# EDUCATION

Melissa Mitchell Robertson

Doctoral Candidate

Industrial-Organizational Psychology

University of Georgia

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**Ph.D. The University of Georgia, 2018 (expected)**

**Industrial-Organizational Psychology**

Dissertation: To Grandmother’s House You Go: A Cross-Lagged Test of the Association Between Grandchild Care and Work-Family Conflict

(Chair: Lillian T. Eby; Committee: Malissa A. Clark, Robert J. Vandenberg)

GPA: 4.00

**M.S. The University of Georgia, 2014**

**Industrial-Organizational Psychology**

Thesis: My Mentor, Myself: Does Mentor-Protégé Similarity in Attachment Security and Relational Self-Construal Predict Perceived Similarity, Identification, and Commitment?

(Chair: Lillian T. Eby; Committee: Karl Kuhnert, Kecia M. Thomas)

GPA: 4.00

**B.A. Simon Fraser University, 2012**

**Psychology (First Class Honors); Extended Minor: Criminology**

Honors Thesis: Need Fulfillment in Polyamorous Relationships

(Chair: Kim Bartholomew)

GPA: 3.91

**RESEARCH INTERESTS**

* + **Relational processes** (dyadic interactions, mentoring, relationship development)
  + **The work-life interface** (spillover, crossover, interventions)
  + **Research methods** (longitudinal research, experience sampling, physiological measurement, person-centered methods)
  + **Employee well-being** (occupational health, interventions)

# REFEREED PUBLICATIONS AND PUBLICATIONS IN PROGRESS

(Note: \*equal contribution; † undergraduate student advisee)

Becker, T., **Robertson, M. M.**, & Vandenberg, R. J. (*Conditionally accepted*). Nonlinear transformations in organizational research: Possible problems and potential solutions. *Organizational Research Methods.*

Clark, M. A.\*, **Robertson, M. M.\***, & Young, S.\*(*Revise and resubmit*). I feel your pain: A review of the literature on empathy in organizational behavior. *Journal of Organizational Behavior.*

**Robertson, M. M.**, Padilla, H., Vandenberg, R. J., DeJoy, D. M., & Wilson, M. (*Under review*). The effects of pre-intervention self-efficacy and outcome expectations on self-regulatory behaviors and weight change in a workplace weight loss intervention. *Journal of Occupational Health Psychology.*

Padilla, H., Zuercher, H., **Robertson, M. M.**, DeJoy, D. M., & Wilson, M. (*In prep*). A comparison of reach, uptake, and satisfaction between three delivery modes of FUEL Your Life, a worksite translation of DPP.

Eby, L. T., **Robertson, M. M.**, Williamson, R., & Maupin, C.(*Under second review*). 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, and Family.*

Aikens, M. L., **Robertson, M. M.**, Sadselia, S., Watkins, K., Evans, M., Runyon, C. R., Eby, L. T., & Dolan, E. L.(2017). Race and gender differences in undergraduate research mentoring structures and research outcomes. *CBE—Life Sciences Education, 16*, ar34.

Clark, M. A.\*, **Robertson, M. M.\***, & Carter, N. T.(*In press*). You spin me right round: Workplace correlates of daily affect spin. *Journal of Management.*

Eby, L. T., **Mitchell, M. E.**, Gray, C., Provolt, L., Lorys, A., Fortune, E., & Goodie, A.(2016). Gambling-related problems across life domains: An exploratory study of non-treatment seeking weekly gamblers. *Community, Work, and Family, 19*, 604-620*.*

Allen, T. D., Eby, L. T., Conley, C., 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.

**Mitchell, M. E.**, Eby, L. T., & Ragins, B. R. (2015). My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships. *Journal of Vocational Behavior*, *89*, 1-9.

**Mitchell, M. E.**, & Zatzick, C. D. (2015). Skill underutilization and collective turnover in a professional service firm. *Journal of Management Development, 34,* 787-802.

**Mitchell, M. E.**, Bartholomew, K., & Cobb, R. J. (2014). Need fulfillment in polyamorous relationships. *The Journal of Sex Research, 51*, 329-339*.*

# BOOK CHAPTERS

Eby, L. T., **Mitchell, M. E.**, & Zimmerman, L.(2016). Work and family in times of crisis. In T. D. Allen & L. T. Eby (Eds.) *Oxford handbook of work and family*. Oxford University Press.

**Mitchell, M. E.**, Eby, L. T., & Lorys, A. J.† (2015). Feeling work at home: A transactional model of women and men’s negative affective spillover from work to family. In M. Mills (Ed.) *Gender and the work-family experience: An intersection of two domains.* Springer.

**CONFERENCE PRESENTATIONS**

Baumann, H. M., Perrigino, M., Wilson, K., Clark, M., & **Robertson, M.** (2018, June). *Absent while present: Examining antecedents and outcomes of employees’ preoccupation with nonwork thoughts while at work.* In H. M. Baumann (Chair), Situational, individual, and interpersonal factors relating to engagement in or disengagement from work and nonwork roles. Symposium accepted to the 2018 Work and Family Researchers Network Meeting, Washington, DC.

**Robertson, M. M.**, & Eby, L. T.(2018, April). *Work-family conflict in early adulthood: A growth mixture modeling approach.* In **M. M. Robertson** & L. T. Eby (Co-Chairs), Understanding the work-life interface from a longitudinal perspective. Symposium accepted to the 2018 Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Sanders, K. N., Haynes, N. J., Clark, M. A., & **Robertson, M. M.** (2018, April). *Wellness programs: Motives for exercise and wellbeing over time.* Poster accepted to the 2018 Society for Industrial and Organizational Psychology Conference, Chicago, IL.

Baumann, H. M., Clark, M. A., & **Robertson, M. M.** (2017, August). *You’re here, but you’re not: Implications of employees’ work preoccupation for significant others.* In H. M. Baumann & C. E. Kleshinkski (Co-Chairs), We’re in this together: The influence of employees’ work-family experiences on other individuals. Symposium presented at the 2017 meeting of the Academy of Management, Atlanta, GA.

**Robertson, M.**, Padilla, H., Vandenberg, R.,DeJoy, & Wilson, M. (2017, June). *Baseline predictors of weight management behaviors and weight change in a workplace weight loss intervention.* Poster presented at the 2017 Work, Stress, and Health Conference, Minneapolis, MN.

Wilson, M., DeJoy, D., Vandenberg, R., Corso, P., Padilla, H., Zuercher, H., & **Robertson, M.** (2017, June). *The effectiveness of program delivery on the translation of DPP to a worksite setting: Implementation of Fuel Your Life.* Poster presented at the 4th Biennial Global Implementation Conference, Toronto, ON.

Martinez, V.†, **Robertson, M.**, & Eby, L. (2017, April). *The effects of grandchild caregiving on grandparent health behaviors.* Poster presented at the 2017 Psi Chi Convention, Athens, GA.

Padilla, H., Zuercher, H., **Robertson, M.**, DeJoy, D., & Wilson, M. (2017, March). *A comparison of reach, retention, uptake, and satisfaction between three delivery modes of FUEL Your Life.* Poster presented at the 38th Annual Meeting of the Society of Behavioral Medicine, San Diego, CA.

**Mitchell, M. E.,** Eby, L. T., & Sanders, K.†(2016, August). *I’ll be there for you: The relative importance of supervisor, spouse, and parent support for predicting work-family conflict.* In K. Wilson & P. Dahm (Co-Chairs), Family Matters: The Influence of Close Others on Employee Identity, Attitudes, and Well-Being. Symposium presented at the 2016 meeting of the Academy of Management, Anaheim, CA.

Clark, M., & **Mitchell, M. E.** (2016, June). *What happens at work does not stay at work: An examination of event disclosure and partner responsiveness on state affect.* In M. Matias & S. Tement (Co-Chairs), Beyond the Individual: Crossover Processes in Work and Family Domains. Symposium presented at the 2016 Work and Family Researchers Network Conference, Washington, DC.

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

Wilson, M. G., DeJoy, D., M., Padilla, H. M., **Mitchell, M. E.**, Vandenberg, R. J., & Zuercher, H. (2016, May). *Social and organizational support at work.* Paper presented at the 2016 Wellbeing at Work Conference, Amsterdam.

Allen, T. D., Eby, L. T., **Mitchell, M. E.**, & Muilenburg, J. (2016, April). *Relationship between mindfulness and organizational performance: An organizational level analysis.* In T. D. Allen (Chair), Workplace Mindfulness: New Directions for Research and Practice. Symposium presented at the 2016 meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

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

**Mitchell, M. E.**, & Eby, L. T. (2016, April). *Family matters: The effects of grandchild care on family-to-work conflict.* In M. T. Ford (Chair), A Systems Approach to Work, Family, and Well-Being. Symposium presented at the 2016 meeting of the Society for Industrial and Organizational Psychology, Anaheim, CA.

Hinkle, B.†, Ajisegiri, D.†, Payne, K.†, **Mitchell, M. E.**, Eby, L. T., & Conley, K. (2016, April). *Managing disadvantage: Does community disadvantage relate to role overload and burnout?* Poster presented at the 2016 Psi Chi Convention, Athens, GA.

Sanders, K.†,**Mitchell, M. E.**, & Eby, L. T. (2016, April). *The relative importance of parental, spousal, and supervisor support for work-family conflict.* Poster presented at the 2016 Psi Chi Convention, Athens, GA.

Payne, K. S.†,**Mitchell, M. E.**, & Eby, L. T. (2016, April). *Maternal gatekeeping and work-family outcomes: Are boundary management styles a mediator?* Poster presented at the 2016 Psi Chi Convention, Athens, GA.

**Mitchell, M. E.**, Clark, M. A., & Carter, N. T. (2015, October). *You spin me right round: Workplace correlates of daily affect spin.* Paper presented at the 2015 meeting of the Southern Management Association, St. Pete Beach, FL.

**Mitchell, M. E.**, Eby, L. T., & Ragins, B. R. (2015, August). *My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships.* Paper presented at the 2015 meeting of the Academy of Management, Vancouver, BC.

DeJoy, D. M., Wilson, M. G., Padilla, H. M., Zuercher, H., Vandenberg, R., LoPilato, A., Ingels, J. B., & **Mitchell, M.** (2015, July). *Workplace translation of the Diabetes Prevention Program.* Paper presented at the 2015 meeting of the European Congress of Psychology, Milan, Italy.

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

**Mitchell, M. E.**, Eby, L. T., Gray, C., & Provolt, L. (2015, April). *Going all in: Gambling absorption, engagement, and performance*. In M. Clark & L. Zimmerman (Co-Chairs), Addictions and vices and work, oh my! Symposium presented at the 2015 meeting of the Society of Industrial and Organizational Psychology, Philadelphia, PA.

Eby, L. T., Kinkade, K., Brown, L., **Mitchell, M. E.,** Provolt, L., & Hulett, A. (2015, March). Relational turning points in supervisory mentoring relationships: A mixed methods investigation*.* In *Mahalo for mentoring: Research designed to make something good even better.* Symposium presented at the 2015 meeting of the Western Academy of Management, Kauai, HI.

Eby, L. T., **Mitchell, M. E.**, Gray, C., Provolt, L., Lorys, A.†, Fortune, E., Allen, T. D., & Goodie, A. (2014, September). *Gambling-related problems in family and work life: An exploratory study of weekly gamblers*. Paper presented at the 2014 II International Conference on Family and Society, Barcelona, Spain.

Lorys, A.†, Dean, K.†, Provolt, L., **Mitchell, M. E..,** Gray, C., & Eby, L. T. (2014, May). *Performance and engagement outcomes of gambling interference with work and nonwork*. Poster presented at the 2014 meeting of the Association for Psychological Science, San Francisco, CA.

Butts, M. M., Eby, L. T., Allen, T. D., **Mitchell, M. E.**, & Muilenburg, J. L. (2014, May). *Work-nonwork balance and health-related outcomes: A latent growth modeling approach*. In H. Odle-Dusseau (Chair), What is balance? Gaining consistent definition, assessment, and prediction. Symposium presented at the 2014 meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.

Hetrick, A. L., & **Mitchell, M. E.** (2014, May). *The formal psychology mentoring program at the University of Georgia*. In L. Cushenbery (Chair), Mentoring undergraduate students in I/O psychology. IGNITE lighting round presentation presented at the 2014 meeting of the Society of Industrial and Organizational Psychology, Honolulu, HI.

Eby, L. T., **Mitchell, M. E.**, Gray, C., Provolt, L., Fortune, E., Goodie, A., & MacKillop, J.(2013, July). *How gambling affects work and nonwork life: An exploratory study*. Poster presented at the 2014 American Psychological Association Convention, Honolulu, HI.

Eby, L. T., **Mitchell, M. E.**, Provolt, L., Gray, C., Fortune, E., MacKillop, J., & Goodie, A.,(2013, July). *Gambling, coping, and the work-nonwork interface: A qualitative investigation of frequent gamblers*. Paper presented at the 2013 International Work and Family Conference V, Barcelona, Spain.

**Mitchell, M. E.**, Bartholomew, K., & Cobb, R. J. (2013, January). *Need fulfillment in polyamorous relationships*. In J. Harman (Chair), Not everything is vanilla: Examining non-monogamous relationships can broaden our understanding of relational processes. Symposium presented at the 2013 meeting of the Society for Personality and Social Psychology, New Orleans, LA.

**Mitchell, M. E.**, & Bartholomew, K. (2012, April). *Reasons for becoming polyamorous: A qualitative content analysis*. Poster presented at the 2012 Western Psychological Association Convention, San Francisco, CA.

Zatzick, C. D., & **Mitchell, M. E.** (2012, March). *Skill underutilization and unit level turnover in a professional service firm*. Paper presented at the 2012 Western Academy of Management Conference, La Jolla, CA.

# GRANTS

Source: Social Sciences and Humanities Research Council, Doctoral Award

Project Title: Family Matters: The Intergenerational Effects of Grandchild Care on Work and Family Life

Principal Investigator: Melissa Mitchell

Status: Funded (submitted 2014)

Amount: $60,000

Source: Sunshine ERC Pilot Research Project Grant

Project Title: Grandchild Caregiving and Health: A Survey of Grandparents and their Adult Children

Principal Investigator: Melissa Mitchell

Status: Funded (submitted 2014)

Amount: $8,000

# TEACHING EXPERIENCE

**InstructorJanuary 2015 – May 2015**

Class: PSYC 3980 - Research Design in Psychology

University of Georgia

Overall Instructor Rating: 4.47/5.00

* + Taught undergraduate students research design and analysis
  + Used team-based learning approach
  + Supervised 8 student research projects
  + Provided multiple rounds of feedback to student research teams on research paper assignment

**Instructor August 2014 – December 2014**

Class: GRSC 7770 - Seminar for Graduate Teaching Assistants

University of Georgia

Overall Instructor Rating: N/A

* + Taught discussion-based graduate student seminar on university teaching
  + Developed and graded assignments
  + Provided individualized feedback to students on teaching and course design

**Instructor June 2014 – August 2014**

Class: PSYC 3980 - Research Design in Psychology

University of Georgia

Overall TA Rating: 4.25/5.00

* + Taught undergraduate students research design and analysis
  + Used team-based learning approach
  + Developed and graded assignments
  + Provided multiple rounds of feedback to student research teams

**Teaching Assistant January 2014 - May 2014**

Class: PSYC 3990 - Research Analysis in Psychology

University of Georgia

Overall TA Rating: 4.22/5.00

* + Taught undergraduate students how to use SPSS for data analysis
  + Lectured on descriptive and inferential statistics
  + Developed and graded assignments

**Teaching Assistant August 2013 - December 2013**

Class: PSYC 3980 - Research Design in Psychology

University of Georgia

Overall TA Rating: 4.39/5.00

* + Taught undergraduate students how to write an APA research paper
  + Provided individualized feedback to students on academic writing, hypothesis development, and research methods
  + Developed assignment guidelines and grading rubric for APA research paper assignment
  + Met with students to provide advice and feedback

# MENTORING AND PROFESSIONAL INVOLVEMENT

**Chief Officer September 2012 - May 2015**

The Psychology Mentoring Program

University of Georgia

* + Match undergraduate students who are interested in graduate school in psychology with graduate student mentors to help undergraduate students prepare for graduate school and develop their academic, research, and career interests
  + Designed and implemented an online mentor training program
  + Developed a program website with resources for mentors and protégés

**Future Faculty Program Teaching Assistant August 2014 - May 2015**

The Future Faculty Program, Center for Teaching and Learning

University of Georgia

* + Competitively selected member of interdisciplinary teaching group composed of 15 award-winning teaching assistants from around the university
  + Attend bi-weekly meetings to discuss best practices in teaching and learning

**Program Advancement Chair August 2014 - May 2015**

The Industrial-Organizational Psychology Student Association

University of Georgia

* + Elevate the status and recognition of industrial-organizational psychology throughout the university
  + Fundraise for conference costs

**Graduate Student Mentor August 2013 - May 2015**

The Psychology Mentoring Program

University of Georgia

* + Mentored two undergraduate students interested in graduate school in Psychology
  + Sponsored undergraduate protégé for research opportunities by introducing her to faculty members

**Vice President of Programs August 2013 - May 2014**

The Industrial-Organizational Psychology Student Association

University of Georgia

* + Coordinated with faculty and students to bring monthly speakers to the program
  + Managed graduate students involved in program planning and coordination
  + Developed budget for visiting speakers
  + Applied for funding for visiting scholars

**Recruitment Chair August 2012 - August 2013**

The Industrial-Organizational Psychology Student Association

University of Georgia

* + Organized visitation days for prospective graduate students
  + Provided advice, information, and tours to program applicants
  + Provided advice and information to incoming students

# HONORS AND AWARDS

**Nominee —A.S. Edwards Award April 2017**

Department of Psychology, University of Georgia

Award for an outstanding graduate student who displays academic achievement and ability. One student from each program in the department is selected for nomination.

**Nominee — Careers Division Best Symposium Award March 2017**

2017 Academy of Management Meeting

*We’re in this together: The influence of employees’ work-family experiences on other individuals*

**Outstanding Reviewer — Organizational Behavior Division June 2016**

2016 Academy of Management Meeting

**Nominee —A.S. Edwards Award April 2016**

Department of Psychology, University of Georgia

Award for an outstanding graduate student who displays academic achievement and ability. One student from each program in the department is selected for nomination.

**Finalist — Careers Division Best Student Paper Award April 2015**

2015 Academy of Management Meeting

*My mentor, my self: Antecedents and outcomes of perceived similarity in mentoring relationships.*

**Donald L. Grant Award April 2015**

University of Georgia

Award for the Outstanding Master of Science thesis in the I-O Psychology Program.

**Charles Darby Award April 2015**

University of Georgia

Value: $200

Established in 1974 to provide an annual award to one of the department's graduate assistants in recognition of outstanding teaching contributions in the Department of Psychology. This is awarded to the Psychology graduate student who is nominated for UGA’s Excellence in Teaching award.

**Bursary July 2014**

Canadian Federation of University Women — South Delta

Value: $1000

**Outstanding Teaching Assistant Award April 2014**

University of Georgia

**Teaching Assistantship August 2012 – May 2015**

Department of Psychology, University of Georgia

**PhD Scholars of Excellence Assistantship August 2012 - May 2013**

Department of Psychology, University of Georgia

Value: $19,000

**Certificate of Academic Excellence - Honours Thesis June 2012**

Canadian Psychological Association

Awarded for outstanding achievement in the Honours thesis

**Psychology Alumni Honours Prize June 2012**

Simon Fraser University

Value: $500

Awarded to a student in the Honours program based on the quality of research conducted for the Honours project

**Simon Fraser University President’s Honor Roll 2011 - 2012**

Awarded to students with at least 30 Simon Fraser University units who achieved a term GPA of 4.0 or above while taking at least 12 units of classes

**Simon Fraser University Dean’s Honor Roll 2010 - 2011**

Awarded to students with at least 30 Simon Fraser University units who achieved a term GPA of 3.5 or above while taking at least 12 units of classes

**Simon Fraser University Undergraduate Open Scholarship 2009 - 2012**

Value: $7111

Awarded to undergraduate students with at least 24 Simon Fraser University units and a CGPA of 3.67 or higher

**Emmett Patrick Murphy Memorial Scholarship 2007**

Value: $3000

Awarded to an outstanding undergraduate student

**TSI Terminal Systems Inc. Scholarship Award 2007**

Value: $500

Awarded to a hardworking, well-rounded South Delta Secondary School student demonstrating growth and development

# PUBLIC AND UNIVERSITY SERVICE

**Invited Workshop January 2018**

Preparing for Classes: Strategies to Reduce Prep Time and Maximize Student Learning

Graduate Student Writing Intensive Program, University of Georgia

**Invited Workshop September 2017**

Preparing for Classes: Strategies to Reduce Prep Time and Maximize Student Learning

Faculty Writing Intensive Program, University of Georgia

**Ad Hoc Reviewer — Journal of Vocational Behavior 2017**

**Reviewer — Best Student Paper Award, Careers Division 2016**

**Academy of Management Conference**

**Reviewer — Careers and Organizational Behaviors Divisions 2016**

**Academy of Management Conference**

**Invited Workshop April 2015**

Preparing for Classes: Strategies to Reduce Prep Time and Maximize Student Learning

Future Faculty Program, University of Georgia

**Invited Workshop April 2015**

Introduction to Structural Equation Modeling

Graduate Student Council, University of Georgia

**Reviewer — Careers and Organizational Behaviors Divisions 2016**

**Academy of Management Conference**

**Invited Workshop March 2015**

Preparing for Classes: Strategies to Reduce Prep Time and Maximize Student Learning

Center for Teaching and Learning, University of Georgia

**Invited Workshop December 2014**

How to Grade in No Time (While Still Grading Well)

Psychology Educator Development Association, University of Georgia

**Invited Teaching Presentation October 2014**

When to Say No: The Art of Opportunity Selection

Future Faculty Program, Center for Teaching and Learning, University of Georgia

**Invited Workshop October 2014**

How to Teach in No Time (While Still Teaching Well)

Psychology Educator Development Association, University of Georgia

**Invited Speaker October 2014**

Grant Writing Panel

Department of Psychology, University of Georgia

**Organizer October 2014**

Graduate School Information Session and Workshop

Psychology Mentoring Program, University of Georgia

# PROFESSIONAL MEMBERSHIPS

**Society for Industrial and Organizational Psychology (SIOP)**

Student Member

**American Psychological Association (APA)**

Student Affiliate Member

**National Center for Faculty Development & Diversity (NCFDD)**

Graduate Student Member

**Industrial-Organizational Psychology Student Association (IOPSA)**

University of Georgia

**Psychology Educator Development Association (PEDA)**

University of Georgia

**Social Psychology at UGA (SPUGA)**

University of Georgia

**Golden Key International Honor Society**

Member