

## **Kate M. Conley**

University of Georgia

Department of Psychology

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### EDUCATION

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- Expected 2019      **Ph.D., University of Georgia**  
Industrial-Organizational Psychology  
Dissertation: *Mind Over [Trait] Matter: The Role of Mindfulness in Shifting Personality Traits Toward Optimal Work Performance*  
Chair: Dr. Nathan T. Carter
- January 2018      **M.S., University of Georgia**  
Industrial-Organizational Psychology  
Thesis: *The Family-Friendly Advantage: Evaluating the Effects of Instrumental and Symbolic Organizational Attributes on Efforts to Attract the Emerging Workforce.*  
Chair: Dr. Nathan T. Carter
- May 2014          **B.A., University of Wisconsin-Madison**  
Psychology with Honors  
Certificate in Business

### RESEARCH EXPERIENCE

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My research interests connect applied psychometrics with substantive areas of employee well-being including stress management, workplace relationships, employee and organizational resilience, work engagement, occupational health and positive organizational scholarship. I am 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. 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
5. 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

#### 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.** & Carter, N.T. (2018, May). *The Family-Friendly Advantage: Evaluating the Effects of Instrumental and Symbolic Organizational Attributes on Efforts to Attract the Emerging Workforce*. Poster to be presented at the 2018 Association for Psychological Science Annual Convention: San Francisco, CA.
2. **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.
3. **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.
4. **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.
5. 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.

6. **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.
7. **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.
8. 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.
9. **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.
10. 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 Research 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.  
 Status: In development for my dissertation

Project: Curvilinear Effects of Agreeableness  
 Description: Examining the curvilinear effects of the big 5 personality dimension, agreeableness, on performance and well-being outcomes.  
 Status: Writing manuscript

Project: Workplace Resilience and Sexual Harassment  
 Description: Taking a mixed-methods approach to exploring what employee resilience looks like in the aftermath of workplace sexual harassment.  
 Status: Data collection

##### **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.

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

### 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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### **Leadership & Succession Intern** – *Russell Reynolds Associates* (May 2016 – Current)

Assist the Leadership and Succession team (I/O PhDs)  
Develop and write recommendations for leader development  
Conduct reference calls for succession planning and leader development purposes  
Analyze and disseminate personality and culture survey data  
Under the direction of Dr. Stacey Shapiro

### **360 Feedback 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.

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

Served as the data analyst for the Tri-annual SIOP Income and Benefits Survey  
Helped disseminate results in technical report, TIP report and infographic  
Under the direction of Mark Poteet, Amy DuVernet, Brandy Parker, & Anne Herman

### **Data 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 Sodexo, Benefits and Rewards Services  
Researched and crafted thought leadership pieces  
Under the direction of Mia Mends & Rebecca Scott

#### 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  
Under the direction of Dr. Jacob Martin

### **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 Matt Shefchik

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

Served the HR and Internal Governance Team  
Gained an understanding of international business customs  
Under the direction of Justine Martin

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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**Teaching Assistant/Lab Instructor** – UGA I-O Master's Program (Fall 2018)

**Guest Lecturer** – Psychological Testing: Clinical Assessment (Nov 2017)

**Guest Lecturer** – Psychology of the Workplace: Worker Stress & Mindfulness (Sept 2017)

**Guest Lecturer** – UGA 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, R/R Studio, Tableau including packages and visualizations

**Data Management** – Experience cleaning, merging and wrangling large organizational datasets

**Data Analyses** – ANOVA, regression, item response theory, social network analysis

**Research Methods** – Surveys, interventions, experience sampling, policy capturing

**Project Management** – Experience leading research and consulting project teams

**Teaching Certification** – CIRTL Associate Certification (membership of the national Center for the Integration of Research, Teaching and Learning, a network of 22 research institutions)