

Melissa Mitchell

Doctoral Student
Industrial-Organizational Psychology

Department of Psychology
Psychology Building
University of Georgia
Athens, GA 30602-3013
C 706.714.5523
melmitch@uga.edu

Overview

Through my research, teaching, and practice, my goal is to help individuals better manage the demands of work and nonwork. My main research interests involve understanding the cognitive and social processes underlying work-nonwork conflict, balance, spillover, and crossover. My teaching focuses on helping students learn to apply psychological research and theory to their own careers and relationships. As a practitioner, I aim to develop and measure effective organizational and individual work-nonwork interventions.

Education

Ph.D. in Psychology **2017 (expected)**

Major: Industrial-Organizational Psychology
The University of Georgia
Athens, GA
GPA: 4.00

M.S. in Psychology **2014**

Major: Industrial-Organizational Psychology
The University of Georgia
Athens, GA
GPA: 4.00

Bachelor of Arts (First Class Honours) **2012**

Major: Psychology
Extended Minor: Criminology
Simon Fraser University
Burnaby, BC
Psychology GPA: 4.04
Overall GPA: 3.91

Journalism Program **2007 - 2008**

Carleton University
Ottawa, ON
Overall GPA: 3.71

Publications

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

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

Eby, L. T., **Mitchell, M. E.**, & Zimmerman, L. (forthcoming). 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.

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

Mitchell, M. E., Bartholomew, K., & Cobb, R. J. (2013). Need fulfillment in polyamorous relationships. *The Journal of Sex Research*. doi: 10.1080/00224499.2012.742998

Conference Presentations

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 accepted to the 2015 meeting of the Academy of Management, Vancouver, BC.

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 accepted to 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

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accepted to 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 accepted to 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 2013 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

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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.

Technical Reports

Mitchell, M. E., DeLose, J., McCain, J., Bazemore, C., Fan, Y., & Guan, A. (2013). The I-O psychology program student survey report 2013. University of Georgia.

Mitchell, M. E., Bartholomew, K., & Cobb, R. J. (2012). Need fulfillment in polyamorous relationships: Project summary. Simon Fraser University.

Research Experience

Project Title: **October 2014 - Present**

Grandchild Caregiving and Health

Research Advisor: Lillian Eby, PhD.

Department of Psychology, University of Georgia

- Manage research lab of 8 undergraduate and 2 graduate students
- Train students to conduct semi-structured interviews and use Qualtrics
- Use mixed-method dyadic design to examine intergenerational effects of grandchild care on health, well-being, and career outcomes

Project Title: **August 2014 - Present**

Work and Nonwork Events, Appraisal, and Affect Spin

Research Advisor: Malissa Clark, PhD.

Department of Psychology, University of Georgia

- Develop methodology and measures for experience-sampling study on affect spin
- Conduct multilevel analyses using Mplus

Project Title: **August 2014 - Present**

The Downside of OCB

Research Advisor: Brian Hoffman, PhD.

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- Examine the nonlinear associations between organizational citizenship behavior and employee strain over four time points

Project Title: **October 2013 - Present**

**A Survey of Mature Workers and their Spouses:
Experiences at Work and Home**

Research Advisor: Malissa Clark, PhD.

Department of Psychology, University of Georgia

- Design and distribute recruitment materials
- Manage and train team of graduate and undergraduate research assistants
- Train participants on cortisol measurement and experience sampling procedures
- Manage and recruit research participants
- Attend bi-weekly lab meetings
- Conduct analyses using SPSS and Mplus

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Project Title: **October 2012 - Present**

Gambling and the Work/Nonwork Interface

Research Advisor: Lillian Eby, PhD.

Department of Psychology, University of Georgia

- Conduct qualitative and quantitative research projects examining work and nonwork issues among frequent gamblers
- Manage and train team of graduate and undergraduate research assistants
- Coordinate and conduct content analysis of structured clinical interviews for pathological gambling using ATLAS.ti
- Transcribe audio-recorded interviews
- Create poster presentation of qualitative research findings
- Use Qualtrics and Mechanical Turk to manage online survey

Project Title: **September 2012 - Present**

**My Mentor, My Self: Antecedents and Outcomes of Perceived Similarity in
Mentoring Relationships**

Research Advisor: Lillian Eby, PhD.

Department of Psychology, University of Georgia

- Examine associations between mentor-protégé similarity, perceived similarity, relational identification, and organizational and

professional commitment in a sample of matched mentor-protégé dyads

- Use polynomial regression to analyze results

Project Title: **July 2012 - April 2013**

Turning Points in the Clinical Supervisory Relationship

Research Advisor: Lillian Eby, PhD.

Department of Psychology, University of Georgia

- Examined relational turning points in a sample of approximately 300 counselors who were previously employed at drug and alcohol treatment centers
- Developed codes and themes using inductive qualitative methods
- Conducted qualitative content analysis using ATLAS.ti
- Transcribed audio-recorded exit interviews

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Honours Thesis Research **July 2011 - October 2012**

Title: Need Fulfillment in Polyamorous Relationships

Research Advisor: Kim Bartholomew, PhD.

Department of Psychology, Simon Fraser University

- Compared 1093 polyamorous individuals' need fulfillment, relationship satisfaction, and commitment in two of their closest romantic relationships
- Used hierarchical regression to analyze data in SPSS
- Designed an online self-report survey using Remark Web Survey software
- Presented research in lab, department, and symposium
- Defended research for committee

Item Analysis **January 2011 - February 2012**

Research Advisor: Rhys Lewis, PhD.

Department of Psychology, Vancouver Island University

- Completed training in item analysis
- Rated over 800 items for wording, desirability, and face validity in order to develop a tenant screening measure

Research Assistant **December 2010 - July 2012**

Title: Skill Underutilization and Collective Turnover in a Professional Service Firm

Research Advisor: Christopher D. Zatzick, PhD.

Beedie School of Business, Simon Fraser University

- Longitudinally examined the associations among skill underutilization, collective turnover, and occupational group in a professional service firm
- Wrote up findings for submission to academic journal
- Attended biweekly meetings to discuss relevant literature and statistical analysis
- Created presentation for Western Academy of Management Conference

Qualitative Research Project

September 2010 - July 2012

Title: Reasons for Becoming Polyamorous: A Qualitative Content Analysis

Research Advisor: Kim Bartholomew, PhD.

Department of Psychology, Simon Fraser University

- Analyzed reasons for becoming polyamorous in a sample of 161 online message board posts from a polyamory forum. Two main reasons emerged: polyamory as an identity and polyamory as an adaptation to relationship circumstances. Secondary reasons for becoming polyamorous were openness toward non-monogamy and negativity toward monogamy
- Trained undergraduate students to code data and ran monthly coding meetings
- Used SPSS to analyze interrater reliability
- Presented findings at the Western Psychology Association Convention

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Research Assistant

July 2010 - April 2012

The Simon Fraser University Close Relationships Lab

Research Advisor: Rebecca J. Cobb, PhD.

Department of Psychology, Simon Fraser University

- Coded behavior in couples' video-recorded discussions of relationship issues as part of the SFU Transition to Marriage Project, which followed 201 newlywed couples over two years and measures many relationship dimensions
- Attended coding meetings to discuss codes and reliability
- Attended regular lab meetings in which lab members presented their research projects

Research Assistant

June 2010 - September 2010

Research Advisor: Kim Bartholomew, PhD.

Department of Psychology, Simon Fraser University

- Examined power in romantic relationships and topics related to human sexuality
- Completed literature searches and qualitative data coding
- Assisted with lecture creation and preparation

Teaching Experience

Instructor **January 2015 - May 2015**

Class: PSYC 3980 - Research Design in Psychology

University of Georgia

- Teach undergraduate students research design and analysis
- Use team-based learning approach
- Supervise 8 student research projects
- Provided multiple rounds of feedback to student research teams on research paper assignment

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Instructor **August 2014 - December 2014**

Class: GRSC 7770 - Seminar for Graduate Teaching Assistants

University of Georgia

- Teach discussion-based graduate student seminar on university teaching
- Develop and grade assignments
- Provide 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 Methods

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

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Guest Lecturer

October 2012

Class: PSYC 3990 - Research Analysis

University of Georgia

- Taught undergraduate students how to conduct Z-tests, dependent samples t-tests, and one sample t-tests

Mentoring and Professional Involvement

Chief Officer

September 2012 - Present

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 - Present

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 - Present**

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 - Present**

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

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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

Excellence in Teaching Award — Departmental Nominee **January 2015**

University of Georgia

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 - Present**
Department of Psychology, University of Georgia

PhD Scholars of Excellence Assistantship **August 2012 - May 2013**
Department of Psychology, University of Georgia
Value: \$19,000

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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

Media Coverage

Mitchell, K. (2015, February 4). There's a big problem with polyamory that nobody's talking about. *Mic*. Retrieved from <http://mic.com/articles/109616/there-s-a-big-problem-with-polyamory-that-nobody-s-talking-about>

Pappas, S. (2013, February 14). 5 myths about polyamory. *Livescience*. Retrieved from <http://www.livescience.com/27125-5-myths-about-polyamory.html>

Fraser, J. (2012, September 21). Polyamory: Exploring the ins and outs of multiple partners. *The Globe and Mail*. Retrieved from <http://www.theglobeandmail.com/life/relationships/polyamory-exploring-the-ins-and-outs-of-multiple-partners/article4560587/?page=all>

Selterman, D. (2013, January 19). New developments in consensual non-monogamy research. *Science of Relationships*. Retrieved from <http://www.scienceofrelationships.com/home/2013/1/19/new-developments-in-consensual-non-monogamy-research.html>

Thorbes, C. (2012, June 7). Trailblazer in polyamory research. *SFU News*. Retrieved from <http://www.sfu.ca/sfunews/stories/2012/trailblazer-in-polyamory-research.html>

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: Under review (submitted 2014)

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)

Source: Social Sciences and Humanities Research Council, Doctoral Award
Project Title: Living and Working in the Moment: A Mindful Approach to Managing Work/Family Conflict

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Principal Investigator: Melissa Mitchell

Status: Not funded (submitted 2013)

Source: Social Sciences and Humanities Research Council, Doctoral Award

Project Title: Attachment Style Similarity, Perceived Similarity, and Identification in Mentoring Relationships: Effects on Organizational and Professional Commitment

Principal Investigator: Melissa Mitchell

Status: Not funded (submitted 2012)

Professional Training

Making the Most of Graduate School: November 5, 2014

Secrets for Your Success

University of Georgia Graduate School

- Attended an hour-long workshop on professional development in graduate school

Teaching in No Time: October, 2014

How to Prepare for a Stress-Free Semester

National Center for Faculty Development and Diversity

- Participated in four hour-long web seminars on effective strategies for class preparation

How to Ace Your Qualifying Exams October 28, 2014

National Center for Faculty Development and Diversity

- Attended an hour-long web seminar on preparing for qualifying exams, with a focus on NVivo as an electronic data management system

NVivo 10 Training August - November 2013

QSR International

- Attended three hour-long web seminars on qualitative and mixed-methods coding and analysis

Advanced ATLAS.ti Web-Conferences Workshop August 2013

ATLAS.ti Training Center

- Attended three 2-hour web seminars on qualitative data coding and analysis

Fall 2012 Grantsmanship Series September - November 2012

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Institute for Behavioral Research
University of Georgia

- Attended three 2-hour seminars on grant writing and submission to NIH

Public and University Service

Invited Workshop **April 13 2015**

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

Future Faculty Program, University of Georgia

Invited Workshop **April 8 2015**

Introduction to Structural Equation Modeling

Graduate Student Council, University of Georgia

Reviewer — Academy of Management Conference **2015**

Invited Workshop **March 19 2015**

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

Center for Teaching and Learning, University of Georgia

Invited Workshop **December 4 2014**

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

Psychology Educator Development Association, University of Georgia

Invited Teaching Presentation **October 31 2014**

When to Say No: The Art of Opportunity Selection

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

Invited Workshop **October 30 2014**

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

Psychology Educator Development Association, University of Georgia

Invited Speaker **October 30 2014**

Grant Writing Panel

Department of Psychology, University of Georgia

Organizer **October 22 2014**

Graduate School Information Session and Workshop

Psychology Mentoring Program, University of Georgia

Professional Memberships

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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

Golden Key International Honor Society

Member

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