at the 2018 Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.
2. **Conley, K.M.**, French, K.A., Eby, T.E., & Allen, T.D. (2018, April). One year later: The sustained effects of mindfulness training on employee well-being. In K. Conley & L. Eby (co-chairs), *Let's practice what we preach: The science AND practice of mindfulness at work*. Alternative session to be presented at the 2018 Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.
3. **Conley, K.M.** & Clark, M.A. (2017, April). *True grit for tough jobs: Individual and group-level employee resilience* (Co-chair). Symposium presented at the 2017 Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
4. French, K.A., **Conley, K.M.**, Allen, T.A., Eby, L.T. (2017, April). Mindfulness-based stress reduction for substance abuse treatment professionals. In C. Fritz & D. Auten (co-chairs), *Mindfulness and employee outcomes: Examining intervention effects*. Symposium to be presented at the 2017 Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
5. **Conley, K.M.**, Vande Griek, O.H., Clark, M.A. (2016, June). *An exploratory investigation of anticipated work-family conflict among STEM and non-STEM majors*. Poster presented at the 2016 Meeting of the Work and Family Researchers Network: Washington, D.C., MD.
6. **Conley, K.M.**, Vande Griek, O.H., Williamson, R.L., Harris, A., & Carter, N.T. (2016, April). *Disposition or ability? Using IRT to solve the mindfulness mystery*. Poster presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.

7. Eby, L.T., Allen, T., **Conley, K.M.**, Williamson, R., Mancini, V., & Mitchell, M. (2016, April). Mindfulness-based training in organizations: A qualitative review. In K. Kraiger (Chair), *You can train that? Empirical support for novel training content*. Symposium presented at the 2016 Meeting of the Society for Industrial and Organizational Psychology: Anaheim, CA.
8. **Conley, K.M.**, Zimmerman, L., Beiler-May, A., & Clark, M.A. (2015, May). *Examining nonwork-related antecedents of employee health and well-being outcomes*. Presented at the 2015 bi-annual Work, Stress, and Health Conference: Atlanta, GA.
9. Locklear, L., **Conley, K.M.**, Clark, M.A. (2015, October). *Emerging curvilinear relationships between organizational support and job satisfaction in same-sex couples*. Poster presented at the 2015 annual River Cities Industrial-Organizational (RCIO) Conference: Chattanooga, TN.

### Lab Affiliation and Current Projects

#### **Applied Psychometrics Lab** – Dr. Nathan Carter

Lab Member (2016-present)

Project: Mindfulness and Personality  
 Description: Taking a closer look at the relationship between mindfulness and big 5 personality traits including advanced methods of assessment of trait and state measures of mindfulness and examining the influence of mindfulness on trait activation at a state level.

Status: In development for dissertation

Project: Curvilinear Effects of Agreeableness  
 Description: Examining the curvilinear effects of the big 5 personality dimension, agreeableness, on performance and well-being outcomes, particularly estimating the inflection points in which generally positive subfacets (i.e., altruism) produce negative outcomes for the individual.

Status: Data collection

Project: Family-friendly Organizational Attributes (Master's Thesis)  
 Description: Using policy-capturing and multi-level modeling to examine the value that job applicants place on family-friendly policies and image perceptions, above and beyond pay and benefits, when accounting for individual differences.

Status: Writing manuscript for publication

#### **Enhancing Connections and Health in Organizations (ECHO) Lab** – Dr. Lillian Eby

Formerly MERITS Lab (Managing Effective Relationships in Treatment Services)

Lab Member (2014 - present)

Project: Gratitude and Coworker Relationships  
 Description: Disentangling the beneficial effects of expressing, receiving, and feeling gratitude toward others at work to promote positive coworker interactions, build social support and enhance employee health and well-being.

Status: In development

Project: Mindfulness and Mentoring  
Description: An investigation of the role of mindfulness practice and/or trait-based mindfulness in workplace mentoring relationships.  
Status: In development

Project: Physiological Measurement in Organizational Science  
Description: Conducting a systematic review of the IO/OB literature that has employed physiological measures of employee health  
Status: Coding articles

### Grants and Contracts

PI: Kate M. Conley  
Source: NIOSH Sunshine ERC Pilot Research Project Grant – University of South Florida  
Project Title: Reciprocal health networks: Disentangling the effects of gratitude exchange on positive coworker relationships and employee well-being  
Status: Not Awarded (2017)  
Role: PI, under the direction of Dr. Nathan T. Carter & Dr. Lillian T. Eby

PI: Dr. Lillian T. Eby  
Source: National Institute on Drug Abuse (NIDA)  
Project Title: Barriers to effective implementation of smoking cessation programs for low income populations in addiction treatment (R01 DA028188)  
Status: Awarded 2015  
Role: Research Assistant

### Research Proposals Written for Class

1. No, Thank YOU: Unraveling the Bidirectional Effects of Gratitude on Positive Work Relationships (Spring 2017)
2. Better Together: Empirical Evidence for the Growing Importance of Supportive Relationships in a Changing Workplace (Fall 2016)
3. Can a Little Thanks Go a Long Way? The Effect of Gratitude on Positive Coworker Relationships and Employee Well-being (Spring 2016)
4. The Strategic Tradeoff in Corporate Social Performance: A Stakeholder Approach to Extended Parental Leave Policies (Fall 2015)
5. A Re-evaluation of the Psychometric Properties of the Mindfulness Attention and Awareness Scale (Fall 2015)
6. Can a Little Thanks Go a Long Way? A Positive Psychology Approach to Coworker Interactions (Fall 2015)
7. Construct Investigation of Mindfulness: An Application of Item Response Theory (Summer 2015)
8. Anticipated Work-family Conflict: Psychometric Scale Analysis (Spring 2015)

9. Recruiting for Millennials: The Moderating Role of Anticipated Work-family Conflict in the Relationship between Family-friendly Policies and Organizational Attractiveness (Fall 2014)
10. Work-family Balance during Transition Periods: A Family Resilience Perspective (Fall 2014)

#### APPLIED WORK EXPERIENCE

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**360 Leadership Coach** – *RaceTrac Petroleum, Inc.* (Apr 2017 – Jun 2017)

Provided developmental coaching to managers  
Delivered 360 feedback results  
Under the direction of Dr. Alison Mallard, HRCatalyst, Inc.

**Analyst** – *Society for Industrial-Organizational Psychology (SIOP)* (Aug 2016 – Oct 2016)

Served as the data analyst for the Tri-annual SIOP Income and Benefits Survey  
Helped disseminate results in report, TIP report and infographic

**Leadership & Succession Intern** – *Russell Reynolds Associates* (May 2016 – Dec 2017)

Assisted the Leadership and Succession team (I/O PhDs)  
Analyzed and disseminated personality and culture survey data

**Consulting Analyst** – *Procter and Gamble* (May 2015)

Psychometric evaluation of P&G personality selection tool (developed by UGA)  
Conducted IRT modeling for selection and assessment purposes  
Under the direction of Dr. Nathan Carter

**Research Fellow** – *Sodexo North America* (Dec 2014 – Jan 2016)

Applied project work for Benefits and Rewards Services

Authored White Papers:

1. The Path to Frontline Employee Engagement
2. Communication 101: A Crash Course in the Fundamental Elements of Employee Recognition

**Consultant** – *United Way Worldwide* (Oct 2014 – Oct 2016)

Developed CSR Employee Satisfaction Survey  
Presented survey to UWW Global Corporate Partners

**Project Lead & Consultant** – *The QTI Group* (Oct 2014 – Apr 2016)

Conducted the Annual Employee Engagement Survey  
Administered, analyzed and delivered results of the survey to organizational leaders

**Consultant** – *Central Alabama Electric Cooperative (CAEC)* (Aug 2014 – May 2015)

Conducted and analyzed corporate Wellness Program Survey  
Helped undergraduate research assistants present findings to the WAFER Lab

**Human Resources and Consulting Intern** – *The QTI Group* (Jan 2013 – Jul 2014)

Assisted with project-based client work  
Analyzed compensation and engagement data  
Under the direction of HR and management consultants

**Human Resources Intern** - *Toyota New Zealand* (Jan 2014 – Mar 2014)

Served the HR and Internal Governance Team  
Gained an understanding of international business customs

## HONORS AND AWARDS

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**Outstanding Teaching Award Winner** (2017)  
**Travel Funding Award** (2017) – UGA Graduate School to attend the 2017 SIOP Conference  
**UPS Corporate Scholar Fellowship** (2014 - 2015)  
**Excellence in Graduate Recruitment Award** (2014)  
**Outstanding Independent Project Award** (2014) – University of Wisconsin-Madison, professor nominated department scholarship on behalf of anonymous donor

## SERVICE

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**I-O Psychology Student Association – President** (2016-2017)  
**I-O Psychology Student Association – VP of Programs** (2015-2016)  
**I-O Psychology Student Association – Recruitment Chair** (2014-2015)  
**Work and Family Experiences Research (WAFER) Lab – Lab Manager** (2015-2016)  
**Guest Speaker**, Grad School Panel for Careers in Psychology Class (2014 - 2016)  
**Volunteer**, Applying to Graduate School Workshop – Letter writing tips (2014)  
**Volunteer**, Athens Area Humane Society (ongoing)

## PROFESSIONAL AFFILIATIONS

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**Society for Industrial and Organizational Psychology** (2014 – present)  
**Psi Chi National Honor Society in Psychology** (2012 – 2014)  
**Society for Human Resource Management** (2012 – 2014)  
**National Society of Collegiate Scholars** (2011 – 2014)

## TEACHING AND ADVISING EXPERIENCE

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**Guest Lecturer** – Psychological Testing: Clinical Assessment (Nov 2017)  
**Guest Lecturer** – Psychology of the Workplace: Worker Stress & Mindfulness (Sept 2017)  
**Guest Lecturer** – UGA I-O I-O Master's Program: Introduction to using R (Jul 2017)  
**Teaching Assistant** – UGA I-O Master's Program (Fall 2016 – Summer 2017)  
**Instructor** – Undergraduate Statistics Lab: Research Analysis in Psychology in R (Spring 2016)  
**Guest Lecturer** – Undergraduate Research Design: How to Use Qualtrics (Feb 2015)  
**Advisor** – Undergraduate Research Projects (2014 – present)

## SKILLS AND CERTIFICATIONS

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**Statistical Software** – SPSS and R/R Studio, including packages and visualizations  
**Data Management** – Experience cleaning, merging and wrangling large organizational datasets  
**Project Management** – Experience leading research and consulting projects  
**Teaching Certification** – CIRTL Associate Certification (membership of the national Center for the Integration of Research, Teaching and Learning, a network of 22 research institutions)  
**Yoga** – Practicing yogi for 6 years, working toward teacher training certification in the next year