**Kristen M. Shockley**

**125 Baldwin St, Athens, GA 30602**

**kshock@uga.edu**

**EDUCATION**

**Ph.D. in Industrial/Organizational Psychology, August 2010**

University of South Florida

Minor in Occupational Health Psychology

Dissertation title: You can’t always get what you want, but does it matter? A person-environment fit perspective on the congruence between pre-child desires and post-child actual labor divisions and well-being

Chair: Tammy Allen

**M.A. in Industrial/Organizational Psychology, August 2007**

University of South Florida

Thesis title: Understanding the missing link in flexible work arrangement utilization: An individual difference perspective

Chair: Tammy Allen

**B.S. in Psychology, December 2004**

**Honors Program, Summa Cum Laude**

University of Georgia

Minor in French

**ACADEMIC POSITIONS**

**University of Georgia, Department of Psychology**

Assistant Professor, August 2016 – present

**Baruch College – City University of New York, Department of Psychology**

Associate Professor, August 2015 – August 2016

Deputy Chair of Psychology, July 2015 – July 2016

Assistant Professor, August 2010 – August 2015

**RESEARCH EXPERIENCE**

**RESEARCH INTERESTS**

Work-family issues, flexible work arrangements, careers, dual-career couples, occupational stress and well-being, workplace mentoring, emotions, gender and diversity

**JOURNAL PUBLICATIONS**

19. Albright, G., Davidson, J.\*, Goldman, R., & **Shockley, K.M.** (in press). Development and validation of the Gatekeeper Behavior Scale: A tool to assess gatekeeper training for suicide prevention. *Crisis: The Journal of Crisis Intervention and Suicide Prevention.*

18. Eatough, E.M., **Shockley, K.M.**, & Yu, P.\* (2016). A review of ambulatory health data collection methods for employee daily diary research. *Applied Psychology: An International Review, 65* (2), 322-354.

17. **Shockley, K.M.**, Ureksoy, H.M., Rodopman, O.B., Poteat, L.F., & Dullaghan, T.R (2016). Re-conceptualizing subjective career success: A mixed methods study. *Journal of Organizational Behavior, 37*(1), 128-153.

16. Allen, T.D., French, K. A., Dumani, S., & **Shockley, K.M.** (2015). Meta-analysis of work-family conflict mean differences. Does national context matter? *Journal of Vocational Behavior, 90,* 90-100.

15. Allen, T.D., Golden, T., **Shockley, K.M.** (2015). How effective is telecommuting? Assessing the status of our scientific findings. *Psychological Science in the Public Interest. 16*(2), 40-68.

14. Poteat, L.F., **Shockley, K.M.**, & Allen, T.D. (2015). Attachment anxiety in mentoring relationships: The mediating role of commitment. *Career Development International*, *20*(2), 119 - 132.

13. **Shockley, K.M.**, & Allen, T.D.(2015).Deciding between work and family: An episodic approach. *Personnel Psychology, 68(2),* 235–461.

\*\*\*\*Finalist (Top 5) for Rosabeth Moss Kanter Award for Excellence in Work-Family Research

12. **Shockley, K.M.**, & Allen, T.D.(2013).Episodic work-family conflict, cardiovascular indicators, and social support: an experience sampling approach. *Journal of Occupational Health Psychology, 18*(3), 262-275.

\*\*\*\*Finalist (Top 4) for Best Paper of the Year award for *Journal of Occupational Health Psychology*

11. Allen, T.D., Johnson, R.C., Kiburz, K., **Shockley, K.M.** (2013).Work-family conflict and flexible work arrangements: Deconstructing flexibility. *Personnel Psychology, 66*(2), 345-376.

\*\*\*\*Awarded Best Paper of the Year award for *Personnel Psychology*

10**. Shockley, K.M.**, Ispas, D., Rossi, M.E., & Levine, E.L. (2012). A meta-analytic investigation of the relationship between state affect, discrete emotions, and organizational performance. *Human Performance, 25*(5),377-411.

#### 9. Shockley, K.M., & Allen, T.D. (2012). Motives for flexible work arrangement use. Community, Work, & Family, 15(2), 217-231.

8. Albright, G., Goldman, R., **Shockley, K.M**., McDevitt, F., & Akabas, S. (2011).Using an avatar-based simulation to train families to motivate veterans with post-deployment stress to seek help at the VA. *Games for Health*, *1(1).*

7. Mazzola, J.J., Jackson, E.M., **Shockley, K.M.**, & Spector, P.E. (2011). Examining stress in graduate students: Combining open- and closed-ended survey methods. *Journal of Mixed Methods Research, 5(3),* 198-211.

6. **Shockley, K.M.**, & Singla, N. (2011). Reconsidering work-family interactions and satisfaction: A meta-analysis. *Journal of Management, 37,* 861-886.

5. Allen, T.D., **Shockley, K.M.**, & Poteat, L.F. (2010). Protégé anxiety attachment and feedback in mentoring relationships. *Journal of Vocational Behavior, 77*, 73-80.

4. **Shockley, K.M.**, & Allen, T.D. (2010). Investigating the missing link in flexible work arrangement utilization: An individual difference perspective. *Journal of Vocational Behavior,* *76*, 131-142.

3. Poteat, L.F., **Shockley, K.M.**, & Allen, T.D. (2009). Mentor-protégé commitment fit and relationship satisfaction in academic mentoring. *Journal of Vocational Behavior, 74*, 332-337.

2. Allen, T.D., **Shockley, K.M.**, Poteat, L. (2008). Workplace factors associated with family dinner behaviors. *Journal of Vocational Behavior*, *73*, 336-342.

1. **Shockley, K.M.**, & Allen, T.D. (2007). When flexibility helps: Another look at the availability of flexible work arrangements and work-family conflict. *Journal of Vocational Behavior, 71*, 479-493.

**BOOK CHAPTERS & BOOK REVIEWS**

8. **Shockley, K.M.** (in press).Book review of *“*Gender and the Work-family Experience: An Intersection of Two Domains.” *Academy of Management Learning and Education.*

7. **Shockley, K.M.**, Smith, C.R., Knudsen, E. (in press). The impact of work-life balance on employee retention. In. H. Goldstein, E. Pulakos, J. Passmore, & C. Semedo (Eds.) *Handbook of the Psychology of Recruitment, Selection, and Retention*, Wiley-Blackwell.

6. **Shockley, K.M.** (in press). Managing the work-family interface. In N. Anderson, C. Viswesvaran, H.K. Sinangil & D. Ones (Eds.) *Handbook of Industrial, Work, and Organizational Psychology*, Sage.

5. **Shockley, K.M.**, & Shen, W. (2016). Couple dynamics: Division of labor. In T. Allen & L. Eby (Eds.). *Oxford Handbook of Work and Family*. Oxford University Press.

4. **Shockley, K.M.,** Thompson, C.A., & Andreassi, J.K. (2013). Workplace culture and work-life integration. In D. Major & R. Burke (Eds.) *Handbook of work-life integration of professionals: Challenges and opportunities*. Edward Elgar.

3. Allen, T.D., & **Shockley, K.M.** (2012). Older Workers and work-family issues. In J.W. Hedge & W.C. Borman (Eds.) *Oxford Handbook of Work and Aging*. Oxford University Press.

2. Allen, T.D., **Shockley, K.M.,** & Biga, A. (2010). Work and family in a global context. In K. Lundby & J. Jolton (Eds). *Going Global: Practical Applications and Recommendations for HR and OD Professionals in the Global Workplace*. Jossey-Bass

1. Allen, T.D., & **Shockley, K.M.** (2009).Flexible work arrangements: Help or hype? In D. R. Crane, & E. J. Hill (Eds.), *Handbook of Families and Work: Interdisciplinary Perspectives*. Lanham, MD: University Press of America.

**BOOKS**

3. **Shockley, K.M.**, Shen, W., & Johnson, R.C (edited volume in preparation, contract signed, due date for final product May 2017). *Handbook of the Global Work-Family Interface*. Cambridge Industrial and Organizational Psychology Series.

2. Rogelberg. S.G. with **K.M. Shockley** and S. Tonidandel (edited volume in preparation, contract signed, due date for final product August 2016). *The Encyclopedia of Industrial and Organizational Psychology* (Vols. 1 - 3; 2nd Ed.). Thousand Oaks, California: Sage Publishing.

1. Scherbaum, C.A., & **Shockley, K.M.** (2015). *Methods for Analysing Quantitative Data for Business and Management Students*. London: Sage.

**CONFERENCE PRESENTATIONS**

**Chaired Symposia and Facilitator Roles**

14. **Shockley, K.M.** (Chair). *Research Incubator: (Truly!) Novel Methods to Advance Work-Family Research.* Alternative Session Typeto be presented at 2016 annual SIOP conference. Anaheim, CA.

13. **Shockley, K.M.** (Moderator). *Work-Family Debate: Better to “Lean In” or “Lean On” Organizations/Government?* Debate to be presented at 2016 annual SIOP conference. Anaheim, CA.

12. Smith, C.R.\* and **Shockley, K.M.** (Co-chairs) *One-size Does NOT Fit All: How Personal Characteristics Shape Engagement*. Symposium presented at 2015 annual SIOP conference. Philadelphia, PA.

11. **Shockley, K.M.** (Organizer). *Workshop Idea Incubator*. 2014 bi-annual Work, Family Researchers Network conference.

10. Lapierre, L., & **Shockley, K.M.** (Organizers and Facilitators).*Theme Track: Deductive Research Meets Inductive Research*. Alternative session type presented at the 2014 annual SIOP conference. Honolulu, HI.

9. Taylor, S. & **Shockley, K.M.** (Organizers and Facilitators).*Theme Track: Neuroscience Meets Leadership*. Alternative session type presented at the 2014 annual SIOP conference. Honolulu, HI.

8. **Shockley, K.M.** (Organizer and Facilitators).*Theme Track: Technology Meets Application*. Alternative session type presented at the 2014 annual SIOP conference. Honolulu, HI.

7. **Shockley, K.M.** (Chair*) Work and Family Across the Globe: Considerations of Cultural Context.* Symposium presented at annual 2014 SIOP conference. Honolulu, HI.

6. **Shockley, K.M.** (Chair) *All About Fit: Using Polynomial Regression to Advance Stressor-Well-Being Research.* Symposium presented at annual 2014 SIOP conference. Honolulu, HI.

5. **Shockley, K.M.,** & Stehura, E. (Organizers and Facilitators).*Theme Track: The Intersection of Research/Practice: Effectively Using Partnerships so Research Sticks*. Panel presented at the annual 2013 SIOP conference

4. **Shockley, K.M.** (Chair) *Let’s Be Objective: Does Work Make Us Sick?* Symposium presented at the 2012 annual SIOP conference. San Diego, CA.

3. **Shockley, K.M.** (Chair) *Beyond the Individual: Dyadic Examinations within the Work-Family Interface*. Showcase symposium presented at the 2011 annual Academy of Management conference. San Antonio, TX.

2. **Shockley, K.M.** (Invited facilitator). *Go to Your Room! Advances in Work-Family Conflict*.Interactive poster session presented at the 2011 annual SIOP conference. Chicago, IL.

1. **Shockley, K.M.** & Heslin, P. (Co-Chairs) *Dynamics of Contemporary Career Success*. Symposium presented at the 2010 annual SIOP conference. Atlanta, GA.

**Presentations and Posters**

62. **Shockley, K.M.**, Boyd, E., & Yuan, Z. A fine-grained analysis of work-family conflict episodes, emotions, and performance. In M.M. Butts and L.T. Eby (Chairs) *It’s About Time! Dynamic Perspectives on the Work-Nonwork Interface*. Symposium to be presented at 2016 annual SIOP conference. Anaheim, CA.

61. Eatough, E.M., **Shockley, K.M.,** & Minei, E. Why female breadwinners intend to leave their profession. In E.M. Eatough (Chair) *Women at the Top: Perspectives on Getting There and Staying.* Symposium to be presented at 2016 annual SIOP conference. Anaheim, CA.

60. Oelbaum, Y\*., & **Shockley, K.M.** Understanding why female leaders are on the glass cliff. In E.M. Eatough (Chair) *Women at the Top: Perspectives on Getting There and Staying.* Symposium to be presented at 2016 annual SIOP conference. Anaheim, CA.

59. Yu, Peter\*, & **Shockley, K.M.** Genetic approaches in studying work-family conflict and enrichment. In K.M. Shockley (Chair) *Research Incubator: (Truly!) Novel Methods to Advance Work-Family Research.* Alternative Session Type to be presented at 2016 annual SIOP conference. Anaheim, CA.

58. **Shockley, K.M.**, Boyd, E., & Yuan, Z. Discrete episodes of work-family conflict and associated attributions. In K.M. Shockley (Chair) *Research Incubator: (Truly!) Novel Methods to Advance Work-Family Research.* Alternative Session Type to be presented at 2016 annual SIOP conference. Anaheim, CA.

57. Knudsen, E.\*, **Shockley, K.M**., Johnson, R.C., & Eatough, E.M. *Using O\*NET to Create an Occupational Family-Friendliness Index.* Poster to be presented at 2016 SIOP conference. Anaheim, CA.

56. Covell, M.\*, & **Shockley, K.M.** *A Self-Determination View of Work-Family Balance.* Poster to be presented at 2016 SIOP conference. Anaheim, CA.

55. Douek, J.\*, & **Shockley, K.M.** *Disentangling Causal Literature Surrounding the Motherhood Penalty and Fatherhood Bonus.* Poster to be presented at 2016 SIOP conference. Anaheim, CA.

54. Smith, C.\*, Knudsen, E.\*, & **Shockley, K.M.** (2016). *It’s not easy being green: How personality similarities and differences relate to team perceptions*. Poster to be presented at 2016 Society for Personality and Social Psychology conference. San Diego, CA.

53. Yuan, Z., Boyd, E., & **Shockley, K.M.** (August 2015). *Did you sleep well? A diary study on sleep, work engagement, and family satisfaction*. Paper presented in divisional paper session at 2015 Academy of Management conference. Vancouver, CA.

52. **Shockley, K.M.,** Boyd, E., & Yuan, Z. (July 2015). *Patterns of attribution for work-family conflict and their relation to negative emotions*. Paper presented at International Conference of Work and Family. Barcelona, Spain.

51. Shen, W., & **Shockley, K.M.** (July 2015). *Family regulatory focus: Consequences for work-family outcomes*. Paper to be presented at International Conference of Work and Family. Barcelona, Spain.

50. Mitra, P.\*, Yu, P.\*, **Shockley, K.M.** (May 2015). The importance of self and partner disclosure of sexual identity in the workplace. Poster presented *at American Psychological Society* conference.New York, NY

49. Schooreel, T., **Shockley, K.M.**, & Verbruggen, M. (May 2015). What if your private life has influenced your career decisions? Consequences for later career success and crossover effects among spouses. In A. De Vos and M. Verbruggen (Co-chairs) *The Complexity of Career Decisions: Theoretical Perspectives and Empirical Insights*. Symposium presented *at European Association of Work and Organizational Psychology.* Oslo, Norway.

48. Bonaccio, S., Kerich, K., Kokkinou, I., **Shockley, K.M**., Wu, J. (April 2015). Panelists in I. Kokkinou and J. Wu (Co-chairs) *IGNITE + Panel Session Combo: Early Career Opportunities and Pitfalls for Female I-O Graduates*. Alternative session type presented at 2015 annual SIOP conference. Philadelphia, PA.

47. French, K.A., Dumani, S., Allen, T.D., & **Shockley, K.M.** (April 2015). *A Meta-analysis of Support and Work-Family Conflict: A Cross-Cultural Lens*. Poster presented at 2015 annual SIOP conference. Philadelphia, PA.

46. **Shockley, K.M.**, Boyd, E., Yuan, Z., & Knudsen, E\*. (April 2015). What’s in an episode?: Linking work-family conflict episodes to health. In R.C. Johnson (Chair) *Sleep and Work: Cruisin' for a Bruisin' by Not Snoozin'.* Symposium presented at 2015 annual SIOP conference. Philadelphia, PA.

45. Smith, C.R.\*, & **Shockley K.M.** (April 2015). Engagement needs-supplies fit with power and status as moderators. In C.R. Smith\* and **K.M. Shockley** (Co-chairs) *One-size Does NOT Fit All: How Personal Characteristics Shape Engagement*. Symposium presented at 2015 annual SIOP conference. Philadelphia, PA.

44. Mitra, P.\*, & **Shockley, K.M.** (June 2014). *Out at Work: An Examination of Predictors and Consequences of Same-Sex Couples’ Disclosure Status*. Poster presented atthe Work Family Researchers Network conference. New York, NY.

43. Douek, J.\*, Erkovan, H.\*, & **Shockley, K.M.** (2014). *Providing Context For Differences in Mothers’ Earnings*. Poster presented atthe Work Family Researchers Network conference. New York, NY.

42. **Shockley, K.M.**, Shen, W., Denunzio, M.,\* Arvan, M., & Knudsen, E.\* (2014). Clarifying gender and work-family conflict: A meta-analytic approach. In M.J. Mills (Chair) *Work-Life Interface Meets Employee Gender: Challenge and Opportunity*. Symposium presented at the Work Family Researchers Network conference. New York, NY.

41. Allen, T.D.,French, K.A,Dumani, S., & **Shockley, K.M.** (2014). Meta-analysis of work-family conflict mean differences: Does national context matter? In **K.M. Shockley** (Chair*) Work and Family Across the Globe: Considerations of Cultural Context.* Symposium presented at annual SIOP conference. Honolulu, HI.

40. Arvan, M., Shen, W., & **Shockley, K.M.** (2014). *Family Regulatory Focus: Scale Development and Validation.* Poster presented at annual SIOP conference. Honolulu, HI.

39. Dumani, S., Allen, T.D., **Shockley, K.M.,** & Poteat, L.F. (2014) Revamping power in mentoring relationships. In K.E. O’Brien (Chair).*Research Incubator: Nurturing Emergent Themes in Mentoring*. Presented at annual SIOP conference. Honolulu, HI.

38. Shen, W.,& **Shockley, K.M.** (May 2014). Learn from mistakes or focus on positives? Tailoring work-family interventions. In R.C. Johnson and K.J. Brockwood (Chairs*) Where the Rubber Meets the Road: Work-Family Interventions Driving Change.* Symposium presented at annual SIOP conference. Honolulu, HI.

37. **Shockley, K.M.**, Douek, J.\*, Smith, C.R.\*, Yu, P.P.\*, Dumani, S., & French, K.A. (2014). Cross-cultural work-family research: The state of theliterature. In **K.M. Shockley** (Chair*) Work and Family Across the Globe: Considerations of Cultural Context.* Symposium presented at annual SIOP conference. Honolulu, HI.

36. **Shockley, K.M.**, Smith, C.R.\*, Allen, T.D. (2014). Work-family balance: A dual-earner division of labor congruence perspective**.** In **K.M. Shockley** (Chair) *All About Fit: Using Polynomial Regression to Advance Stressor-Well-Being Research.* Symposium presented at annual SIOP conference. Honolulu, HI.

35. Yu, P.P.\*, Smith, C.R.\*, Knudsen, E.\*, Sywulak, L.\*, & **Shockley, K.M.** (2014). *Meta-analysis of Organization-based Self-esteem: Updates and Extensions*. Poster presented at annual SIOP conference. Honolulu, HI.

34. **Shockley, K.M.** & Albright, G. (2014). Development and Validation of a Scale to Assess the Impact of Gatekeeper Training Programs. Paper presented at *The American Association of Suicidology*. Los Angeles, CA.

33. **Shockley, K.M.** & Albright,G. (2014). Building Suicide Prevention Skills Using Virtual Humans: A Meta-Analysis. Paper presented at *The American Association of Suicidology*. Los Angeles, CA.

32. Cate, C., Stevens, M., Long, M. & **Shockley, K.M.** & Albright, G. (2014). Supporting Veterans on Campus: Best Practices and Lessons Learned. Panel session presented at *The American Association of Suicidology*. Los Angeles, CA.

31. Denunzio, M.M.\*, & **Shockley, K.M.** (2013). The never-ending cycle: Work-family conflict loss spirals. In M. Ford (Chair)*Interactions Among Support, Work, and Family: Who, When, and Where?*  Symposium presented at annual SIOP conference. Houston, TX.

30. **Shockley, K.M.**, & Ilarraza, J.\* (2013) Perceptions of employees’ flextime use: An experimental study. In R. Thompson and S. Payne (Co-Chairs) *Implementing Flexible Work Arrangements: The Hidden Challenges*. Symposium presented at annual SIOP conference. Houston, TX.

29. **Shockley, K.M.**, Douek, J.\*, & Marira, T.\* (2012). *Cross-cultural work-family research: Where are we and where do we go from here?* Paper presented at the inaugural conference of the Work and Family Researchers Network. New York, NY.

28. **Shockley, K.M.,** Douek, J.\*, Stewart, S.\*, & Allen, T.D. (2012). A qualitative assessment of work-family conflict experiences. In E.M. Poposki (Chair) *Qualitative Studies Looking Deeper into Work-family Phenomena.* Symposium presented at the annual SIOP conference. San Diego, CA.

27. **Shockley, K.M.,** & Allen, T.D. (2012). Episodic daily work-family conflict and blood pressure. In **K.M. Shockley** (Chair) *Let’s Be Objective: Does Work Make Us Sick?* Symposium presented at the annual SIOP conference. San Diego, CA.

26. Conway J., Way, J., **Shockley, K.M.**, Walker, E.J., Lineberry, M., & Rossi, M.(2012). *Predicting teamwork attitudes using optimal distinctiveness theory.* Poster presented at the annual SIOP conference. San Diego, CA.

25. Matthews, R.A., & **Shockley, K.M.** (2012), Unique work-family experiences: Workplace-flexibility & parents of children with autism. In R. Matthews (Chair) *The “Real” Work-Family Interface: Advancing Theory Via Contextualization*. Symposium presented at the annual SIOP conference. San Diego, CA.

24. **Shockley, K.M.**, & Allen, T.D. (2011). Well-being outcomes associated with dual-earner couples’ division of labor desires and realities. In **K.M. Shockley** (Chair) *Beyond the Individual: Dyadic Examinations within the Work-Family Interface*. Showcase symposium presented at the annual Academy of Management conference. San Antonio, TX.

23. Allen, T.D., **Shockley, K.M.,** & Biga, A. (2011). Association between national leave policy and personal responsibility for work-life balance with work-life effectiveness. In LL. Koppes Bryan and S.K. Schneider (Chairs) *Decent work and beyond: Work-life effectiveness (work-family balance) in relation to positive employee work and personal outcomes*. Symposium presented at the European Association of Work and Organizational Psychology conference. Maastricht, The Netherlands

22. Allen, T.D., Johnson, R.C., Kiburz, K., & **Shockley, K.M.** (2011). *A Fine-Grained Assessment of the Relationship Between Work-Family Conflict and Flexible Work Arrangements.* Poster presented at the Work, Stress, & Health conference. Orlando, FL.

21. Biga, A., Marira, T.\**,* **Shockley, K.M.** (2011). *Measuring Diversity Management Skill*. Poster presented at the annual SIOP conference. Chicago, IL.

20. Conway, J., Way, J., **Shockley, K.M.**, Walker, E.J., Lineberry, M., Rossi, M.E. (2011). *The Relationship Between the Big 5 and Team Performance*. Poster presented at the annual SIOP conference. Chicago, IL.

19. Poteat, L. F., Allen, T.D., **Shockley, K.M.** (2011). *Attachment Anxiety in Mentoring Relationships: The Mediating Role of Commitment*. Poster presented at the annual SIOP conference. Chicago, IL.

18. Ludvigsen, J.\*, **Shockley, K.M.,** Allen, T.A. (2010). *Perceptions of Social and Tangible Support During Work-Family Conflict Experiences*. Poster presented at the Stanford Undergraduate Psychology Conference. Palo Alto, CA.

17. Pascarella, D.\*, **Shockley, K.M**., Allen, T.A. (2010). *Work-family Conflict and Emotions*. Poster presented at the Stanford Undergraduate Psychology Conference. Palo Alto, CA.

16. **Shockley, K.M.**, Ureksoy, H.M., Rodopman, O.B., Poteat, L.F., Dullaghan, T.R., Washington, L.\*, & Ludvigsen, J.\* (2010). Subjective career success: A measurement approach. In **K. Shockley** and P. Heslin (Chairs) *Dynamics of Contemporary Career Success*. Symposium presented at the annual SIOP conference. Atlanta, GA.

15. **Shockley, K.M.**, Walvoord, A.G., Allen, T.D. (2009, November). *Commuting, Eating, and the Role of Workplace Flexibility*. Poster presented at the Work, Stress, & Health conference: Global Concerns and Approaches, San Juan, Puerto Rico.

14. Allen, T.D., Cho, E., **Shockley, K.M.**, Biga, A. (2009, November). *A Cross-National View of Personal Responsibility for Work-Life Balance*. Paper presented at the 8th Annual Work, Stress, & Health conference: Global Concerns and Approaches, San Juan, Puerto Rico.

13. Allen, T.D., Poteat, L.F., & **Shockley, K.M.** (2009, April). Do you hear what I hear? Feedback in mentoring relationships? In S. Murphy and B. Ragins (Chairs) *What Did you Expect? Managing Expectations in Mentoring Relationships*. Symposium presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

12. **Shockley, K.M.**, & Singla, N. (2009, April). *Reconsidering Work-family Interactions and Satisfaction: A Meta-analysis*. Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

11. **Shockley, K.M.**, Meikle, H., Rodopman, O.B., & Poteat, L.F. (2009, April). *Clarifying the Construct of Career Success: A Qualitative Approach*. Poster presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

10. **Shockley, K.M.**, Cho, E., Allen, T.D., Biga, A.M., & Gibby, R. (2009, April). Flexible work arrangements in a multinational corporation. In A. Grotto and C. Bruck (Chairs) *Academic and Practitioner Perspectives on Solutions to Work-to-Nonwork Conflict.* Symposium presented at the 24th Annual Conference of the Society for Industrial and Organizational Psychology, New Orleans, LA.

9. Ludvigsen, J.\*, Washington, L.\*, **Shockley, K.M.** (2009, April). *Gender and Career Success*. Paper presented at the National Conference for Undergraduate Research, La Crosse, Wisconsin.

8. Ispas, D., Rossi, M.E., **Shockley, K.M.**, & Levine, E. (2008, April). Affect and job performance: A meta-analytical review. In D. Ispas, N. Ashkanasy, and E.Levine (Chairs) *Affect and Performance: Recent Findings and New Directions for Research*. Symposium presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

7. Poteat, L., **Shockley, K.M.**, & Allen, T.D. (2008, April). *Mentor-Protégé Commitment Fit and Relationship Satisfaction in Academic Mentoring.* Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

6. Rossi, M.E., **Shockley, K.M**., Ispas, D., Loo, K., Saboe, K., Singla, N., Stilson, F.R. (2008, April). *Exploring Charismatic Leadership: A Test of Self-Concept Theory*. Poster presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA

5. **Shockley, K.M.**, & Allen, T.D. (2008, April). Understanding flexible work arrangement utilization: An individual differences perspective. In M. Butts and W. Casper (Chairs*) New Perspectives on Individual Differences in Work-Family Research*. Symposium presented at the 23rd Annual Conference of the Society for Industrial and Organizational Psychology, San Francisco, CA.

4. Mazzola, J.J., Jackson, E.M., **Shockley, K.M.**, & Spector, P.E. (2008, March). *Examining Stress: An Integration of Qualitative and Quantitative Methods*. Poster presented at the 7th Annual Work, Stress, and Health Conference**:** Healthy and Safe Work Through Research, Practice, and Partnerships, Washington, D.C.

3. **Shockley, K.M.**, & Allen, T.D. (2008, March). Understanding motives for flexible work arrangement utilization. Paper presented as part of paper panel session, *Current Research on Flexible Work Arrangements and Health*, at the 7th Annual Work, Stress, and Health Conference: Healthy and Safe Work Through Research, Practice, and Partnership, Washington, D.C.

2. Allen, T.D., **Shockley, K.M.**, & Poteat,L. (2007, April).  Family supportive policies, work-family conflict, and the family dinner. In L. W. Poms, W. Botsford & L. C. Buffardi (Chairs) *Flipping the Coin: Considering Children in Work-Family Research.* Symposium presented at the 22nd Annual Conference of the Society for Industrial and Organizational Psychology, New York, NY.

1. Eby, L. T., Durley, J., Evans, S., & **Shockley, K.M.** (2005, April). What predicts the benefits of mentoring for mentors? In L. T. Eby & J. R. Durley (Chairs) *Benefits of Mentoring for Mentors: A Neglected Area of Inquiry*. Symposium presented at the 20th Annual Conference of the Society for Industrial and Organizational Psychology, Los Angeles, CA.

\* indicates student co-author

**OTHER SCHOLARLY WORK/TECHNICAL REPORTS**

**Shockley, K.M.**, Bryant, R., Landers, R., Nadler, J., McMillan, J. (September 2015). SIOP 2015 Conference Daily Feedback Study Results. *The Industrial and Organizational Psychologist.*

**Shockley, K.M.** (2014).Telecommuting. *SIOP White Paper Series*. [http://www.siop.org/WhitePapers/default.aspx/](https://mail.baruch.cuny.edu/owa/redir.aspx?C=nKtL2_mKRky1jxzt_9ADtW0PRtgOlNEIsUUT1WceLj9eoz2dpv_uqRrkRNb7nAu4inVZc-yvqlE.&URL=http%3a%2f%2fwww.siop.org%2fWhitePapers%2fdefault.aspx%2f)

**Shockley, K.M.**, & Walvoord, A.G. (2014, April). The Balancing Act: Yes You Can: I-Os and Funded Research. *The Industrial and Organizational Psychologist.*

<http://www.siop.org/tip/april14/514completeA.pdf>

**Shockley, K.M.**, & Walvoord, A.G. (2014, January). A Nurse, A Computer Scientist, and an I-O Walk into a Bar: Yes You Can: I-Os and Funded Research. *The Industrial and Organizational Psychologist.*

<http://www.siop.org/tip/jan14/513.pdf>

**Shockley, K.M.**, & Walvoord, A.G. (2013, October). Calling All Grad Students: Yes You Can: I-Os and Funded Research. *The Industrial and Organizational Psychologist.*

<http://www.siop.org/tip/oct13/512entire.pdf>

Albright, G., Himmel, J., Goldman, R., & **Shockley, K.** (2013.) At-Risk for University Students: An On-line Interactive Gatekeeper Training Simulation for Identification and Referral of Students Exhibiting Signs of Psychological Distress. *National Registry of Evidenced Based Programs and Practices, Substance Abuse and Mental Health Services Administration*, <http://www.nrepp.samhsa.gov/ViewIntervention.aspx?id=303>

Albright, G., Eastgard, S., Goldman, R., & **Shockley, K.** (2013). At-Risk for High School Educators: An On-line Interactive Gatekeeper Training Simulation for Identification and Referral of Students Exhibiting Signs of Psychological Distress. *National Registry of Evidenced Based Programs and Practices., Substance Abuse and Mental Health Services Administration* <http://www.nrepp.samhsa.gov/ViewIntervention.aspx?id=317>

**Shockley, K.M.,** & Allen, T.D. (2009). *Analysis of work-life effectiveness 2009 survey results*. Cincinnati, OH: Procter & Gamble. Prepared for the Employee and Organization Research and Sensing HR Practice at Procter & Gamble.

**Shockley, K.M.,** Allen, T.D. (2008). *Analysis of work-life effectiveness 2008 survey results*. Cincinnati, OH: Procter & Gamble. Prepared for the Employee and Organization Research and Sensing HR Practice at Procter & Gamble.

**Shockley, K. M**., & Allen, T. D. (2007). *Individual differences and flexibility utilization: An analysis within the University of South Florida.* Tampa, FL: The University of South Florida. Prepared for the Provost’s Office of the University of South Florida.

Meikle, H., Poteat, L., Rodopman, O. B., **Shockley, K. M.**, Yang, L. & Allen, T. D. (2007). *Evaluation of the CAS formal mentoring program.* Tampa, FL: The University of South Florida. Prepared for the University of South Florida College of Arts and Sciences.

Eby, L. T., Durley, J. R., Evans, S. C.,& **Shockley, K**. (2005). *An analysis of mentoring at the University of Georgia*. Athens, Georgia: The University of Georgia. Prepared for the Department of Human Resources at the University of Georgia.

**MEDIA ATTENTION**

The Atlantic (October 2015). Working from home: Awesome or awful?

http://www.theatlantic.com/business/archive/2015/10/is-working-from-home-working-telecommute/411805/

Huffington Post (September 2015). New study decodes when working from home is actually productive. http://www.huffingtonpost.com/entry/working-from-home-productive\_ 56045dcce4b08820d91c40f2

Yahoo News (September 2015). Moderate down telework for best results. [https://in.news.yahoo.com/moderate-down-telework-best-results-070644493.html](https://mail.baruch.cuny.edu/owa/redir.aspx?C=-f6GvS6atk-RcOx-uKK2IDHPtSjszdIIg_J0LzTsboxDEA6sM9Xzk--WSnrnetGCR5ZcibLg4_U.&URL=https%3a%2f%2fin.news.yahoo.com%2fmoderate-down-telework-best-results-070644493.html)

# Human Resource Executive Daily. (September 2015). Telecommuting by way of the middle lane. [http://blog.hreonline.com/2015/09/25/telecommuting-by-way-of-the-middle-lane/](https://mail.baruch.cuny.edu/owa/redir.aspx?C=-f6GvS6atk-RcOx-uKK2IDHPtSjszdIIg_J0LzTsboxDEA6sM9Xzk--WSnrnetGCR5ZcibLg4_U.&URL=http%3a%2f%2fblog.hreonline.com%2f2015%2f09%2f25%2ftelecommuting-by-way-of-the-middle-lane%2f)

Medical Daily (September 2015). Working from home is most effective in moderation: Here's how to discuss it with your boss, according to psychology. [http://www.medicaldaily.com/working-home-most-effective-moderation-heres-how-discuss-it-your-boss-according-354488](https://mail.baruch.cuny.edu/owa/redir.aspx?C=-f6GvS6atk-RcOx-uKK2IDHPtSjszdIIg_J0LzTsboxDEA6sM9Xzk--WSnrnetGCR5ZcibLg4_U.&URL=http%3a%2f%2fwww.medicaldaily.com%2fworking-home-most-effective-moderation-heres-how-discuss-it-your-boss-according-354488)

The Daily Dot (September 2015). Telecommuting not a total rose garden, say scientists. [http://www.dailydot.com/geek/telecommuting-not-totally-awesome/](https://mail.baruch.cuny.edu/owa/redir.aspx?C=-f6GvS6atk-RcOx-uKK2IDHPtSjszdIIg_J0LzTsboxDEA6sM9Xzk--WSnrnetGCR5ZcibLg4_U.&URL=http%3a%2f%2fwww.dailydot.com%2fgeek%2ftelecommuting-not-totally-awesome%2f)

Phys.org (September 2015). Telecommuting works best in moderation, science shows. http://phys.org/news/2015-09-telecommuting-moderation-science.html

The Financial Express (September 2015). Telecommuting : For best results, moderate your telework.<http://www.financialexpress.com/article/industry/jobs/telecommuting->for-best-results-moderate-your-telework/141152/

Fast Company (September 2015). Why it’s okay if you don’t have your dream job. http://www.fastcompany.com/3051151/know-it-all/why-its-ok-if-you-dont-have-your-dream-job?utm\_source=mailchimp&utm\_medium=email&utm\_campaign=colead-daily-newsletter&position=2&partner=newsletter&campaign\_date=09172015

Wallet Hub (February 2015). Expert opinions on teleworking. <http://wallethub.com/telework-calculator/#kristen-shockley>

FSC Recruitment Solutions. (July 2013). Research backs benefits of flex work for workers – and companies. http://fscrecruitmentsolutions.com/research-backs-benefits-of-flex-work-for-workers-and-companies-2/

Cited in American Psychological Association’s Monitor on Psychology (May 2008). Enhancing worker well-being. http://www.apa.org/monitor/2008/05/workstress.aspx

**AWARDS**

**RESEARCH**

Finalist (Top 5) for 2015 Rosabeth Moss Kanter Award for Excellence in Work-Family Research

Finalist (Top 4) for 2013 Best Paper of the Year award for *Journal of Occupational Health Psychology* (Shockley & Allen)

Awarded 2013 Best Paper of the Year award for *Personnel Psychology* (Allen, Johnson, Kiburz, & Shockley)

Baruch College Eugene M. Lang Junior 2014-2015 Faculty Research Fellowship

City University of New York 2014 Faculty Fellowship Publication Program awardee – 3 hour course release

*Journal of Business and Psychology* 2013 Reviewer of the Year Award

Society for Industrial and Organizational Psychology 2012 annual conference Top Poster Award for “Predicting teamwork attitudes using optimal distinctiveness theory”

Society for Industrial and Organizational Psychology’s 2012 S. Rains Wallace Dissertation award for the best dissertation in the field of Industrial/Organizational psychology

Society for Industrial and Organizational Psychology’s 2010 Mary L. Tenopyr Award

Society for Industrial and Organizational Psychology 2009 annual conference Top Poster Award for “Re-considering work-family interactions and satisfaction: A Meta-analysis”

**TEACHING**

Provost’s Commendation for Outstanding Teaching by a Graduate Teaching Assistant (2009)

**GRANT FUNDING**

Professional Staff Congress –City University of New York 2016 research award (# 68505-00 46) for summer salary ($3500) to fund study “Attributions for work-family conflict episodes”

Professional Staff Congress –City University of New York 2015 research award (# 68505-00 46) for summer salary ($3500) to fund study “Attributions for work-family conflict episodes”

Professional Staff Congress –City University of New York 2014 research award (# 67476-00 45) for summer salary ($3500) to fund study “Family-specific regulatory focus: Scale development and validation”

Baruch College Weissman School of Arts & Sciences Collaborative Grant ($5,000) to fund study “Female breadwinners and stressors at work and home”

Professional Staff Congress –City University of New York 2013 research award (# 66448-00 44) for summer salary ($3500) to fund study “Using meta-analysis to clarify gender and work-family relations”

Society for Industrial and Organizational Psychology 2013 small grant recipient ($7,500) for “Patterns of attribution for work-family conflict and their relation to negative outcomes.”

Professional Staff Congress –City University of New York 2012 research award (# 65321-00 43) for summer salary ($3500) to fund study “Cross-cultural work-family research: Where are we and where do we go from here?”

Professional Staff Congress –City University of New York 2011 research award (# 64417-00 42) for summer salary ($3500) to fund study “Development and validation of subjective career success scale”

National Institute for Occupational Safety and Health/Sunshine ERC 2009 pilot grant ($7,600) to fund study “A further examination of the link between work-family conflict and blood pressure.”

Occupational Health Psychology training program 2009 small grant ($1270) to fund study “Father’s work experiences and child health.”

**INVITED PRESENTATIONS**

**Shockley, K.M.** (October 2015). *Gender and Work-Family Conflict: Meta-Analytic, Measurement Invariance, and Experience Sampling Approaches*. Brownbag presentation at University of Georgia. Athens, GA.

**Shockley, K.M.** (April 2013).Invited Symposium for S. Rains Wallace 2012 Dissertation Award Winner. *Fit Between Desires and Actual Labor Division in Dual-Earner Couples*. Hosted by Tammy D. Allen. Presented at annual SIOP conference. Houston, TX.

Albright, G., & **Shockley, K.M.** (April 2013).Keynote address at BaruchCollege’s 16th annual Teaching and Technology Conference. *Using Emotionally Responsive Avatars to Address Health and Behavioral Health Needs in Education*. New York, NY.

**Shockley, K.M.** (March 2013). *Industrial-Organizational Psychology*. Presented as Lunch and Learn series to Baruch College’s Honor’s Program. New York, NY.

**Shockley, K.M.** (January 2013). *Work-Family Conflict: Moving From Chronic to Episodic Approaches*. Brownbag presentation at University of South Florida. Tampa, FL.

**Shockley, K.M.** (December 2012). *It’s a Balancing Act: The Work-Life Tightrope*. Served as panelist for Organizational Development Network of New York program. New York, NY.

**TEACHING EXPERIENCE**

**COURSE INSTRUCTOR**

University of Georgia

Workplace Psychology

* Undergraduate course
* 18 students

Baruch College and The Graduate Center of CUNY, New York, NY

Organizational Behavior (in Baruch College’s executive master’s program in Singapore and Taiwan, 3 semesters)

* Master’s course
* 19-32 students

Human Motivation (2 semesters)

* Doctoral course
* 4 -10 students

Cross-cultural and Multi-Disciplinary Perspectives of Work and Family (1 semester)

* Doctoral and master’s course
* 12 students

Psychology of Work and Family: An Introduction (4 semesters)

* Doctoral and master’s course
* 5 - 16 students

Applied Statistical Analysis for Business Decisions (2 semesters)

- Master’s course

* 25 - 35 students

Design of Psychological Research (1 semester)

- Master’s course

* 40 students

Introduction to Psychology (3 semesters, team taught)

* Undergraduate course
* 120 - 400 students

Introduction to Statistics for Social Sciences (3 semesters)

- Undergraduate course

* 30-35 students

Industrial and Organizational Psychology (4 semesters)

- Undergraduate course

* 35-40 students
* Honor’s version – 18 students

University of South Florida, Tampa, FL

Research Methods in Psychology (1 semester)

- Undergraduate course

* 150 students
* Supervised 10 teaching assistants

**TEACHING ASSISTANT**

University of South Florida, Tampa, FL

Research Methods in Psychology (2 semesters)

- Taught lab section of 16 students

Experimental Design in Psychology (2 semesters)

- Assisted instructor with two 50 student sections

**GRADUATE RESEARCH SUPERVISION AND COMMITTEE WORK**

*Graduate Student Advisement (Chair)*

Hilary Allen (Terminal MA, Spring 2014)

Jesse Davidson (Terminal MA, Fall 2015)

Heather Eliason (Terminal MA, in progress)

Joseph Ilarazza (Terminal MA, Spring 2012)

Valeria Konytcheva (Terminal MA, Spring 2012)

Toby Nelson (Terminal MA, Summer 2015)

Jill Douek (En Route MA, June 2015)

Eric Knudsen (En Route MA, Spring 2015; PhD, proposed Fall 2016)

Jeremiah McMillan (En Route MA, in progress)

Yael Oelbaum (PhD, Fall 2016)

Christine Smith (En Route MA, Fall 2014; PhD, proposed summer 2016)

Peter Yu (PhD, in progress)

*Non-Chaired Doctoral Student Committees*

Paul Agnello (MA)

Cristina Arroyo (MA)

Victoria Blanshteyn (outside reader, PhD)

Michael Covell (MA)

Michael Denunzio (MA)

Hilal Erkovan (MA, PhD)

Angela Grotto (outside reader, PhD)

Mary Ignagni (outside reader, PhD)

Elliot Larson (MA)

Martine Maculaitis (MA)

Brittany Mercado (outside department reader, PhD)

Stanislav Momonov (outside department reader, PhD)

Lauren Mondo Kane (PhD)

Justina Oliveria (PhD)

Rachel Omansky (MA)

Yael Oelbaum (MA)

Laura Sywulak (MA)

Danielle Wald (MA)

Peter Yu (MA)

*Visiting Scholar Mentor*

Sara Tement, University of Maribor, Slovenia (Fulbright)’

Tess Schooreel, University of Leuven, Belgium

**PRACTICUM**

*Kognito Interactive* August 2011 – present

Working as a statistical consultant to evaluate the efficacy of the company’s avatar-based training simulations.

*Procter & Gamble* January 2008 – February 2012

Working as an academic consultant to evaluate the company’s work-life effectiveness based on company-wide survey results.

*Critical Metrics* April 2011

Served as test administrator for employee satisfaction surveys.

*National Institute for Occupational Safety and Health grant, Occupational Health Psychology trainee*, August 2006- 2010

Worked as a researcher under the funding of large interdisciplinary grant to investigate and promote understanding of issues in occupational health psychology.

*Personnel Decisions Research Institute* May 2009, 2010

Served as test administrator for Department of Transportation promotional exam

*Tampa Electric Company* February 2007 – May 2007

Evaluated selection program for clerical-administration positions within the entire company. Established appropriate selection criteria and cut off scores for each test.

**SERVICE**

**DEPARTMENTAL/COLLEGE SERVICE**

*Psychology department executive committee member* August 2015 – July 2016

Elected to serve on the department’s executive committee at Baruch College, which is charged with decision-making on a variety of issues.

*Deputy chair of Psychology department*  July 2015 – July 2016

Appointed as deputy (assistant) chair of department at Baruch College of 24 full-time faculty, 360+ majors, 1000+ minors.

*Brownbag coordinator* January2011 – May 2015

Coordinating brownbag research presentations for industrial/organizational psychology doctoral program at Baruch College

*Weissman School of Arts & Sciences representative to Zicklin Business School* August 2011 – May 2014

Attend Zicklin Business School meetings as a representative from Weissman at Baruch College

*Undergraduate psychology curriculum committee* Fall 2012 – July 2016

Serving on committee aimed at revising Baruch College’s undergraduate psychology curriculum

*Assessment of industrial/organizational psychology major committee* Fall 2010 – May 2014

Serving on committee aimed at developing assessment methods for achievement of learning goals for the undergraduate I/O psychology major at Baruch College.

*Assessment of learning committee for business master’s degrees* April 2012 – May 2014

Serving as representative for I/O psychology for committee aimed at developing learning goals and objectives and assessment techniques for all M.S. majors within Zicklin School of Business at Baruch College.

*Industrial/organizational doctoral program curriculum committee* Fall 2010 - present

Serving on committee aimed at revising Baruch College’s doctoral curriculum

*Faculty mentor for CUNY’s Louis Stokes Alliance for Minority Participation (NYCLSAMP),* Fall 2012 – Spring 2013

Serving as a faculty mentor, supervising an undergraduate student in research for 10 hours per week.

*Panelist for SEEK panel on current local and national issues*  October 2013, 2015

Served as panelist for the Search for Education Elevation and Knowledge program for students of disadvantaged backgrounds

*Doctoral student research grant competition reviewer* Fall 2010

Reviewed and evaluated students papers for City University of New York’s Graduate Center’s grant competition

*Research lab manager* August 2008 – July 2010

Served as lab manager for Dr. Tammy Allen’s lab. Duties include coordinating meetings, overseeing lab activities, and mentoring junior students.

*Psychology department executive committee student representative* August 2007 – May 2008

Selected to serve as the graduate student representative at the psychology department’s executive committee bi-weekly meetings. Gave input on matters that concerned students and brought student-related issues to the committee’s attention.

**DISCIPLINE SERVICE**

Editorial and Reviewer Experience

* Associate Editor for *Journal of Vocational Behavior* (2016 – present)
* Editorial Board member for *Journal of Applied Psychology* (beginning January 1, 2017), *Journal of Business and Psychology, Occupational Health Science (*July 2016 – present*), International Journal of Stress Management* (2012 – 2015), *Journal of Vocational Behavior* (2012 – 2015)
* Ad-hoc reviewer for *Academy of Management Journal, Personnel Psychology, Journal of Management, Journal of Occupational Health Psychology, Journal of Occupational and Organizational Psychology, Journal of Organizational Behavior, Human Performance, Work & Stress, Human Resource Management Review, Human Resource Management Journal, Human Relations, Journal of Family Issues, Stress & Health, European Journal of Work and Organizational Psychology, Applied Psychology: An International Review, Journal of Social and Personal Relationships, Basic and Applied Social Psychology, The Industrial/Organizational Psychologist,* National Science Foundation
* Reviewer for Rosabeth Moss Kanter Award for Excellence in Work-Family Research, 2016
* Society for Industrial and Organizational Psychology annual conference, 2010, 2011, 2012, 2013, 2014, 2015, 2016
* Organizational Behavior and Ethics, Social Issues, and Diversity tracks, annual conference of the Southern Management Association, 2006
* Work-Family Integration track, Work, Stress, & Health conference, 2007, 2009

Committee Membership

* Appointed as Program Chair for 2015 annual conference of the Society for Industrial and Organizational Psychology
* Theme Track Committee Chair for 2014 annual conference of the Society for Industrial and Organizational Psychology
* Scientific Affairs Committee member for Society for Industrial and Organizational Psychology, 2011 - 2013
* Theme Track Committee member for 2013 annual conference of the Society for Industrial and Organizational Psychology, 2012 - present
* Friday Seminars Committee member for Society for Industrial Organizational Psychology, 2011 – 2012