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

Department of Psychology

University of Georgia

Email: [will2493@uga.edu](mailto:will2493@uga.edu) or [rachelwilliamson2493@gmail.com](mailto:rachelwilliamson2493@gmail.com)

Web: <http://psychology.uga.edu/directory/rachel-williamson>

**Education**

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| Ph.D. | University of Georgia 2018 (Expected)  Industrial and Organizational Psychology  Dissertation: *Clarifying the Relationship Between Engagement and Work Interfering with Family: Examining Between- and Within-Person Differences*  Committee: Nathan T. Carter (Chair), Malissa A. Clark, Kristen M. Shockley  Proposed: June 5th, 2017 |
| M.S. | University of Georgia 2015  Industrial and Organizational Psychology  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**

The Work-Life Interface; Research Methods; Employee Well-Being; Individual Differences

**Peer-Reviewed Publications**

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

Maples-Keller, J. L., **Williamson, R. L.,** Sleep, C. E.,Carter, N. T., Campbell, W. K. & Miller, J. D. (in press). Using item response theory to develop a 60-item version representation of the NEO-Five Factor Inventory using the International Personality Item Pool: Development of the IPIP-FFI. *Journal of Personality Assessment.*

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.* doi: 10.1016/j.hrmr.2017.03.004

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

Carter, N. T., Guan, L., Maples, J. L., **Williamson, R. L.,** & Miller, J. D. (2016). The downsides of extreme conscientiousness: a facet-level examination. *Journal of Personality, 84*, 510-522*.* doi: 10.1111/jopy.12177

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). Workaholism and Work-Family Conflict. In J. Nicklin (Ed.), *Work-Life Balance in the 21st Century: Perspectives, Practices, and Challenges.*

**Williamson, R. L.,** & Clark, M. A. (2016). Book review of “The work-family interface: An introduction.” *Academy of Management Learning and Education, 15*, 394-397*.* doi: 10.5465/amle.2016.0100

**Manuscripts Under Review**

**Williamson, R. L.,** & Carter, N. T. (Invited for Revise & Resubmit, 2nd round). Realizing the relation of extraversion with OCB and CWB by integrating theoretical perspectives on form, structure, and situation. *Journal of Business and Psychology.*

Eby, L. T., Mitchell, M. E., **Williamson, R. L.,** & Maupin, C. K. (Under review, 2nd round). 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., Conley, K. M., & Lowery, M. R. (Under review, 2nd round). 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. (Under review, 2nd round). The development of a hierarchical ideal point measure of conscientiousness. *Journal of Personality Assessment.*

Harris, A. M., **Williamson, R. L.,** & Carter, N. T. (Under review). A conditional threshold hypothesis for creative achievement: on the interaction between intelligence and openness. *Psychology of Aesthetics, Creativity, and the Arts.*

**Manuscripts in Preparation**

**Williamson, R. L.** & DeNunzio, M. (Writing stage). *Too much of a good thing? Examining the relationship between extraversion and work engagement.*

Clark, M. A. & **Williamson, R. L.** (Writing stage). *The development of a theoretically based workaholism scale.*

**Williamson, R. L.** & Carter, N. T.(Data analysis stage). *A meta-analysis of the relationship between work engagement and work interfering with family.*

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

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

**Conference Presentations**

Chaired Symposia

Harris, A. M., **Williamson, R. L.,** & Castille, C. M. (Co-Chair). (Submitted to SIOP for April 2018 annual conference: Chicago, IL). *New perspectives on ideal point measurement for theory and practice.*

**Williamson, R. L**., Castille, C. M., & Harris, A. M. (Co-Chair). (April 2017). *Ideal point IRT modeling: Advances in personality assessment.* Society for Industrial and Organizational Psychology 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.* Society for Industrial and Organizational Psychology 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.* Society for Industrial and Organizational Psychology Conference: Anaheim, CA.

Carter, N. T., **Williamson, R. L.,** & LaPalme, M. L. (Co-Chair). (April 2015). *Adventures in unfolding measurement models: Applications to important work-related constructs.* Society for Industrial and Organizational Psychology Conference: Philadelphia, PA.

Paper Presentations

Clark, M. A., & **Williamson, R. L.**, (Symposium submitted to SIOP for April 2018 annual conference: Chicago, IL). Development of a multidimensional assessment of workaholism. In N. J. Haynes & M. A. Clark (Chairs), *Workaholism around the world: An exploration.*

Castille, C. M., & **Williamson, R. L.** (IGNITE session submitted to SIOP for April 2018 annual conference: Chicago, IL) Key decision-point one: Should I use the CTT or IRT approach? In B. B. Belwalkar & P. Converse (Chairs), *Revisiting decision points in scale development.*

**Williamson, R. L.,** & Carter, N. T. (May 2017). *Form, structure, situation: Integrating three theoretical perspectives to elucidate the relation between extraversion and extrarole performance.* European Association of Work and Organizational Psychology 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.* Society for Industrial and Organizational Psychology 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.* Society for Industrial and Organizational Psychology 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.* 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.* Society for Industrial and Organizational Psychology 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.* Society for Industrial and Organizational Psychology 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.* Society for Industrial and Organizational Psychology 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.* International Personnel Assessment Council 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.*, 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.* Society for Industrial and Organizational Psychology Conference: Philadelphia, PA.

Posters

DeNunzio, M., & **Williamson, R. L.** (Poster submitted to SIOP for April 2018 annual conference: Chicago, IL). *The interaction of personality and job characteristics in predicting work engagement.*

**Williamson, R. L.,** & Carter, N. T. (Poster submitted to SIOP for April 2018 annual conference: Chicago, IL). *The relation between engagement and work interference with family: A meta-analysis.*

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

**Williamson, R. L.,** & Carter, N. T. (May 2017). *Uncompensated overtime workers’ motivation to work: Physical and psychological health outcomes.* European Association of Work and Organizational Psychology Conference: Dublin, IE.

**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.* Society for Industrial and Organizational Psychology Conference: Orlando, FL.

Lowery, M., **Williamson, R. L.,** & Carter, N. T. (April 2017). *Job satisfaction, tenure, and the causal attitude network model.* Society for Industrial and Organizational Psychology 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.* Society for Industrial and Organizational Psychology Conference: Orlando, FL.

Locklear, L., **Williamson, R. L.,** & Clark, M. A. (April 2017). *Work-family conflict in same-sex couples.* Society for Industrial and Organizational Psychology 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.* Society for Industrial and Organizational 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.* Society for Industrial and Organizational Psychology 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.* Society for Industrial and Organizational Psychology Conference: Anaheim, CA.

**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. International Personnel Assessment Council Annual Conference: Atlanta, GA.

**Teaching Experience Instructor Rating**

Instructor of Record – 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
    - Section 1 (22 students) 4.53/5.00
    - Section 2 (14 students) 4.83/5.00
    - Section 3 (14 students) 5.00/5.00
* **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.

**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.

**Invited Presentations**

**Williamson, R. L.** (October 2017). *Work Engagement and Work Interfering with Family: A Meta-Analysis.* Brownbag presentation at the University of South Florida. Tampa, FL.

**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**

* Received the **Herbert Zimmer Award** (2017) for outstanding research accomplishments by the Department of Psychology at the University of Georgia
* Received a **Foreign Travel Assistance Award** from the Office of the VP for Research at the University of Georgia to attend the 2017 EAWOP conference in Dublin, IE.
* Received a **Travel Funding Award** from the Graduate School at the University of Georgia to attend the 2017 SIOP conference in Orlando, FL.
* Selected as UGA I-O psychology 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.
* Received an **Outstanding Teaching Assistant Award** (2017) for Psychology by 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.
* University of Georgia **Graduate School Dean’s Award, Social Sciences** (2014). Received award to defray the costs of my thesis research.
* **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.
* **McKissick Scholarship,** University of South Carolina (Fall 2009-Fall 2012). Received award for students with a high GPA and SAT score in high school.

**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 Carter developed, tested, and conducted trials of personality-based items resulting in 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/>

**Service**

Ad Hoc Reviewer

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

Conference Reviewer

* 2015-Present, **Academy of Management**, OB 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,** 2013-2015
  + 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

**Professional Affiliations**

* Association for Research in Personality (Spring 2017-Present)
* Southern Management Association (Fall 2016-Present)
* European Association of Work and Organizational Psychology (Fall 2016-Present)
* Work and Family Researchers Network (Fall 2015-Present)
* Academy of Management (Spring 2014-Present)
* American Psychological Association (Spring 2014-Present)
* Society of Industrial Organizational Psychology (Fall 2013-Present)

**References**

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| Nathan T. Carter  Associate Professor of Psychology  University of Georgia  Email: ntcarter@uga.edu | Malissa A. Clark  Assistant Professor of Psychology  University of Georgia  Email: clarkm@uga.edu |
| Lillian T. Eby  Professor of Psychology  Director, Owens Behavioral Institute for Research  University of Georgia  Email: leby@uga.edu |  |