

**Kate M. Conley**  
University of Georgia

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**EDUCATION**

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- Expected 2019**      **Ph.D., University of Georgia, Athens**  
Industrial-Organizational Psychology
- Expected 2017**      **M.S., University of Georgia, Athens**  
Industrial-Organizational Psychology
- May 2014**            **B.A., University of Wisconsin-Madison**  
Psychology with Honors  
Certificate in Business

**RESEARCH STATEMENT**

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My research interests lie under the umbrella of worker well-being and include topics of work-life balance, workplace stress, employee engagement, occupational health and positive organizational scholarship. I am also particularly interested in outcomes related to the changing nature of work such as changing demographics and burnout due to technology. I have recently begun to investigate positive employee interventions that alleviate potential for burnout and workplace-related stress (e.g. mindfulness, gratitude, wellness programs, and generous family-friendly policies).

**PUBLICATIONS**

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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*.

**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*.

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*.

Griggs, T. L., Eby, L. T., Maupin, C. K., **Conley, K.M.**, Williamson, R., Vande Griek, O., & Clauson, M. (March, 2016). Who are workers anyway? *Industrial and Organizational Psychology: Perspectives on Science and Practice*.

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## CONFERENCE PRESENTATIONS

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**Conley, K.M.** & Clark, M.A. (2017, April). *True Grit for Tough Jobs: Individual and Group-level Employee Resilience* (Co-Chair). Symposium to be presented at the 2017 Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.

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.

**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.

**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.

**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.

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.

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.

## HONORS AND AWARDS

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**Outstanding Teaching Award Winner** (2017)

**UPS Corporate Scholar Fellowship** (2014 - 2015)

**Excellence in Graduate Recruitment Award** (2014)

**Outstanding Independent Project Award** – University of Wisconsin-Madison, Anonymous Scholarship on behalf of Psychology Department and Experimental Psychology course bestowed upon me by Professor nomination.

**Dean's List** – University of Wisconsin-Madison (6 Semesters)

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## APPLIED EXPERIENCE

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- April – June 2017      **360 Coach** – *RaceTrac Petroleum, Inc.*  
Developmental coaching of leader 360 feedback results – under the direction of Alison Mallard, HRCatalyst, Inc.
- Aug – Oct 2016      **Analyst** – *Society for Industrial-Organizational Psychology (SIOP)*  
Tri-annual SIOP Income and Benefits Survey  
[TIP Report: Overview of Results From the 2016 SIOP Income & Employment Survey](#)
- May 2016 – Present      **Leadership & Succession Intern** – *Russell Reynolds Associates*  
Assisted the Leadership and Succession practice within Russell Reynolds Associate’s executive search firm
- May 2015      **Consulting Analyst** – *Procter and Gamble*  
Data analytics and psychometric project work conducting IRT modeling for selection and assessment purposes – under the direction of Dr. Nathan Carter
- Dec 2014 – Jan 2016      **Research Fellow** – *Sodexo North America*  
Applied project work for Benefits and Rewards Services  
[Published White Papers:](#)  
1. The Path to Frontline Employee Engagement  
2. Communication 101: A Crash Course in the Fundamental Elements of Employee Recognition
- Oct 2014 – Oct 2016      **Consultant** – *United Way Worldwide*  
CSR Employee Satisfaction Survey with UWW Global Corporate Partners
- Oct 2014 – April 2016      **Project Lead & Consultant** – *The QTI Group*  
Annual Employee Engagement Survey
- Aug 2014 – May 2016      **Consultant** – *Central Alabama Electric Cooperative (CAEC)*  
Corporate Wellness Program Survey.
- Jan 2013 – Jul 2014      **Human Resources and Consulting Intern** – *The QTI Group*  
Performed project-based, analytical client work under direction of a small team of HR and management consultants.
- Jan – Mar 2014      **Human Resources Intern** - *Toyota New Zealand*  
Served the HR and Internal Governance Team while gaining an understanding of a large company process applied in an international context.
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## **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 Anna Hulett’s Careers in Psychology Class (2014)  
**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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**Advisor** – Undergraduate class: Research Projects (2014 – present)  
**Certification as CIRTL Associate** – Membership of the national Center for the Integration of Research, Teaching and Learning, a network of 22 research institutions.  
**Guest Lecturer** – Undergraduate class: Research Design. Topic: How to Use Qualtrics (February, 27 2015)  
**Instructor** – Undergraduate statistics lab: Research Analysis in Psychology. (Spring 2016)  
**Teaching Assistant** – UGA I-O Professional Master’s Program (Fall 2016 – Present)

## **RESEARCH PROJECTS IN PROGRESS**

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**Family-Friendly Advantage** – Master’s thesis study investigating the weighted influence of instrumental and symbolic signals of family-friendly employers and the competitive advantage they have in attracting the emerging workforce facing heightened work-family conflict. Under the direction of Nathan T. Carter with committee members Brian Hoffman and Lillian Eby.

**Mindfulness and Personality** – Taking a closer look at the relationship between mindfulness and big 5 personality traits including assessment of trait and state measures of mindfulness in addition to examining the influence of mindfulness on trait activation at a state level. Under the direction of Nathan T. Carter

**Gratitude and Coworker Relationships** – An intervention approach to prompting feelings of gratitude toward others at work to promote more positive coworker interactions, build social support and enhance employee health and well-being. Under the direction of Lillian T. Eby.

**Mindfulness and Mentoring** – An investigation of the role of mindfulness practice and/or trait-based mindfulness in workplace mentoring relationships. Under the direction of Lillian T. Eby.

**Curvilinear Effects of Agreeableness** – Examining the curvilinear effects of the big 5 personality dimension, agreeableness, particularly estimating the inflection points in which generally positive subfacets (i.e., altruism) produce negative outcomes for the individual. Under the direction of Nathan T. Carter.

## **PROPOSALS WRITTEN IN CLASS**

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**Recruiting for Millennials: The Moderating Role of Anticipated Work-family Conflict in the Relationship between Family-friendly Policies and Organizational Attractiveness** (Fall 2014)

**Work-family Balance during Transition Periods: A Family Resilience Perspective** (Fall 2014)

**Anticipated Work-family Conflict: Psychometric Scale Analysis** (Spring 2015)

**Construct Investigation of Mindfulness: An Application of Item Response Theory** (Summer 2015)

**Can a Little Thanks Go a Long Way? A Positive Psychology Approach to Coworker Interactions** (Fall 2015)

**A Re-evaluation of the Psychometric Properties of the Mindfulness Attention and Awareness Scale** (Fall 2015)

**The Strategic Tradeoff in Corporate Social Performance: A Stakeholder Approach to Extended Parental Leave Policies** (Fall 2015)

**Can a Little Thanks Go a Long Way? The Effect of Gratitude on Positive Coworker Relationships and Employee Well-being** (Spring 2016)

**Better Together: Empirical Evidence for the Growing Importance of Supportive Relationships in a Changing Workplace** (Fall 2016)

**No, Thank YOU: Unraveling the Bidirectional Effects of Gratitude on Positive Work Relationships** (Spring 2017)

## **PROFESSIONAL AND RESEARCH TALKS ATTENDED**

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**(Don't) worry and be happy: The value of emotional ambivalence during job search**, Dr. Allison Gabriel (3/01/17)

**Insights behind Founding Strategic Management Decisions (SMD)**, Dr. Scott Mondore (9/20/16)

**Diversity in I-O: Micro-aggressions Workshop**, Dr. Chris Linder (11/29/2016)

**Merits or impressions? A dynamic model of newcomer socialization in teams**, Yihao Liu (10/04/16)

**Regulating the social self: The role of self-control in social do behaviors**, Dr. Lara Kammrath (1/16/2015)

**R Workshop**, Alex LoPilato (1/13/2015)

**Mistake Recovery**, Dr. Lily Cushenbery (3/20/15)

**Should We Contextualize Our Measures to a Higher Degree?**, Dr. Filip Lievens (9/11/15)

**Publishing Workshop**, Dr. Michelle vanDellan, Dr. Malissa Clark (11/13/2014)

**Making the Most of Your Graduate Career**, Dr. Gary Green (11/5/14)

**Grant Panel Q & A Session**, Dr. Lillian Eby (10/29/14)

**Situational Strength: ~~The~~A Missing Link in IO Research**, Dr. Rustin Meyer (10/24/14)

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