

Kate M. Conley
Doctoral Candidate, M.S., ABD

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EDUCATION

- Expected 2022 **Ph.D., University of Georgia**
Industrial-Organizational Psychology
Dissertation: *Mind Over [Trait] Matter: The Effect of Mindfulness on Variable Personality States and Employee Wellbeing*
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

Research Statement

My research interests marry advanced research methods and measurement with substantive areas of expertise in workplace wellbeing, culture, and leadership. In an increasingly dynamic business landscape, I strive to advance the science and practice of the changing nature of work to actively re-engineer our relationship with work to one that is more positive, productive, and purpose-driven. My work continuously aims to better understand the effects of innovative positive organizational interventions (e.g., mindfulness-based and resilience-based interventions) on human flourishing and organizational transformation. I hope findings in these areas inform research and practice cross-culturally to unleash the full potential of individuals and organizations around the world.

Journal Publications

1. Carter, N.T., Lowery, M.R., Williamson Smith, R., **Conley, K.M.**, Harris, A.M., Listyg, B., Maupin, C.K., King, R.T., & Carter, D.R. (2020). Understanding job satisfaction in the causal attitude network (CAN) model. *Journal of Applied Psychology, 105*, 959–993.

2. Eby, L.T., Allen, T.D., **Conley, K.M.**, Williamson, R.L., Henderson, T.G., & Mancini, V.S. (2019). Mindfulness-based training interventions for employees: A qualitative review of the literature. *Human Resource Management Review*, 29, 156-178. doi:10.1016/j.hrmr.2017.03.004
3. 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
4. **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
5. Griggs, T. L., Eby, L.T., Maupin, C.K., **Conley, K.M.**, Williamson, R.L., Vande Griek, O.H., & Clauson, M. (2016). Who are these workers, anyway? *Industrial and Organizational Psychology: Perspectives on Science and Practice*, 9, 114-121. doi:10.1017/iop.2015.123
6. Eby, L.T., Allen, T.D., **Conley, K.M.**, Williamson, R.L., Mancini, V.S., & Robertson, M.L. (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. Siedor, L.E., **Conley, K.M.** & Campbell, W.K. (under review). A contextualized measure of narcissism in organizations. Special issue on the role of personality in the experience of working and in the workplace. *Journal of Research in Personality*.

Conference Presentations – Symposia and Alternative Sessions

1. **Conley, K.M.**, Sanders, K.N., & Martin, J.L. (2019, April). *Diverse Perspectives on Diversity & Inclusion: Mashup Panel and Roundtable Discussion* (co-chair). Alternative session to be presented at the 2019 Meeting of the Society for Industrial and Organizational Psychology: National Harbor, MD.
2. **Conley, K.M.**, Lowery, M.R., Williamson, R.L., & Carter, N.T. (2019, April). The Politeness Paradox: Considering Curvilinear Effects of Agreeableness in Selection. In Zhu, X. & Impelman, K. (co-chairs), *Understanding Curvilinear Relationships in Selection Research and Practice*. Symposium to be presented at the 2019 Meeting of the Society for Industrial and Organizational Psychology: National Harbor, MD.
3. **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 presented at the 2018 Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.
4. **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 presented at the 2018 Meeting of the Society for Industrial and Organizational Psychology: Chicago, IL.

5. **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.
6. French, K.A., **Conley, K.M.**, Allen, T.D., 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 presented at the 2017 Meeting of the Society for Industrial and Organizational Psychology: Orlando, FL.
7. Eby, L.T., Allen, T.D., **Conley, K.M.**, Williamson, R.L., Mancini, V.S., & Robertson, M.L (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.
8. **Conley, K.M.**, Zimmerman, L.M., Beiler-May, A.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.

Conference Presentations – Posters

1. **Conley, K.M.**, Melson-Silimon, A.T., & Carter, N.T. (2019, May). *Time's Up: Exploring Employee Resilience Following Experiences of Workplace Sexual Harassment*. Poster to be presented at the 2019 Congress of the European Association of Work and Organizational Psychology: Turin, Italy.
2. Lowery, M.R., **Conley, K.M.**, & Carter, N.T. (2019, May). *The paradox of politeness: Considering the curvilinear effects of agreeableness at work*. Poster to be presented at the 2019 Congress of the European Association of Work and Organizational Psychology: Turin, Italy.
3. **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 presented at the 2018 Association for Psychological Science Annual Convention: San Francisco, CA.
4. Vande Griek, O.H., **Conley, K.M.**, & 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.
5. **Conley, K.M.**, Vande Griek, O.H., Williamson, R.L., Harris, A.M., & 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.
6. Locklear, L.R., **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.

Funding 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. Nathan T. Carter
Source: National Science Foundation
Project Title: Clarifying the Functional Form of the Personality-Performance Relationship Using More Appropriate Measurement.
Status: Awarded 2016
Role: Research Assistant

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

APPLIED WORK EXPERIENCE

Professional Experience

Senior Consultant – *Maximus International* (Aug 2019 – Present)

- Designed and implemented custom leadership, culture, and OD solutions for Australian and multi-national organizations based on scientific evidence and latest insights into shifting both mindsets and behaviors
- Developed leaders through 1:1 coaching and group facilitation (face-to-face & virtually); empowered growth through self-discovery, connection to purpose, awareness of others, and lasting behavioral change
- Drove innovation and the development of new offerings; led an internal research product team and advised senior stakeholders in launching a leadership assessment that blends rigorous psychometrics and unparalleled user experience
- Conducted rigorous organizational research including reviews of organizational culture, operating models, competency frameworks and strategy, designing best methodology for data collection (focus groups, interviews & surveys), analysis and reporting

- Developed business within existing and new clients; crafted articulate and stand-out proposals providing significant contribution to winning opportunities small and large (incl. a 3-year, multi-level \$600K public service tender)

360 Feedback Coach – EchoSpan

(Jun 2018 – May 2019)

Under the direction of Dr. Alison Mallard, HRCatalyst, Inc.

- Synthesized qualitative 360-degree feedback in a meaningful way to enhance employee development and performance.
- Delivered 360-degree feedback results and provided leadership development coaching to managers through virtual, 1:1 coaching sessions.

Leadership & Succession Intern – Russell Reynolds Associates

(May 2016 – Jun 2019)

Under the direction of Dr. Stacey Shapiro

- Partnered with Leadership and Succession consultants to support C-suite level client selection, promotion, succession, and cultural engagements.
- Crafted and customized leadership development recommendations to shift high-potentials to resilient, compassionate, and transformational leaders.
- Facilitated 360-degree reference interviews to collect detail-rich feedback for executive search, succession planning, and leadership development programs.
- Served as a resource for identifying key themes in data, visualization of data trends, and translating rigorous analytics into digestible findings for internal and external audiences.
- Co-Authored Thought Leadership Publication:
 - “*Inclusive Leadership: Unlocking the Value of Diversity and Inclusion*”

360 Feedback Coach – RaceTrac Petroleum, Inc.

(Apr – Jun 2017)

Under the direction of Dr. Alison Mallard, HRCatalyst, Inc.

- Synthesized qualitative 360-degree feedback comments into digestible feedback summaries of leadership strengths and development opportunities.
- Facilitated 1:1 coaching sessions with mid-level managers to deliver 360-degree feedback results and work through tough feedback.
- Facilitated discussion between managers and their direct supervisors to establish attainable and measurable goals for improvement.

Data Analyst – Society for Industrial-Organizational Psychology (SIOP)

(Aug – Oct 2016)

Under the direction of Drs. Mark Poteet, Amy DuVernet, Brandy Parker & Anne Herman

- Cleaned, analyzed, and interpreted data from the Society for Industrial-Organizational Psychology’s Tri-annual Income and Benefits Survey.

- Leveraged predictive analytics to find the degree to which education and years of experience impact one's salary as an I-O professional and emphasize the closing gender pay gap in the field.
- Contributed to the dissemination of survey results in a technical report, SIOP TIP report and infographic. <http://www.siop.org/tip/Jan17/Report.pdf>

Research Fellow – Sodexo Benefits & Rewards Services North America (Jan – Dec 2015)
Under the direction of Mia Mendis & Rebecca Scott

- Gathered and synthesized research on pivotal topics in human capital management into compelling thought leadership articles.
- Authored Thought Leadership Publications:
 - “*The Path to Frontline Employee Engagement*”
 - “*Communication 101: A Crash Course in the Fundamental Elements of Employee Recognition*”

Project Lead & Consultant – The QTI Group (Oct 2014 – Apr 2016)

- Leveraged professional network to propose and win business from former employer in the first year of graduate school to conduct QTI's Annual Employee Engagement Survey for consecutive years.
- Selected, hired, and managed project teams to assist with the project to involve fellow graduate students in gaining applied experience.
- Administered, analyzed, and delivered results of the survey in three presentations to the firm's CEO and President, to senior leaders, and in an all-employee lunch-and-learn.
- Created visualizations in Tableau to represent clear and impactful data breakdowns.
- Leveraged team member ideas to best illustrate predictive results with a quadrant-based graph that targets top priority action items.

Human Resources and Consulting Intern – The QTI Group (Jan 2013 – Jul 2014)
Under the direction of Matt Shefchik and Rebekah Temple

- Consulted on project-based client work including compensation analyses, employee engagement surveys, and succession planning.

Human Resources Intern - Toyota New Zealand (Jan 2014 – Mar 2014)
Under the direction of Justine Martin

- Received mentorship from HR director, Justine Martin and other organizational leaders and immersed myself in the firm culture to gain an understanding of international business customs.

Applied Research Projects

Project Consultant and Data Analyst – Groupon, Inc. (Oct 2018 – Mar 2019)

Under the direction of Dr. Nathan Carter

- Led a team of doctoral students to develop a psychometrically rigorous and practical consumer satisfaction measure to enhance online platform experience.
- Managed the academic-practitioner partner relationship with Groupon stakeholders and facilitated conversations to assess measurement needs and deliver satisfactory results.

Data Analyst – Procter and Gamble (May – Aug 2015)

Under the direction of Dr. Nathan Carter

- Assisted with the development and psychometric evaluation of P&G's personality selection and assessment tool.
- Crafted a technical report with interpretations and recommendations driven by advanced analytics and practical implications to bolster the quality of hiring decisions.

Consultant – United Way Worldwide (Aug 2015 – Aug 2016)

Under the direction of Dr. Jacob Martin

- Designed United Way giving campaign insights survey for the purpose of evaluating and improving satisfaction with campaign activities.
- Presented survey implementation strategy in a well-received pitch to UWW Global Corporate Partners in Chicago.

Data Analyst – Central Alabama Electric Cooperative (CAEC) (Oct 2014 – May 2015)

Under the direction of Dr. Malissa Clark

- Analyzed results from CAEC's annual corporate wellness program survey to demonstrate the effectiveness of the program in improving employee physical and mental health.
- Compiled results deliverables and supervised undergraduate research assistants in crafting the presentation of results.

HONORS AND AWARDS

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 Research Project Award (2014) – University of Wisconsin-Madison, professor nominated department scholarship on behalf of an anonymous donor

SERVICE

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 (2014-2016)

PROFESSIONAL AFFILIATIONS

Society for Industrial and Organizational Psychology (2014 – present)
Association for Psychological Science (2018 – 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

Teaching Assistant/R 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)

KNOWLEDGE AND SKILLS

Statistical Software – R/R Studio including Tidyverse packages. SPSS, GGUM, Tableau, Mplus
Data Management – Experience cleaning, merging, and wrangling large organizational datasets. Familiar with operating with SQL and Python environments and traversing coding languages.
Data Analysis – ANOVA, regression, factor analysis, cluster analysis, structural equation modeling (including CFA), HLM/MLM, Bayesian statistics and estimation, item response theory, social network analysis, and foundations of machine learning.
Research Methods – Surveys and scale development, intervention and experimental design, experience sampling, policy capturing, and qualitative/mixed methodologies.
Project Management – Experience leading research and consulting project teams.
Communication and Facilitation – In-person and virtual group facilitation; strong written and verbal communication skills; ability to convey research findings to non-scientific and scientific audiences, technical proficiency with Zoom, Teams, Webex, and Skype for session delivery and moderation

CERTIFICATIONS

Meditation and Mindfulness Teaching Certification – School of Positive Transformation. Issued August 2021. Credential ID e3loa22oq0
Assessment Accreditation – Saville Assessment Asia Pacific. Issued February 2021 [Credential ID WCV1370](#)
Teaching Certification – CIRTL Associate Certification (membership of the national Center for the Integration of Research, Teaching and Learning, a network of 22 research institutions).