**Rachel L. Williamson, M.S., ABD**

Department of Psychology

University of Georgia

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**Education**

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| --- | --- |
| Ph.D. | University of Georgia 2018 (Expected)  Industrial and Organizational Psychology  Advisor: Nathan T. Carter, Ph.D.  Dissertation: *Work engagement and work interfering with family: A moderated mediation model*  Committee: Nathan T. Carter (Chair), Malissa A. Clark, Kristen M. Shockley |
| M.S. | University of Georgia 2015  Industrial and Organizational Psychology  Advisor: Nathan T. Carter, Ph.D.  Thesis: *The Development of an Ideal Point Measure of Extraversion to Better Uncover Curvilinearity.*  Committee: Nathan T. Carter (Chair), W. Keith Campbell, Brian J. Hoffman |
| B.A. | University of South Carolina 2012  Psychology |

**Research Interests**

* Psychometric theory, individual differences, occupational health, personality, the work-life interface, sexual orientation minority disclosure at work

**Peer-Reviewed Publications**

Eby, L. T, Allen, T. D., Conley, K. M., **Williamson, R. L.,** Henderson, T. G., & Mancini, V. S. (in press). Mindfulness-based training interventions for employees: A qualitative review of the literature. *Human Resource Management Review.*

Carter, N. T., Guan, L., Maples, J. L., **Williamson, R. L.,** & Miller, J. D. (in press). The downsides of extreme conscientiousness: a facet-level examination. *Journal of Personality.* doi: 10.1111/jopy.12177

Beiler-May, A., **Williamson, R. L.,** Clark, M. A., & Carter, N. T. (2017). Gender bias in the measurement of workaholism. *Journal of Personality Assessment, 99*, 104-110.doi: 10.1080/00223891.2016.1198795

Griggs, T. D., Eby, L. T., Maupin, C. K., Conley, K. M., **Williamson, R. L.,** Vande Griek, O. H., & Clauson, M. G. (2016). Who are these workers, anyway? *Industrial and Organizational Psychology: Perspectives on Science and Practice, 9*, 114-121. doi: 10.1017/iop.2015.123

Allen, T. D., Eby, L. T., Conley, K. M., **Williamson, R. L.,** Mancini, V. S., & Mitchell, M. E. (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

Maples, J. L., Carter, N. T., Few, L. R., Crego, C., Gore, W. L., Samuel, D. B., **Williamson, R. L.,** Lynam, D. R., Widiger, T. A., Markon, K. E., Krueger, R. F., & Miller, J. D. (2015). Testing whether the DSM-5 personality disorder trait model can be measured with a reduced set of items: An item response theory investigation of the Personality Inventory for DSM-5. *Psychological Assessment, 27,* 1195-1210. doi: 10.1037/pas0000120

**Other Publications**

**Williamson, R. L.,** & Clark, M. A. (in press). Book review of “The work-family interface: An introduction.” *Academy of Management Learning and Education.* doi: 10.5465/amle.2016.0100

**Manuscripts Under Review**

**Williamson, R. L.,** Beiler-May, A., Locklear, L., & Clark, M. A. (1st round R&R). Bringing home what I’m hiding at work: The impact of sexual orientation disclosure at work for same-sex couples. *Journal of Vocational Behavior.*

Eby, L. T., Mitchell, M. E., **Williamson, R. L.,** & Maupin, C. K. (1st round R&R). The development and test of a framework linking strain-based gambling interference with work and nonwork to cognitive disengagement and reduced role performance. *Community, Work & Family.*

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

Carter, N. T., **Williamson R. L.,** LoPilato, A. C., & Guan, L. (1st round R&R). The development of a hierarchical ideal point measure of conscientiousness. *Journal of Personality Assessment.*

**Williamson, R. L.,** & Carter, N. T. (under review). Realizing the relation of extraversion with OCB and CWB by integrating theoretical perspectives on form, structure, and situation. *Journal of Business and Psychology.*

Haas, B., Filkowski, M., Cochran, R., **Williamson, R. L.,** Maupin, C. K., & Carter, N. T. (under review). Warm-altruistic personality and mood recognition during social group interaction. *Personality and Individual Differences.*

Maples-Keller, J. L., **Williamson, R. L.,** Carter, N. T., & Miller, J. D. (under review). Using item response theory to develop a 60-item version representation of the NEO-Five Factor Inventory using the International Personality Item Pool. *Assessment.*

**Manuscripts in Preparation**

**Williamson, R. L.,** & Clark, M. A. (Writing). Workaholism and Work-Family Conflict. In J. Nicklin (Ed.), *Work-Life Balance in the 21st Century: Perspectives, Practices, and Challenges.*

Clark, M. A., & **Williamson, R. L.** (Study 3 Data Collection). *The development of a theoretically based workaholism scale.*

**Williamson, R. L.,** Clark, M. A., & Hoffman, B. J. (Data Analysis). *Review of work-family content in organizational behavior, industrial/organizational, and human resource management textbooks.*

**Williamson, R. L.,** & Carter, N. T. (Data Collection). *What is workaholism? The application of a diary study with network analysis.*

**Williamson, R. L.,** & Carter, N. T. (Pilot Study Data Collection).*Work engagement and work interfering with family: A moderated mediation model.*

**Conference Presentations**

Chaired Symposia

**Williamson, R. L**., Castille, C. M., & Harris, A. M. (Co-Chair). (April, 2017). *Ideal point IRT modeling: Advances in personality assessment.* Symposium presented at the annual SIOP Conference: Orlando, FL.

**Williamson, R. L.,** Castille, C. M., & Harris, A. M. (Co-Chair). (April, 2017). *Practical guidance for developing and implementing ideal point measurement models.* Panel presented at the annual SIOP Conference: Orlando, FL.

Carter, N. T., **Williamson, R. L.,** & King, R. T. (Co-Chair). (April, 2016). *Exciting new adventures in thurstonian measurement for self-report data.* Symposium presented at the annual SIOP Conference: Anaheim, CA.

Carter, N. T., **Williamson, R. L.,** & LaPalme, M. L. (Co-Chair). (April, 2016). *Adventures in unfolding measurement models: Applications to important work-related constructs.* Symposium presented at the annual SIOP Conference: Philadelphia, PA.

Paper Presentations

**Williamson, R. L.,** Beiler-May, A., Locklear, L. R., & Clark, M. A. (May 2017). *Bringing home what I’m hiding at work: The impact of sexual orientation disclosure at work for same-sex couples. P*aper to be presented at the bi-annual EAWOP conference: Dublin, IE.

**Williamson, R. L.,** & Carter, N. T. (May, 2017). *Form, structure, situation: Integrating three theoretical perspectives to elucidate the relation between extraversion and extrarole performance.* Paper to be presented at the bi-annual EAWOP conference: Dublin, IE.

**Williamson, R. L.,** & Carter, N. T. (May, 2017). *Uncompensated overtime workers’ motivation to work: Physical and psychological health outcomes.* Paper to be presented at the bi-annual EAWOP conference: Dublin, IE.

Robertson, S. A., **Williamson, R. L.,** Stettler, B., & Pury, C. L. S. (April, 2017). *An unfolding analysis of the personality inventory for the DSM-5.* In **R. L. Williamson,** C. M. Castille, and A. M. Harris (Chairs), *When is ideal to use an ideal point model? Applications and future directions.* Symposium presented at the annual SIOP Conference: Orlando, FL.

Harris, A. M., **Williamson, R. L.,** & Carter, N. T. (April, 2017). *Investigating curvilinearity with an ideal-point measure of openness.* In **R. L. Williamson,** C. M. Castille, and A. M. Harris (Chairs), *When is ideal to use an ideal point model? Applications and future directions.* Symposium presented at the annual SIOP Conference: Orlando, FL.

**Williamson, R. L.,** Eby, L. T., & Mitchell, M. E. (June, 2016). *A new perspective on work-nonwork interference: The role of addictive behaviors.* Symposium presented at the annual Work and Family Researchers Network Conference: Washington, D.C.

Siedor, L. E., **Williamson, R. L.,** Harris, A. M., & Carter, N. T. (April, 2016). *Gender bias in measurement of the Narcissistic Personality Inventory.* In N. T. Carter and L. Guan (Chairs), *Measurement equivalence of psychological measures: gender, culture, and sampling sources.* Symposium presented at the annual SIOP Conference: Anaheim, CA.

**Williamson, R. L.,** & Carter, N. T. (April, 2016). *Uncovering (curvi-)linear relationships between extraversion, narcissism, well-being, and performance.* In Carter, N. T., **Williamson, R. L.,** and King, R. T. (Chairs), *Exciting new adventures in thurstonian measurement for self-report data.* Symposium presented at the annual SIOP Conference: Anaheim, CA.

Eby, L. T., Allen, T. D., Conley, K. M., **Williamson, R. L.,** Mancini, V. S., & Mitchell, M. E. (April, 2016). *Mindfulness-based training in organizations: A qualitative review.* In Kraiger, K. (Chair), *You can train that? Empirical support for novel training content.* Symposium presented at the annual SIOP Conference: Anaheim, CA.

Carter, N. T., **Williamson, R. L.,** Guan, L., & Siedor, L. E. (July, 2015). *The recent developments in the application of ideal point measurement models for personality assessment.* Symposium presented at the International Personnel Assessment Council (IPAC) annual conference: Atlanta, GA.

Clark, M. A., **Williamson, R. L.,** Zimmerman, L. M., Sanders, K. N., Mitchell, M. E., & Hoffman, B. J. (May, 2015). *Knowing is half the battle: What management textbooks do (and don’t) teach about work-nonwork balance.* In B. J. Hoffman and L. A. Wood (Chairs), *The changing nature of work: Documenting demands, stress, and conflict.* Symposium presented at the annual Work, Stress, and Health Conference: Atlanta, GA.

**Williamson, R. L.,** Carter, N. T., Guan, L., Shaikh, S. K., Benson, M., Davidson, A., Hines, S., & Listyg, B. (April, 2015). *The development of an unfolding hierarchical measure of conscientiousness.* In N. T. Carter, **R. L. Williamson** and M. L. LaPalme (Chairs), *Adventures in unfolding measurement models: Applications to important work-related constructs.* Symposium presented at the annual SIOP Conference: Philadelphia, PA.

George, M. W., **Williamson, R. L.,** Albright, A., Splett, J. W., Egan, T., Kirk, A., Iachini, A. L., Jameson, J. P., Massey, C., Michael, K. D., Sale, R., Taylor, L. K., Warren, M. E., Weist, M. D., & Youngstrom, E. A. (October, 2013)*.* *Preliminary outcomes of an interdisciplinary, multi-site pilot study of an evidence-based model of assessment and intervention for youth experiencing mood difficulties.* In K. Van Eck (Chair) Evidence-based classroom interventions for youth with emotional and behavioral disabilities: efficacy and effectiveness. Symposium presented at the annual conference on advancing School Mental Health (CSMH): Arlington, VA.

Massey, C., Albright, A., Egan, T., Sale, R., George, M. W., Michael, K. D., **Williamson, R. L.,** Jameson, J. P., Iachini, A. L., Warren, M. E., Splett, J. W., Taylor, L. K., Youngstrom, E. A., & Weist, M. D. (October, 2013)*.* *Feasibility and acceptability in adapting a multi-site pilot study to implement an evidence-based model of assessment and intervention for youth experiencing mood difficulties.* Symposium presented at the annual Conference on advancing School Mental Health (CSMH): Arlington, VA.

Posters

**Williamson, R. L.,** & Carter, N. T. (June, 2017). *Does grandiose narcissism moderate the curvilinear relationship between extraversion and life satisfaction?* Poster to be presented at the annual Association for Research in Personality (ARP) Conference: Sacramento, CA.

**Williamson, R. L.,** Beiler-May, A., Locklear, L., & Clark, M. A. (April, 2017). *Spillover and crossover effects of sexual orientation disclosure at work in same-sex couples.* Poster presented at the annual SIOP Conference: Orlando, FL.

Lowery, M., **Williamson, R. L.,** & Carter, N. T. (April, 2017). *Job satisfaction, tenure, and the causal attitude network model.* Poster presented at the annual SIOP Conference: Orlando, FL.

Mahmoud, B., Castille, C. M., **Williamson, R. L.,** Buckner, J., & De Leon, J. A. (April, 2017). *Comparing MTurk and the US populations’ occupational diversity.* Poster presented at the annual SIOP Conference: Orlando, FL.

Locklear, L., **Williamson, R. L.,** & Clark, M. A. (April, 2017). *Work-family conflict in same-sex couples.* Poster presented at the annual SIOP Conference: Orlando, FL.

Conley, K. M., Vande Griek, O. H., **Williamson, R. L.,** Harris, A. M., & Carter, N. T. (April, 2016). *Disposition or ability? Using IRT to solve the mindfulness mystery.* Poster presented at the annual SIOP Psychology Conference: Anaheim, CA.

**Williamson, R. L.,** Beiler-May, A., Clark, M. A., & Carter, N. T. (April, 2016). *Gender bias in the measurement of workaholism.* Poster presented at the annual SIOP Conference: Anaheim, CA.

**Williamson R. L.,** Harris, A. M., Maupin, C. K., King, R. T., & Carter, N. T. (April, 2016). *Network psychometrics and the analysis of organizational surveys.* Poster presented at the annual SIOP Conference: Anaheim, CA.

Riddle, D. B., **Williamson, R. L.,** & Weist, N. (September, 2015). *The business case for school mental health.* Poster presented at the 9th World Congress on the Promotion of Mental Health and the Prevention of Mental and Behavioral Disorders: Columbia, SC.

**Williamson, R. L.,** Carter, N. T., & Zickar, M. J. (July, 2015). *Network analysis of psychometric organizational survey data: Using a visualization tool to ease interpretation and target interventions.* Poster presented at the International Personnel Assessment Council (IPAC) annual conference: Atlanta, GA.

Van Eck, K., **Williamson, R. L.**, Mancil, E., & Flory, K.(November, 2012). *The role of sensation-seeking in risky sexual behavior for college students with ADHD.* Poster presented at the 46th Annual Convention of the Applied Behavioral and Cognitive Therapists (ABCT). Attention-Deficit/Hyperactivity Disorder Special Interest Group: National Harbor, MD.

**Williamson, R. L.,** George, M. W., DeLoach, K., Taylor, L. K., & Weist, M. D. (October, 2012) *Adolescents’ willingness to use school mental health services*. Poster presented at the 17th Annual Conference on Advancing School Mental Health: Salt Lake City, UT.

**Technical Reports**

**Williamson, R. L.,** Conley, K. M., Guan, L., Siedor, L. E., & Carter, N. T. (2015). *Estimating and equating item parameters of unfolding item content for the Procter & Gamble Success Drivers.* Prepared for use by Procter & Gamble.

Carter, N. T., **Williamson, R. L.,** & Shaikh, S. K. (2013). *Development of unfolding item content for Procter & Gamble Success Drivers.* Prepared for use by Procter & Gamble.

**Award Grants and Contracts**

Co-Investigator

Source: SIOP Sidney A. Fine Research Grant

Project Title: Beyond identifying important traits to specifying ideal trait standings: A proposed test of an ideal-point personality-oriented job analysis methodology

Status: Not funded (2016)

Principal Investigator

Source: NIOSH Sunshine ERC Pilot Research Project Grant – University of South Florida

Project Title: Uncompensated overtime workers’ motivation to work: Physical and psychological health outcomes

Status: Funded (2016)

Amount: $4,000.00

Principal Investigator

Source: American Psychological Association of Graduate Students (APAGS) Psychological Science Research Grant

Project Title: Applying psychometric network analysis (PNA) to workaholism

Status: Not funded (2015)

Co-Investigator

Source: Proctor & Gamble

Project Title: Item Response Theory Analysis of the Success Drivers Scale

Status: Completed (2015)

Amount: $20,000.00

Co-Investigator

Source: Proctor & Gamble

Project Title: Item Writing for Unfolding Personality Measurement

Status: Completed (2013)

Amount: $34,000.00

**Research Support, Honors, and Awards**

* Selected as UGA representative to attend the 2017 **Organizational Behavior Doctoral Consortium** at AOM in Atlanta, GA.
* **Graduate Research Assistantship**, University of Georgia (Spring 2017). Researched under the supervision of Dr. Erin L. Dolan.
* Nominee for 2017 **Outstanding Teaching Assistant Award** in the Psychology Department at the University of Georgia.
* Selected as UGA representative to attend the 2016 **Lee Hakel Doctoral Consortium** at SIOP in Anaheim, CA.
* **Donald L. Grant Award,** University of Georgia (Spring 2016). Award for the **Outstanding Master of Science Thesis** in the I-O Psychology Program.
* **Graduate Research Assistantship,** University of Georgia (Fall 2015). Researched under the supervision of Dr. Lillian Eby.
* **Graduate Research Assistantship**, University of Georgia (Summer 2015). Researched under the supervision of Dr. Lillian Eby.
* **Center for Research and Engagement in Diversity (RED) Grant**, University of Georgia (2014). Research study with Angela Beiler, Lauren Zimmerman, and Dr. Malissa Clark. Value: $500.
* University of Georgia **Graduate School Dean’s Award, Social Sciences** (2014). Received award to defray the costs of my thesis research. Value: $1,000.
* **UPS Corporate Scholar Research Assistantship,** University of Georgia (Fall 2013).
* **Magellan Voyager Travel Award,** University of South Carolina (Fall 2012). Received financial award for conference travel support to present research. Value: $500.
* **McKissick Scholarship,** University of South Carolina (Fall 2009-Fall 2012). Received award for students with a high GPA and SAT score in high school. Value: $64,000.

**Applied Experience**

**Procter and Gamble** (May 2015-July 2015)

* Following up with Fall 2013 consulting, analyzed 50 forms of personality-based items in a sample of over 50,000 participants who had applied to work for Procter and Gamble in the past year.

**HUMRRO (Human Resources Research Organization)** (March 2014)

* Subject Matter Expert, rating incidents of ethical behavior for the “Dimensions of Individual Ethical Performance at Work.”

**UGA Young Dawgs Research Consultant** (August 2013-May 2014)

* Workload varied by time point in the project, worked directly with the Program Director of Young Dawgs to help develop an evaluation system that could continuously be used and updated yearly to measure the benefits of the program.

**Procter and Gamble** (September 2013-December 2013)

* Under Dr. Nathan T. Carter developed, tested, and conducted trials of personality-based items, for a result of 108 items along with a brief report detailing the development process.

**Article Reviews**

**Williamson, R. L.** (2013). Restrictive work policies: Gaining employee buy-in. Summary of Laurin, K., Kay, A. C., Proudfoot, D., & Fitzsimons, G. J. *Responses to restrictive policies: Reconciling system justification and psychological reactance.* Summary published online at <http://www.ioatwork.com/restrictive-work-policies-gaining-employee-buy-in/>

**Williamson, R. L.** (2014). How shared leadership impacts team effectiveness. Summary of Wang, D., Waldman, D. A., & Zhang, Z. *A meta-analysis of shared leadership and team effectiveness.* Summary published online at <http://www.ioatwork.com/shared-leadership-impacts-team-effectiveness/>

**Williamson, R. L.** (2014). Interviews: How to identify a deceptive job candidate. Summary of Roulin, N., Bangerter, A., & Levashina, J. *Honest and deceptive impression management in the employment interview: can it be detected and how does it impact evaluation?* Summary published online at <http://www.ioatwork.com/identify-a-deceptive-job-candidate/>

**Teaching Experience Instructor Rating**

Courses Taught – University of Georgia

* **PSYC 3030 (Careers in Psychology**)
  + Fall 2016
    - Section 1 (28 students) 4.80/5.00
    - Section 2 (15 students) 4.40/5.00
    - Section 3 (3 students) 5.00/5.00
  + Spring 2017 In progress
* **PSYC 4210 (Psychological Testing)**
  + Spring 2016 (17 students) 4.67/5.00

Teaching Assistantships – University of Georgia

* **PSYC 3030 (Careers in Psychology)** – Fall 2014; Spring 2015.
* **PSYC 3980 (Research Design in Psychology**) – Summer 2016.

Guest Lectures – University of Georgia

* **PSYC 6830 (I/O Master’s Program: Workplace Psychology II**) – June 2014; Discussed the development of psychological scales and the basics of personality.
* **PSYC 5100 (Seminar in Psychology: Work-Family)** – Fall 2016; Discussed some of my research on same-sex couples in the context of the work-family interface.

**Service**

Ad Hoc Reviewer

* Alcoholism: Clinical and Experimental Research
* Journal of Environmental Psychology

Conference Reviewer

* 2015-Present, **Academy of Management, Organizational Behavior Division, Research Methods Division**
* 2016-Present, **Society for Industrial and Organizational Psychology**
* 2016-Present, **European Association of Work and Organizational Psychology**

University Service

* **Graduate Student Committee (GSC) Psychology Department,** 2014-2015
  + President, 2014-2015
* **Student Academic Honesty Council (SAHC),** 2013-Present
  + Graduate Council Member, 2013-Present
  + Panel Member for academic honesty cases, 2014-Present
  + Panel member for multiple violations cases, 2015-Present
* **Industrial Organizational Psychology Student Association (IOPSA),** 2013-Present
  + Philanthropy Chair, 2013-2014
  + Vice President of Finance, 2014-2015; 2015-2016
* **Sigma Alpha Lambda (SAL) Honor Society,** 2010-2012
  + Executive Officer, 2011-2012

**Professional Affiliations**

* Southern Management Association (SMA; Fall 2016-Present)
* European Association of Work and Organizational Psychology (EAWOP; Fall 2016-Present)
* Work and Family Researchers Network (WFRN; Fall 2015-Present)
* International Personnel Assessment Council (IPAC; Spring 2015-Present)
* Academy of Management (AOM; Spring 2014-Present)
* American Psychological Association (APA; Spring 2014-Present)
* Society of Industrial Organizational Psychology (SIOP; Fall 2013-Present)

**References**

Dr. Nathan T. Carter, Assistant Professor, Department of Psychology, University of Georgia. Contact at [ntcarter@uga.edu](mailto:ntcarter@uga.edu)

Dr. Malissa A. Clark, Assistant Professor, Department of Psychology, University of Georgia. Contact at (706) 542-1457 or [clarkm@uga.edu](mailto:clarkm@uga.edu)

Dr. Lillian T. Eby, Professor, Department of Psychology, University of Georgia. Contact at (706) 340-1492 or [leby@uga.edu](mailto:leby@uga.edu)

Dr. Marie E. Mitchell, Associate Professor, Department of Management, University of Georgia. Contact at [msmitche@uga.edu](mailto:msmitche@uga.edu)